

**Eastland Independent School District**  
**Eastland High**  
**2022-2023 Campus Improvement Plan**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Aligning our curriculum to address our large at-risk population.

### Demographics Strengths

Low mobility rate.

Adequate services for ELL students based on population.

Low student / teacher ratio.

## **Student Achievement**

### **Student Achievement Strengths**

Index 1 score was 14 points above target score.

Science and Social Studies were at 87 and 94 percent respectively.

Index 2 shows continued student progress was made.

Dual Enrollment course completion for SS high.

Post secondary readiness.

100% graduation rate.

CTE Sequence was a distinction

76% of Seniors took the SAT or ACT

## **School Culture and Climate**

### **School Culture and Climate Strengths**

Positive learning environment on campus in classrooms, athletics, clubs, etc.

Engaging and encouraging work environment (FAMILY).

Communication with parents, in a variety of mediums, from school regarding students.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Strengths**

Staff is 100% HQ and certified.

Consistent walk-throughs and classroom visits.

Related PD tied to needs of students/campus.

# **Curriculum, Instruction, and Assessment**

## **Curriculum, Instruction, and Assessment Strengths**

Common planning period for contents.

Fundamental Five classroom visits with feedback.

New textbooks and resources for staff.

STAAR classes for ELA and Math.

Increased use of Technology.

## **Parent and Community Engagement**

### **Parent and Community Engagement Strengths**

Open communication with parents through Facebook, website, Blackboard Connect, Newspaper, Remind101 and mail outs.

Community partnerships.

Parent teacher support organization.



## **School Context and Organization**

### **School Context and Organization Strengths**

Common planning periods for contents.

Strong instructional leadership on campus.

Visibility in hallways and classrooms with administration.

# Technology

## Technology Strengths

Projectors in each classroom with promethean boards.

2 open access labs for instruction with 41 computers total.

Dual credit utilizes web based courses for our students.

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

## **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
- Observation Survey results

## **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

## **Employee Data**

- Staff surveys and/or other feedback
- Evaluation(s) of professional development implementation and impact

## **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

## **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
- Action research results












# Goals

**Goal 1:** We will Maintain Safe Schools and be Prepared for, and Capable of Responding to, Unusual Incidents and Emergencies with the District and Community.

**Performance Objective 1:** All campus staff will continue to place a high priority on school safety and security for students.

**Evaluation Data Sources:** Log books, staff development calendar and campus calendar.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Lock all outside doors except for the glass doors by cafeteria and the front doors.  <b>Strategy's Expected Result/Impact:</b> Staff responsible will check during each week to ensure doors remain locked.  <b>Staff Responsible for Monitoring:</b> Administration and SRO</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Staff visibility during passing periods and before/after school. Fewer students in hallways during class periods.  <b>Strategy's Expected Result/Impact:</b> Fewer student issues in hallways and decrease in student referrals.  <b>Staff Responsible for Monitoring:</b> Administration, SRO, Athletic Directors.</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Review Crisis management Plan. Work with local law enforcement when conducting drills to maximize effectiveness.  <b>Strategy's Expected Result/Impact:</b> Monthly drills and log books are maintained and updated.  <b>Staff Responsible for Monitoring:</b> Administration, SRO</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Show informative videos, make announcements, hang posters, have speakers that discuss texting/driving, alcohol/drug/tobacco awareness and bullying.</p> <p><b>Strategy's Expected Result/Impact:</b> Master calendar with dates of speakers, items posted in halls and listening to conversation students are having.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers, SRO, Counselor, Open Door</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Campus will be free of drugs, alcohol, and firearms</p> <p><b>Strategy's Expected Result/Impact:</b> Crime Stoppers data, discipline data in TXEIS. Results from monthly drug tests.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Faculty, Drug testing company</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> School will use our SRO to conduct home visits to get truant students to school on an as needed basis.</p> <p><b>Strategy's Expected Result/Impact:</b> A.D.A.</p> <p><b>Staff Responsible for Monitoring:</b> Attendance clerk, Administration, SRO</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress               Accomplished               Continue/Modify               Discontinue       </p>				

**Goal 1:** We will Maintain Safe Schools and be Prepared for, and Capable of Responding to, Unusual Incidents and Emergencies with the District and Community.

**Performance Objective 2:** Provide students and staff with a well-maintained and functional building and grounds

**Evaluation Data Sources:** Walkthroughs and surveys

**Summative Evaluation:** Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Nonfunctional doors, windows, furniture and equipment will be replaced or repaired <b>Strategy's Expected Result/Impact:</b> walkthroughs and surveys <b>Staff Responsible for Monitoring:</b> Administration and maintenance	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Student and staff parking will be identified and practically utilized with use of window stickers. <b>Strategy's Expected Result/Impact:</b> Surveys, parking lot issues <b>Staff Responsible for Monitoring:</b> Administration, SRO	Formative			Summative
	Dec	Feb	Apr	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 1:** We will Maintain Safe Schools and be Prepared for, and Capable of Responding to, Unusual Incidents and Emergencies with the District and Community.

**Performance Objective 3:** Provide a campus SRO to help maintain building security

**Evaluation Data Sources:** Staff review

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Work with the SRO to create a safe environment at EHS <b>Strategy's Expected Result/Impact:</b> Safer School <b>Staff Responsible for Monitoring:</b> SRO, Administration, Teachers, Staff	Formative			Summative
	Dec	Feb	Apr	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:** We will Maintain Safe Schools and be Prepared for, and Capable of Responding to, Unusual Incidents and Emergencies with the District and Community.

**Performance Objective 4:** All staff will be trained in the CPI model of intervention.

**Evaluation Data Sources:** Professional Development records

**Summative Evaluation:** Some progress made toward meeting Objective

















Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Train all staff in the summer on the CPI model of intervention. <b>Strategy's Expected Result/Impact:</b> More effective interventions in stressful situations. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Dec	Feb	Apr	June
	 75%	 80%	 80%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





















**Goal 2:** We will continuously improve student performance.









**Performance Objective 1:** All student groups in all STAAR/EOC will increase the passing rate based on Phase in Level 2 by a minimum of 5%.

**Evaluation Data Sources:** EOC test results

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide professional development activities for teachers during August and throughout the year. <b>Strategy's Expected Result/Impact:</b> Feedback from training, walkthroughs <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will assess their students every six weeks to evaluate current level of comprehension. <b>Strategy's Expected Result/Impact:</b> Lesson Plans, Walkthroughs, Observations, Student Exams. <b>Staff Responsible for Monitoring:</b> Teachers and Administration	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Identify non-English speakers and assign them to a mentor through our ESL program. <b>Strategy's Expected Result/Impact:</b> Attendance records, gradebook, ESL documentation <b>Staff Responsible for Monitoring:</b> ESL Coordinator, Administration	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> ESL student tutorial period and peer support. <b>Strategy's Expected Result/Impact:</b> Assessments, teacher reports <b>Staff Responsible for Monitoring:</b> ESL coordinator and administration.	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide targeted, specific remediation during the school day and outside the school day. (Algebra 1 and ELA 1/2) <b>Strategy's Expected Result/Impact:</b> Identified weak areas will show growth on targeted assessments. EOC Results. <b>Staff Responsible for Monitoring:</b> ELA Teachers and Administration	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Administration will check lesson plans once a week for TEKS based instruction. <b>Strategy's Expected Result/Impact:</b> Weekly checks of lesson plans followed up with an email to the teacher. <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Administration will conduct regular classroom walk-throughs. <b>Strategy's Expected Result/Impact:</b> Walk through data <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Support and retain highly qualified staff. <b>Strategy's Expected Result/Impact:</b> SBEC certification, staff roster, <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> School will partner with Achieve 3000 to remediate our students that were not successful on the English portion of the EOC exam. <b>Strategy's Expected Result/Impact:</b> Progress in the class and on benchmarks <b>Staff Responsible for Monitoring:</b> Teacher, Counselor, Administration	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				

Strategy 10 Details	Reviews			
<p><b>Strategy 10:</b> Create a new benchmark system to allow for early intervention with our students that are struggling in core content classes.</p> <p><b>Strategy's Expected Result/Impact:</b> Benchmark results, EOC results</p> <p><b>Staff Responsible for Monitoring:</b> Teacher, Counselor, Administration</p>	Formative			Summative
	Dec	Feb	Apr	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:** We will continuously improve student performance.

**Performance Objective 2:** 100% of EHS graduates will graduate on time.

**Evaluation Data Sources:** Graduation rates

**Summative Evaluation:** Significant progress made toward meeting Objective





















Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize A+ to help students receive credit where it was lost in earlier high school courses. <b>Strategy's Expected Result/Impact:</b> Transcripts and graduation rate. <b>Staff Responsible for Monitoring:</b> Counselor, PEIMS, Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue with A+ as credit recovery software program, but begin looking at various options <b>Strategy's Expected Result/Impact:</b> A+ reports and transcripts <b>Staff Responsible for Monitoring:</b> Counselor, PEIMS, ECC coordinator, Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create open communication with all at-risk students to provide resources and assistance in any way possible. <b>Strategy's Expected Result/Impact:</b> Documentation of meetings and academic records. <b>Staff Responsible for Monitoring:</b> Counselor, Administration	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Place students that need additional services in Math and ELA in supplemental courses to assist with the STAAR/EOC. <b>Strategy's Expected Result/Impact:</b> Graduation rate, academic records, master schedule <b>Staff Responsible for Monitoring:</b> Teachers, Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	June
No Progress                           Accomplished                           Continue/Modify                           Discontinue				

**Goal 2:** We will continuously improve student performance.

**Performance Objective 3:** Maintain student participation in and completion of Dual Credit courses.

**Evaluation Data Sources:** Student-Staff surveys

**Summative Evaluation:** Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors will meet with students individually/classes to determine/share post-graduation options. <b>Strategy's Expected Result/Impact:</b> Notes from meetings. <b>Staff Responsible for Monitoring:</b> Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Add Honors courses to the master schedule to increase the level of rigor in lower level courses leading up to dual credit. <b>Strategy's Expected Result/Impact:</b> Student registration numbers, feedback from parents/students/teachers <b>Staff Responsible for Monitoring:</b> Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Allow for students to have maximum availability to dual credit courses. <b>Strategy's Expected Result/Impact:</b> Master schedule and enrollment numbers. <b>Staff Responsible for Monitoring:</b> Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Host parent meeting with specific information about Dual Credit. <b>Strategy's Expected Result/Impact:</b> Presentation materials and sign in sheet with notes for evening. <b>Staff Responsible for Monitoring:</b> Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** We will continuously improve student performance.

**Performance Objective 4:** Provide students opportunities to learn in a variety of mediums.

**Evaluation Data Sources:** Student-Staff surveys









**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide chrome-books for students to allow students access to a varied instruction <b>Strategy's Expected Result/Impact:</b> lesson plans classroom observations and walk through's. <b>Staff Responsible for Monitoring:</b> Administration, teachers	Formative			Summative
	Dec	Feb	Apr	June
	 5%	 45%	 55%	
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

**Goal 2:** We will continuously improve student performance.

**Performance Objective 5:** Students who fail 8th grade math will be entered into a STAAR remediation class their freshman year to help prepare them for the Algebra EOC

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor students in the Math STAAR class and monitor performance on the 6 week benchmarks <b>Strategy's Expected Result/Impact:</b> STAAR scores <b>Staff Responsible for Monitoring:</b> Administration, Math Staff	Formative			Summative
	Dec	Feb	Apr	June
	 45%	 70%	 90%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

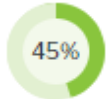
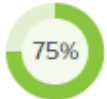








**Goal 2:** We will continuously improve student performance.

**Performance Objective 6:** Students will take six week tests written at the rigor and style of state administered tests.

**Evaluation Data Sources:** Eduphoria Data

**Summative Evaluation:** Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create 6 week test in EOC tested areas that are at the rigor and style of the EOCs that will be taken in the spring <b>Strategy's Expected Result/Impact:</b> STAAR scores <b>Staff Responsible for Monitoring:</b> Administration, Core Staff	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</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:** We will continuously improve student performance.

**Performance Objective 7:** Students who fail the English EOC will be placed in a STAAR remediation class until successful completion of the STAAR, or graduation.

**Evaluation Data Sources:** EOC Data

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor students in the English STAAR class and monitor performance on the 6 week benchmarks <b>Strategy's Expected Result/Impact:</b> STAAR scores <b>Staff Responsible for Monitoring:</b> Administration, English Staff	Formative			Summative
	Dec	Feb	Apr	June
	 50%	 70%	 90%	
<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:** We will continuously improve student performance.

**Performance Objective 8:** State Compensatory funding will be used to provide to students who have been identified as "At Risk" with supplemental instruction to ensure they are provided with the tools and supports needed to reach their full potential.

**Evaluation Data Sources:** EOC Data  
Curriculum Based Assessment data  
Achieve 3000 data  
progress monitoring from accelerated instruction

Class schedules--students who are "at-risk" will be provided with remedial courses if needed, in-day tutorials, and regular academic counseling.

**Summative Evaluation:** Significant progress made toward meeting Objective













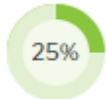



**Goal 3:** We will employ efficient and effective practices.

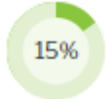







**Performance Objective 1:** Student attendance will increase by a minimum of 3%.

**Evaluation Data Sources:** Attendance Reports

**Summative Evaluation:** No progress made toward meeting Objective

**Next Year's Recommendation:** Continue to improve attendance.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Attendance will be monitored on a daily and weekly basis.  <b>Strategy's Expected Result/Impact:</b> Attendance Reports, students back in school  <b>Staff Responsible for Monitoring:</b> Administration and Administrative Assistant and SRO</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Emphasize the importance of attending school everyday and being on time through various means of communication.  <b>Strategy's Expected Result/Impact:</b> Attendance Rate  <b>Staff Responsible for Monitoring:</b> Administration, SRO and Teachers.</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize every opportunity to talk to students about their goals and why they are in school.  <b>Strategy's Expected Result/Impact:</b> Attendance Rate  <b>Staff Responsible for Monitoring:</b> Administration, SRO, Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Counsel with students who have excessive absences. Using lunch detentions, Wednesday detentions, and Saturday School to correct behaviors.  <b>Strategy's Expected Result/Impact:</b> Attendance Rate  <b>Staff Responsible for Monitoring:</b> Administration, SRO, Attendance committee, Counselor.</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Build a sense of family with students. Learn student names and refer to them in the hallways. Make them feel wanted and valued during lunch, classrooms, dismissal, and at any extra curricular events.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance Rate</p> <p><b>Staff Responsible for Monitoring:</b> All EHS staff</p>	Formative			Summative
	Dec	Feb	Apr	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 3:** We will employ efficient and effective practices.

**Performance Objective 2:** Utilize Campus Leadership Teams when making decisions.

**Evaluation Data Sources:** Surveys

















**Summative Evaluation:** Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide content area teams planning time withing the master schedule. <b>Strategy's Expected Result/Impact:</b> Master Schedule showing common planning period. <b>Staff Responsible for Monitoring:</b> Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Create a campus leadership team to help when making decisions that impact the entire campus. <b>Strategy's Expected Result/Impact:</b> Agendas and minutes. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Dec	Feb	Apr	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 3:** We will employ efficient and effective practices.

**Performance Objective 3:** Increase awareness of post-secondary opportunities and resources available.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Math and English departments will continue to support SAT/ACT requirements.  <b>Strategy's Expected Result/Impact:</b> Lesson Plans, Assessments, ACT/SAT scores, Method Test Prep analysis, Campus report card  <b>Staff Responsible for Monitoring:</b> ELA and Math Teachers, administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> SAT and PSAT tutoring will be provided prior to test administration  <b>Strategy's Expected Result/Impact:</b> ACT/SAT scores, MTP  <b>Staff Responsible for Monitoring:</b> Faculty and Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> EHS is providing the opportunity for students to earn specific certifications prior to graduating.  <b>Strategy's Expected Result/Impact:</b> Walk-throughs, Enrollment numbers, Number of Certifications  <b>Staff Responsible for Monitoring:</b> Administration, CTE Director and teachers, Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Conduct Freshman and Sophomore meetings to open the door to communicate important information regarding their senior year and post graduation.  <b>Strategy's Expected Result/Impact:</b> Data and calendar from senior meetings.  <b>Staff Responsible for Monitoring:</b> Counselor and Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				






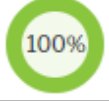
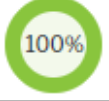



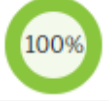





Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Increase communication to parents and students in regard to post-secondary opportunities and resources. <b>Strategy's Expected Result/Impact:</b> Surveys, Feedback from meetings and senior nights <b>Staff Responsible for Monitoring:</b> Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	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 3:** We will employ efficient and effective practices.

**Performance Objective 4:** Qualified and highly effective personnel will be recruited, developed and retained.












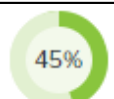
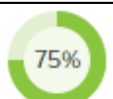
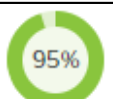

**Summative Evaluation:** Some progress made toward meeting Objective

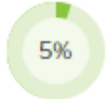







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active web-pages.  <b>Strategy's Expected Result/Impact:</b> Number of vacancies, number of applicants  <b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Assign a mentor teacher to all new EHS hires to answer questions and for how we do things the Maverick Way.  <b>Strategy's Expected Result/Impact:</b> Feedback from new teachers to EHS.  <b>Staff Responsible for Monitoring:</b> Administration and Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Update and maintain paraprofessionals records to state requirements and local requirements.  <b>Strategy's Expected Result/Impact:</b> Personnel records  <b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** We will Develop and Maintain Strategic Community Partnerships

**Performance Objective 1:** Parents, students and the community will be key stakeholders in the education of Eastland High School Students.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> EHS website will be up to date and current with pertinent information.  <b>Strategy's Expected Result/Impact:</b> Weekly updates and announcements made on the site.  <b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will communicate with parents through email and phone.  <b>Strategy's Expected Result/Impact:</b> surveys and log  <b>Staff Responsible for Monitoring:</b> Administration and Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> EHS will use Remind101, Thrillshare, messenger, Facebook and the EHS website to keep parents and community informed of events, policies and procedures for EHS.  <b>Strategy's Expected Result/Impact:</b> Campus calendar and surveys  <b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Begin planing to create senior internships with various community businesses.  <b>Strategy's Expected Result/Impact:</b> Planning outlines and agreements with businesses.  <b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
				

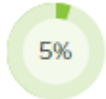







Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Bring in various college and military representatives to visit with students and counselor about future endeavors/plans. <b>Strategy's Expected Result/Impact:</b> Calendar, documentation with college representation <b>Staff Responsible for Monitoring:</b> Counselor and Administration	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
	 5%	 15%	 90%	
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**Goal 4:** We will Develop and Maintain Strategic Community Partnerships

**Performance Objective 2:** High expectation of student performance will be encouraged by acknowledging successful Student Achievement.

**Evaluation Data Sources:** Academic records, PSAT/SAT, campus report card, awards ceremonies, surveys

**Summative Evaluation:** Some progress made toward meeting Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will receive reasonably quick recognition and acknowledgment for outstanding achievements. <b>Strategy's Expected Result/Impact:</b> Academic records, PSAT/SAT, campus report card, awards ceremonies, surveys <b>Staff Responsible for Monitoring:</b> Administration and Counselor	Formative			Summative
	Dec	Feb	Apr	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 5:** Actively implement plan to increase fund balance and improve cash flow.

**Performance Objective 1:** Budget requests will reflect identified instructional needs.

**Evaluation Data Sources:** Surveys, lesson plans, walkthroughs, inventory assessment

**Summative Evaluation:** Some progress made toward meeting Objective








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> A committee will identify specific instructional needs <b>Strategy's Expected Result/Impact:</b> lesson plans, walkthroughs and surveys <b>Staff Responsible for Monitoring:</b> Administration and faculty	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Actively implement plan to increase fund balance and improve cash flow.

**Performance Objective 2:** Special budget requests will be considered and prioritized for short and long term planning.

**Evaluation Data Sources:** surveys, district improvement plan, TEA

**Summative Evaluation:** Some progress made toward meeting Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Plans will be created to realize long term needs <b>Strategy's Expected Result/Impact:</b> surveys, district improvement plan, TEA <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Dec	Feb	Apr	June
	N/A			
<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 6:** Eastland ISD will meet PBMAS standards

**Performance Objective 1:** The overall percentage of special education students that are considered to be drop outs in grades 7-12 will be reduced.

**Evaluation Data Sources:** The current percentage rate of 4.3% will be reduced to the PBMAS standard of 1.8%

**Summative Evaluation:** Significant progress made toward meeting Objective


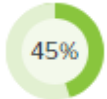






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus administration will work with the Special Education Coop and stakeholders to keep current special education students in school and continually monitor their progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Percentage of special education dropout rate will reduce in size to be at or below the PBMAS standard of 1.8%.</p> <p><b>Staff Responsible for Monitoring:</b> Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress                Accomplished                Continue/Modify                Discontinue         </p>				

**Goal 6:** Eastland ISD will meet PBMAS standards

**Performance Objective 2:** The overall percentage of Special Education students receiving ISS placements will be reduced.

**Evaluation Data Sources:** ISS placement rate for Special Education students will meet PBMAS standard

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> ISS placements for SPED will be reduced by actively using discipline management techniques that help those students remain in the regular education setting as much as possible.</p> <p><b>Strategy's Expected Result/Impact:</b> Current rate of 15.5% ISS placement for SPED will be at or below the PBMAS standard of 10%</p> <p><b>Staff Responsible for Monitoring:</b> Campus principals, SPED teachers, Regular Education Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				











**Goal 6:** Eastland ISD will meet PBMAS standards

**Performance Objective 3:** The overall percentage of Special Education students ages 12-21 in the regular education setting less than 40% of the time will be reduced.

**Evaluation Data Sources:** The percentage of Special Education students who are in the regular education setting less than 40% of the time will be reduced to the PBMAS standard of 10%.

**Summative Evaluation:** Some progress made toward meeting Objective


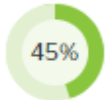
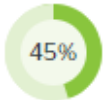





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus principals will coordinate with the staff and the SPED coop to determine which students could be better served in the regular education setting for more than 40% of their school day through the ARD process with stakeholder input.</p> <p><b>Strategy's Expected Result/Impact:</b> The overall percentage of students receiving sped services will be in the regular education setting more than 40% of the school day. The rate will be at or below the PBMAS standard of 10%</p> <p><b>Staff Responsible for Monitoring:</b> Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** Eastland ISD will meet PBMAS standards

**Performance Objective 4:** The number of Special Education students taking the STAAR Alt. test will be reduced.

**Evaluation Data Sources:** The percentage of Special Education students who are administered the STAAR Alt assessment will be reduced to the PBMAS standard of 10%.

**Summative Evaluation:** Some progress made toward meeting Objective


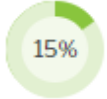






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Special Education participation rate for the STAAR Alt test will be reduced by campus stakeholders working together to determine which students will be better prepared to take the STAAR assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR Alt participation rate will be reduced from the current percentage of 20% to at or below the PBMAS standard of 10%.</p> <p><b>Staff Responsible for Monitoring:</b> Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** Eastland ISD will meet PBMAS standards

**Performance Objective 5:** The number of Hispanic students identified as needing special education services will be reduced.

**Evaluation Data Sources:** The percentage of Hispanic students identified as Special Education will be reduced to meet the PBMAS standard of being within 1% of that of the overall percentage of student population.

**Summative Evaluation:** Some progress made toward meeting Objective






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The district will work with SPED Coop to work towards reducing the number of Hispanic students receiving special education services. To ensure that students are properly placed the ARD committee will use any and all data to make informed decisions regarding admission and dismissal of all students.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of Hispanic students receiving special education services as compared to the overall student population will reduce from the current rate of 2.7% to at or below the PBMAS standard of 1.0%</p> <p><b>Staff Responsible for Monitoring:</b> Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician, ESL Coordinator</p>	Formative			Summative
	Dec	Feb	Apr	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 6:** Eastland ISD will meet PBMAS standards

**Performance Objective 6:** The number of students that are Title I part A in grades 7-12 considered to be drop outs will be reduced.

**Evaluation Data Sources:** The percentage of students that are Title I part A in grades 7-12 considered to be drop-outs will be at or below the PBMAS standard of 1.8%

**Summative Evaluation:** No progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus principals will work with staff members and stakeholders to identify students in this category that are at-risk of not completing high school. These students will be monitored by the campus staff to check for indicators of possible drop-outs.</p> <p><b>Strategy's Expected Result/Impact:</b> Drop out rate as stated in PBMAS report will be reduced to at least 1.8%.</p> <p><b>Staff Responsible for Monitoring:</b> Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
	N/A	N/A	N/A	
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

# State Compensatory

## Budget for Eastland High

**Total SCE Funds:** \$160,590.00

**Total FTEs Funded by SCE:** 3.15

### Brief Description of SCE Services and/or Programs

SCE will fund tutorials and help lower student to teacher ratios to better service student at risk of dropping out of school and those who have not performed satisfactorily on state assessments. Classes will be designed to help students better understand content and develop relationships to help encourage success and staying in school.

## Personnel for Eastland High

<u>Name</u>	<u>Position</u>	<u>FTE</u>
ALANIA THOMPSON	TEACHER	0.25
ALISHA ROGERS	TEACHER	0.13
AMANDA TUCKER	TEACHER	0.13
ANDREW BREWSTER	TEACHER	0.5
JACOB JOHNSON	TEACHER	0.13
KEVIN WEST	TEACHER	0.25
MICHAEL LEWIS	TEACHER	0.13
MORGAN LACY	SOCIAL WORKER	1
SUSAN SCOTT	TEACHER	0.13
TROY DOYLE	TEACHER	0.25
WILLIAM CULVERHOUSE	TEACHER	0.25