

**Highland Park Independent School District**  
**Highland Park High School**  
**2023-2024 Campus Improvement Plan**



# Mission Statement

Ensuring Student Success Through a Commitment to Excellence

## Vision

*Highland Park ISD is committed to leading the way through progressive technology and advanced instructional techniques to develop an educational experience that produces successful life-long learners.*

### Nondiscrimination Notice

Highland Park ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the *Civil Rights Act* of 1964, as amended; Title IX of the *Education Amendments* of 1972; and Section 504 of the *Rehabilitation Act* of 1973; as amended.

## No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2009-2010 school year).

**Goal 1:** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Goal 2:** All limited English proficient students will become proficient in English and reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Goal 3:** By 2005-2006, all students will be taught by highly qualified teachers.

**Goal 4:** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.

**Goal 5:** All students will graduate from high school.

## Ten Schoolwide Components

<u>1, CNA</u>	Comprehensive Needs Assessment	<u>2, RS</u>	Reform Strategy	<u>3, HQ</u>	Highly Qualified
<u>4, PD</u>	Professional Development	<u>5, PI</u>	Parental Involvement	<u>6, R/R</u>	Recruitment/ Retention of Certified Staff
<u>7, T</u>	Transition	<u>8, TIA</u>	Teacher Involved in Assessment Decisions	<u>9, M</u>	Timely Assistance for Student Mastery
<u>10, COORD</u>	Coordination and Integration of Federal, Local, and State Programs				

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Highland Park HS, a traditional 9-12 campus, currently has 221 students. Of those students, about 45% meet standards to be categorized as economically disadvantaged on the TEA Accountability Report. Approximately 10 percent of the HPHS student body has been identified as gifted and talented. Approximately ten percent of the HPHS student population receives special education services developed in ARD meetings with staff and parents. Another 10 percent of the student population receive 504 accommodations to deal with various conditions that affect the educational process. HPHS is a popular transfer option, especially for students living on the eastside of Amarillo ISD. At present, 84 high school students (34%) are transfer students and attend through a transfer request granted by the district. The student mobility rate is 10.1% according to TEA figures.

### Demographics Strengths

The staff is learning strategies to work more effectively with students from poverty or near poverty levels. The intent is to eliminate deficits in areas such as support and communication as much as it is to eliminate financial woes. The staff is also learning strategies to through TIL to help offset the learning loss caused by COVID-19.

# Student Achievement

## Student Achievement Summary

Highland Park High School met standards on all four of the indicators on the 2023 State Accountability Report in the areas of: Student Achievement, Student Progress, Closing Performance Gaps and Postsecondary Readiness.

## Student Achievement Strengths

As in the previous class, we have students that will graduate from Amarillo College with an Associate's Degree through the Dual Degree program. The Class of 2023 earned over \$700,000 in scholarships.

At present, all graduates are on track to graduate.

HPHS students continue to receive top art awards at both the local and state levels in athletics, Ag and Band.

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** Students coming from 8th grade math to Algebra are not showing growth **Root Cause:** More students need to score meets and masters

## School Culture and Climate

### School Culture and Climate Strengths

The HPHS campus is blessed by a most capable counselor and a student/family advocate. These staff members identify deficiencies and struggles of students and develop plans to focus on graduation, personal growth, emotional health and improved behavior. Both counselors have a well-developed network within the community to refer students and families to. Care Net visits HPHS weekly to work with Leadership Councils. The work The campus library is a positive haven for students. An inviting atmosphere with a coffee shop has increased morale and readership. The Commons area has motivational displays to encourage graduation and to consider college and career options. Teachers do a fanstastic job of creating positive rapport with parents and discussing the issue that is creating any problem. Our students continue to be good stewards for the community. Student led groups (NHS and StuCo) have sponsored highly successful blood drives and food/clothing drives.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

It is the policy of the district to employ only highly qualified teachers and staff. Besides participating in professional development training prior to the school year and collaboration during the school year, teachers and paraprofessionals are required to attend 36 hours of workshops focused on their needs as determined by teacher developed T-TESS plans.

## Staff Quality, Recruitment, and Retention Strengths

Highland Park High School teachers continue to improve instruction in professional development and collaboration. The district has focused on the TIL process which will help close learning gaps from COVID and is researched based instruction. The desired outcome of all individual and group studies is to improve student performance by improving teaching skill and understanding of sub-group populations.

# Parent and Community Engagement

## Parent and Community Engagement Summary

Highland Park High School believes in establishing parental and community involvement through a strong partnership with stakeholders, at both the Campus and District levels. Although as a suburban School District, HPISD does not have a set "town" or physical community like other Districts; yet, we continue to work to encourage, build, and strengthen ties with our parents and community. The campus plans include the development of an effective, comprehensive system for monitoring and evaluating parental and community involvement through our online Parent Portal and social media platforms.

Through establishing and maintaining an effective, systemic, and comprehensive system for monitoring and evaluating parental and community involvement, the campus believes that levels of engaged involvement will increase and parents will become our strong partners who feel welcome and participatory in the educational process for all children.

## Parent and Community Engagement Strengths

For parents, students, and community members, Highland Park ISD recently redesigned the District website to facilitate better communication and interaction among all stakeholders. Through the Parent Portal of Power School, parents have electronic, real-time access to their childrens' grades, attendance, and also easy access for continued communication with their childrens' teachers.

By establishing a partnership with Amarillo College for a Dual Degree Program and Community Links for parent and community adult education in GED, ESL, and Technology, Highland Park ISD plans to increase awareness of changing graduation, college readiness and Achieve Texas requirements for all students.

Highland Park ISD also enjoys a strong partnership various Booster Clubs and seeks ways for continuous improvement. Under the direction of the Superintendent, principals actively promote Highland Park ISD to increase the District's media coverage and community awareness.

The use of social media has placed information in front of family and community members in another platform. Failure to post quickly seems to get attention.

The high school campus maintains a sign-in sheet for every meeting with staff or others.

# Technology

## Technology Summary

Highland Park School District commits to encouraging all students and community members to become life-long learners. Essential to this vision is the development of the use of state-of-the-art technology that empowers teachers, students, and other adults to create learning experiences from the vast storehouse of information available both within and beyond the school building. In educating its students for the future, the district believes that while maintaining and enhancing our current computer system is important, schools must play a part in equipping students, teachers, and the community to use all technologies efficiently. Our plan is continuously updated to keep up with the rapidly changing pace of technology in the district. The district is committed to its vision of continuing our one-to-one environment for all HPHS students. While creating a vision for technology in our district, we realize the single most important factor in determining the success of technology in the classroom is a teacher who is able to infuse technology with instruction.

## Technology Strengths

### Student Resources

All HPHS students have one-to-one access with each student having their own MacBook or Chromebook, providing 100% computer access for each secondary classroom. In addition, there is one mobile lab containing a total of 58 wireless capable laptops. A technology education lab contains 22 computers and equipment to teach such subjects as virtual reality, embroidery, AutoCAD, flight simulation, desktop publishing, digital photography, video editing, and others. Edgenuity is used for our Credit Recovery software. S

### Staff Resources

All instructional staff members are provided with a laptop computer for school and home use. Ongoing training in more efficient and effective uses for technology in the classroom are offered throughout the school year and discussed in collaboration.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework 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
- SAT and/or ACT assessment data
- PSAT
- Local benchmark or common assessments data

## Student Data: Student Groups

- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Dual-credit and/or college prep course completion data

## Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Enrollment trends

**Employee 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 surveys and/or other feedback

**Support Systems and Other Data**





- Study of best practices

# Goals

**Goal 1:** Highland Park High School will support teachers in the improvement of instructional practices that engage students in learning and increase student academic performance on the current state assessments as well as promoting the general welfare of all students.

**Performance Objective 1:** All high school teachers will present rigorous lessons that align with TEKS.





**Evaluation Data Sources:** Lesson plan quality checks (TIL). Assessment data. Regular walkthroughs.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All core area teachers will receive curriculum training and updates through workshops, presentations and collaboration through district or Region 16 training. (4, PD).  <b>Strategy's Expected Result/Impact:</b> Core Team Meetings/Delayed Starts/Sign-In Sheets  <b>Staff Responsible for Monitoring:</b> Principals and Leadership Team</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6                      -</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administrators will quality check teachers' lesson plan every week for planned, high-quality, and TEKS-based instruction based upon the IFDs (2, RS).  <b>Strategy's Expected Result/Impact:</b> Regular Walkthroughs (Walkthrough Forms/Documentation)  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Administrators will conduct regular classroom walk-throughs (2, RS).  <b>Strategy's Expected Result/Impact:</b> Walkthrough Forms/Documentation  <b>Staff Responsible for Monitoring:</b> Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				

**Goal 1:** Highland Park High School will support teachers in the improvement of instructional practices that engage students in learning and increase student academic performance on the current state assessments as well as promoting the general welfare of all students.

**Performance Objective 2:** The academic performance level of all student sub-populations will meet the established cut points for Results Driven Accountability (RDA) by June 2024





**Evaluation Data Sources:** STAAR EOC

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will give assessments in the core areas of Reading/ELA; Math; Science; and Social Studies.(8, TIA).  <b>Strategy's Expected Result/Impact:</b> Walkthroughs/Common Assessment Data  <b>Staff Responsible for Monitoring:</b> Principals and Leadership Team</p> <p><b>Title I:</b>            2.4, 2.5, 2.6  <b>- TEA Priorities:</b>            Build a foundation of reading and math            -</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Highland Park High School will support teachers in the improvement of instructional practices that engage students in learning and increase student academic performance on the current state assessments as well as promoting the general welfare of all students.

**Performance Objective 3:** Principal will evaluate and coach teachers to use professional development strategies from TIL in lesson planning, self-reflection and brain-based instruction as implemented in T-TESS and TIL





**Evaluation Data Sources:** Lesson Plan Checks / Walkthroughs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ongoing quality checks and teacher feedback for teachers' lesson plans. <b>Strategy's Expected Result/Impact:</b> Lesson Plans (TIL) <b>Staff Responsible for Monitoring:</b> Principals	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Upon receipt of an online form for T-TESS walkthroughs, teachers will receive feedback from the principal. <b>Strategy's Expected Result/Impact:</b> Walkthrough data, teacher self-assessment <b>Staff Responsible for Monitoring:</b> Principals	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Highland Park High School will provide the necessary resources and support for a safe and secure learning environment and efficient operation of Highland Park school facilities and programs.

**Performance Objective 1:** High school staff will continually monitor the safety and security of facilities and operations to identify possible improvements.

**Evaluation Data Sources:** Training Logs / Sign-In Sheets / Certificates

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will receive ongoing professional development in safety scenarios to better serve the campus and its students <b>Strategy's Expected Result/Impact:</b> Training Logs/Sign-in Sheets/Certificates <b>Staff Responsible for Monitoring:</b> Technology Department	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Highland Park High School will provide the necessary resources and support for a safe and secure learning environment and efficient operation of Highland Park school facilities and programs.

**Performance Objective 2:** Teachers will attend professional development training to help provide better security of the high school facilities.





**Evaluation Data Sources:** Training Logs / Sign-In Sheets / Certificates

**Goal 3:** Highland Park High School will support the actions of the staff that result in building relationships with the community, families, and students that promote the advocacy of Highland Park Schools.

**Performance Objective 1:** Increase the available opportunities for parent and community involvement in the education of HPISD students. Area: Student Performance (5, PI; 10, COORD).

**Evaluation Data Sources:** Parent Surveys, Leadership Team agendas

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> High School teachers will assist parents to become more involved in their student's education and goal-setting (5, PI).</p> <p><b>Strategy's Expected Result/Impact:</b> Agendas, sign-in sheets, student PGPs</p> <p><b>Staff Responsible for Monitoring:</b> Principals, counselors, Title I personnel</p> <p><b>Title I:</b> 4.1</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Advertise Meet the Hornets and their Teachers and school registration for parents of the High School (5, PI).</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-In Sheets</p> <p><b>Staff Responsible for Monitoring:</b> Principals</p> <p><b>Title I:</b> 4.1</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Arrange fine arts assemblies and performances for the high school throughout the school year (5, PI).</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-In Sheets</p> <p><b>Staff Responsible for Monitoring:</b> Principals, Fine Arts teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>





Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide a College Awareness Night for parents of high school students (5, PI). <b>Strategy's Expected Result/Impact:</b> Attendance/Sign-In sheets <b>Staff Responsible for Monitoring:</b> Principals and Counselors	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Highland Park High School will develop a culture of universal achievement so that the percentage of graduates that meet the criteria for CCMR will increase from 82.5% in 2021 to 90% by August 2024.

**Performance Objective 1:** Highland Park High School will develop a culture of universal achievement for all students based on recommendations of the campus improvement committee.

**HB3 Goal**

**Evaluation Data Sources:** STAAR results, HS transcripts, Dual credit documentation.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> High School campus will continue our relationship with Jostens with strategies on Commit to Graduate theme.  <b>Strategy's Expected Result/Impact:</b> When students and parents are committed to graduation and students enrollment increases in post-secondary education.  <b>Staff Responsible for Monitoring:</b> Counselors, leadership team, principals, teachers.</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6  <b>- TEA Priorities:</b>                      Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Highland Park will work to develop its own plan to encourage success and college and career readiness.  <b>Strategy's Expected Result/Impact:</b> Enrollment in institutions of higher learning  <b>Staff Responsible for Monitoring:</b> Leadership team</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				