

# **Tulia Independent School District**

## **Tulia High School**

### **2023-2024 Improvement Plan**



# Mission Statement

In partnership with parents and the community, the District will provide a safe learning environment in which all students are encouraged to realize their full potential. It is the goal of the District that all students will graduate as productive citizens of the highest character prepared to pursue higher level education or enter the workforce. The District will produce such graduates by employing highly qualified personnel,, maintaining modern facilities, and integrating the technology necessary to deliver a challenging curriculum.

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# Priority Problem Statements

**Problem Statement 1:** Absences have a negative impact on classroom performance, state assessment scores, and graduation.

**Root Cause 1:** Lack of attendance procedures and incentives have limited the ability to motivate students to attend regularly.

**Problem Statement 1 Areas:** School Culture and Climate

**Problem Statement 2:** There is a conservative ratio of CTE programs to certifications.

**Root Cause 2:** Students are not aware of certificate opportunities and processes.

**Problem Statement 2 Areas:** Student Achievement

**Problem Statement 3:** Students are not showing appropriate growth from year to year.

**Root Cause 3:** Foundational reading skills have not prepared students the ability to read and respond to academic vocabulary in content areas.

**Problem Statement 3 Areas:** Student Achievement

**Problem Statement 4:** Low number of students reaching grade level on EOC exams.

**Root Cause 4:** Limited academic vocabulary and reading ability.

**Problem Statement 4 Areas:** Student Achievement

**Problem Statement 5:** Low high school administrative stability has created an unstructured environment.

**Root Cause 5:** There have been numerous administrators in 15 years.

**Problem Statement 5 Areas:** Staff Quality, Recruitment, and Retention

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Federal Report Card and accountability data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- 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
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Observation Survey results
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between 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 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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements 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
- Pregnancy and related services data

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

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- 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
- T-TESS data

### **Parent/Community Data**

- Parent engagement rate

### **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:** Student Achievement - Tulia High School will provide a 21st century educational culture offering each student the opportunity to achieve excellence.

**Performance Objective 1:** By May 2024, Tulia High School will increase the average daily attendance for all students to 96%.

**High Priority**

**Evaluation Data Sources:** PEIMS six weeks attendance reports, EOY cumulative attendance reports

**Goal 1:** Student Achievement - Tulia High School will provide a 21st century educational culture offering each student the opportunity to achieve excellence.

**Performance Objective 2:** By August 2024, the percentage of graduates who meet the criteria for College, Career, Military Readiness will be 98% or higher.

**High Priority**

**Evaluation Data Sources:** PEIMS, College Board, ACT, Military documents, TSIA2, TAPR

**Goal 1:** Student Achievement - Tulia High School will provide a 21st century educational culture offering each student the opportunity to achieve excellence.

**Performance Objective 3:** Tulia High School will work to positively impact student performance by administering formative assessments driven by STAAR design and HQIM, and by collecting and analyzing data following each assessment.

**High Priority**

**Evaluation Data Sources:** DMAC, HQIM material, pacing guides

**Goal 1:** Student Achievement - Tulia High School will provide a 21st century educational culture offering each student the opportunity to achieve excellence.

**Performance Objective 4:** For the 2023-24 school year, Tulia High School will strive for a 100% graduation rate.

**High Priority**

**Evaluation Data Sources:** PEIMS data, TAPR report

**Goal 1:** Student Achievement - Tulia High School will provide a 21st century educational culture offering each student the opportunity to achieve excellence.

**Performance Objective 5:** During the 2023-24 school year, Tulia High School will increase opportunities for students and families to recognize their graduation plans and pathways through individual planning and counselor pre-registration meetings.

**Evaluation Data Sources:** counselor sign-up sheets, pre-registration documents and announcements, graduation plan updates

**Goal 2:** Communication - THS will increase communication with teachers, parents, and the community.

**Performance Objective 1:** THS will increase communication through weekly social media posts.

**Evaluation Data Sources:** Weekly notifications on FB  
Current events maintained on website

**Goal 2:** Communication - THS will increase communication with teachers, parents, and the community.

**Performance Objective 2:** THS will provide regular parent/guardian call-outs regarding campus events.

**Evaluation Data Sources:** data from call-out system

**Goal 3:** Family Engagement - THS will provide regular support services and at least 3 parent meetings by May 2024.

**Performance Objective 1:** TISD will provide services to ensure obvious barriers are removed to support academic achievement (school supplies, backpacks, clothing).

**Evaluation Data Sources:** receipts from orders, staff lists  
FB/website notification

**Goal 3:** Family Engagement - THS will provide regular support services and at least 3 parent meetings by May 2024.

**Performance Objective 2:** Obj 2: Student Support Specialists, in tandem with academic staff, will ensure students identified as homeless and/or foster will receive support services needed for academic success.

**Evaluation Data Sources:** home visit log, PEIMS data

**Goal 3:** Family Engagement - THS will provide regular support services and at least 3 parent meetings by May 2024.



**Performance Objective 3:** Obj 3: Student Support Specialists, in tandem with campus administrators, and counselors will provide informational and educational parent/community events.

**Evaluation Data Sources:** social media posts, sign-in sheets, handouts/links

**Goal 4:** Safety - THS will decrease student discipline referrals by 2% by May, 2024.

**Performance Objective 1:** THS will utilize PBIS resources and structure to positively increase school climate and culture for both students and staff.

**Evaluation Data Sources:** Ecampus referrals  
Professional development or training  
TIL coaching

**Goal 4:** Safety - THS will decrease student discipline referrals by 2% by May, 2024.

**Performance Objective 2:** THS administrators will create and utilize tier 1 and tier 2/3 tracking documents to respond to student behavior.

**Evaluation Data Sources:** tracking tools - spreadsheets for tiered behavior, discipline referrals

**Goal 4:** Safety - THS will decrease student discipline referrals by 2% by May, 2024.

**Performance Objective 3:** THS administrators will track feedback from Oracle Vape Sensors using the Axis Camera System to respond to alerts.

**Evaluation Data Sources:** Oracle alerts, axis camera system, Ascender discipline reports

**Goal 5:** Staff - Based on employee surveys and feedback, THS will increase employee retention and job satisfaction through purposeful PD, intentional culture development, and instructional feedback and support.

**Performance Objective 1:** Provide high quality and on-going PD for teachers related to HQIM adoptions.

**Evaluation Data Sources:** ESC 16 Show and Tell Session Registration  
School Mint Grow data  
IC feedback

**Goal 5:** Staff - Based on employee surveys and feedback, THS will increase employee retention and job satisfaction through purposeful PD, intentional culture development, and instructional feedback and support.

**Performance Objective 2:** Provide high quality and on-going PD for teachers in carefully selected TIL strategies.

**Evaluation Data Sources:** Sign-in sheets  
School Mint Grow data

**Goal 5:** Staff - Based on employee surveys and feedback, THS will increase employee retention and job satisfaction through purposeful PD, intentional culture development, and instructional feedback and support.

**Performance Objective 3:** Assign a mentor to each new teacher to assist with familiarizing him/her with campus and district policies and procedures.

**Evaluation Data Sources:** mentor list  
New Teacher Academy docs

**Goal 5:** Staff - Based on employee surveys and feedback, THS will increase employee retention and job satisfaction through purposeful PD, intentional culture development, and instructional feedback and support.

**Performance Objective 4:** The THS Leadership Team will Implement a monthly culture calendar.

**Evaluation Data Sources:** Culture Calendar