



New Diana High School

Campus Improvement Plan

2019-2020

October 7, 2019



The Mission of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

In NDISD, we believe:

- all children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- we are all accountable for the success of our students
- in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- our community and district will work collaboratively to foster and enhance the education of our children
- the hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- all district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- all planning and actions will be purposeful and involve a high level of engagement
- disciplined people, in both thought and action, will achieve greatness over mediocrity

Vision Statement: Inspiring to Dream, Working to Fulfill, Soaring to Success.

NDHS Vision Statement: NDHS Will inspire all students to become responsible, successful and contributing members of an ever-changing society.

Administrators

Mr. Mark Ferrer, High School Principal

Kim Dolese, Assistant Principal

Committee Members

Parent- Kimberley Leslie

Student- Laine Hamilton

Staff Member- Bernie Martinez (Boys Coordinator)

Counselor- Chrysti Jaap

Community Member- Megan Miller

Business Owner- Lisa McDowell

Staff Member- Brad Tennimon

Staff Member- Krista Gurnett

New Diana High School 2019-2020

District Goals

As set by the District Board of Trustees Fall 2019 Revisited Spring 2020

President Jeff Hamilton, Vice President Donald Willeford, Secretary Karen Holt, Dwayne Leach, Jodie Stark, Becky Smith, TJ Shafer

Goal 1: Increase the level of engagement so that every child can reach his/her highest level of individual potential.

Goal 2: Create a positive atmosphere and culture that promotes the recruitment and retention of highly qualified employees.

Goal 3: Seek out and maximize financial resources.

Goal 4: Equitable facilities will be built and maintained in order to optimize student performance.

Goal 5: Create consistent, purposeful communication with the community.

Needs Assessment

2019-2020

The following information and data was used to set goals and objectives for the 2019-2020 school year.
The Campus Committee meets regularly to update the plan as needed.

School Board Goals	STAAR Scores and Analysis	School Environment
Strategic Plan	Completion /Drop-out Rates	UIL Academic and Athletic Performance
State Accountability Report	PEIMS	District Communication Systems
Performance Based Monitoring System	Local Assessments	PBIS
Texas Academic Performance Reports TAPR	Program Evaluations (SPED, GT, ESL, CTE, RtI, PK, SCE, 504)	
SAT/ACT/AP Scores	Surveys (Curriculum, Instruction, Technology, Professional Development)	

A close look at our data sources indicates the following areas as in need of improvement:

- STAAR** Improve performance in ELAR, Special Programs, Student Progress
- Special Education**
 - Increase role in regular education intervention practices
 - Improve performance of special education students in TEKS mastery
 - Teacher training for greater understanding/implementation of inclusion practices for special education students
- UIL** Improve overall performance in athletics, the arts, and the academic competitions
- CTE** Expand and align programs to provide students with career opportunities that will meet graduation requirements of HB 5
- Environment**
 - Continue to improve the physical environment and plan for facility updates and deferred maintenance
 - Continue to bridge the gaps between social, economic and cultural diversity where every student feels safe and nurtured in an equitable learning community
- Instruction**
 - Increase the level of rigor and engagement in all academic areas
 - Continue to improve the district-wide Response to Intervention System
 - Continue to implement the district-wide Positive Behavior Intervention & Supports
 - Transform instructional practices through technology integration
- Staff Development Needs** Student Engagement, Technology, Data Analysis, Gifted and Talented, Curriculum Revision Process
- SAT/ACT/AP/Dual Credit,** Increase the number of subpopulations enrolled in these programs and classes Review
- GT** GT Program- need to increase program services at the High School campus.
- Local Assessments** Develop new assessments that align with the change in scope and sequence, improve formative assessments, include more open ended response questions, and add more opportunities for online assessment and grading.

Continue to use the data to change and improve instruction as needed through PLC's.

The following funding sources support the strategies implemented to address the identified needs: Titles: IIA, III, Special Education, State Special Program Funds, and Local.

Goal 1	<i>Increase the level of engagement so that every child can reach his/her highest level of individual potential. (ELAR)</i>					
Objective 1	Increase ELAR 1 overall pass rate by 5% from 65% to 70% and increst Eco Dis pass rate by 5% from 37% to 42%					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Utilize core content meetings to discuss data, concerns, and lesson plans to help make sure instruction is aligned with state SE's. Students using progress monitoring documents to review progress after assessments.	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, PLC Agenda, Artifacts from data meetings, Lesson Plans, Unit Assessments, 6 week progress
Staff implementing Lead4ward/GT instructional strategies, DATA Walks, 5E or Learning Keys lesson planning template and strategies for instructional implementation	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, Lesson Plans, Data Walk Reports
Provide targeted interventions for identified At-Risk by providing Creative Writing classes, and specific intervention and enrichment during Eagle Time utilizing multiple teachers. Purchase of online recording device to help students who need oral administration for assessments. Extend Study Island through January 2021.	ALL	Staff & Student, At-Risk Students SPED	Local Budget, IMAT, S.C.E funds FTE=	Principal, Curriculum Director	End of Each 6 weeks	T-TESS; EOC Scores, Unit Assessment

Incre

Goal 1	<i>Increase the level of engagement so that every child can reach his/her highest level of individual potential. (ELAR)</i>					
Objective 1	Increase ELAR 2 growth by 10% from 2018 (67%-77%) and increase overall "master" by 10% from 6%-16%					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation

Utilize core content meetings to discuss data, concerns, and lesson plans to help make sure instruction is aligned with state SE's. Students using progress monitoring documents to review progress after assessments.	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, PLC , Agenda, Artifacts from data meetings, Lesson Plans, Unit Assessments, 6 week progress
Staff implementing Lead4ward/GT instructional strategies, DATA Walks, Learning Keys lesson planning template or 5E template and strategies for instructional implementation.	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, Lesson Plans
Provide targeted interventions for identified At-Risk by Creative Writing classes, and specific intervention and enrichment during Eagle Time utilizing multiple teachers. Purchase of online recording device to help students who need oral administration for assessments. Extend Study Island through January 2021.	ALL	Staff & Student, At-Risk Students SPED	Local Budget, IMAT, S.C.E funds FTE=	Principal, Curriculum Director	End of Each 6 weeks	T-TESS; EOC Scores, Unit Assessment

Goal 1	<i>Increase the level of engagement so that every child can reach his/her highest level of individual potential. (MATH)</i>					
Objective 1	Increase growth in Approaches to Meets by 5% (Eco Dis) from 55% to 60% and overall pass rate by 5% from 87% to 92%					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Utilize core content meetings to discuss data, concerns, and lesson plans to help make sure instruction is aligned with state SE's. Students using progress monitoring documents to review progress after assessments.	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, PLC Agenda, Artifacts from data meetings, Lesson Plans, Unit Assessments, 6 week progress
Staff implementing Lead4ward/GT instructional strategies, DATA Walks, Learning Keys lesson planning template and strategies for instructional implementation	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, Lesson Plans
Provide targeted interventions for identified At-Risk by providing EOC Math, Creative Writing classes, and specific intervention and enrichment, tutorial bus, after school tutorials for At-Risk during Eagle Time utilizing multiple teachers. Purchase of online recording device to help students who need oral administration for assessments. Extend Study Island through January 2021.	ALL	Staff & Student, At-Risk Students SPED	Local Budget, IMAT, S.C.E funds FTE=	Principal, Curriculum Director	End of Each 6 weeks	T-TESS; EOC Scores, Unit Assessment

Needs Assessment: TAPR=Texas Academic Performance Report, NS=Needs Survey SP=Strategic Plan, O=Other (specify) TEC=Texas Education Code, PEIMS=Public Education Information Management System, PBMAS=Performance Based Monitoring Analysis System, ESSA- Every Student Success Act, Special Population (SP. Pop.): GT=Gifted and Talented, AR=At Risk, SE=Special Education, E=Ethnicity

Goal 1	<i>Increase the level of engagement so that every child can reach his/her highest level of individual potential.</i>					
Objective 2	<i>Increase Academic UIL Involvement</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Recruiting meeting to recruit kids. More teachers involved.	UIL Results	All Students	Local	Principal, UIL Sponsors	August 2019 May 2020	More student participation
Enter Pre-Events, Student/Sponsors Training Conferences, Participate in UIL Competitions	UIL Results	All Students	Local Budget, SCE, CTE	Principal, UIL Sponsors	August 2019 May 2020	Students placing higher after the completion of competitions. More Regional and State Qualifiers.
Provide purposeful practice time during Eagle Time for practice. Providing consultant for Math UIL.	UIL Results	All Students	Local Budget	Principal, UIL Lead, UIL Sponsors	August 2019 May 2020	Better understanding of event expectations and better preparedness

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Goal 1	<i>Increase the level of engagement so that every child can reach his/her highest level of individual potential.</i>					
Objective 3	<i>Establish periodic campus, grade level, and classroom celebrations</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Conduct student achievement celebrations i.e. 6 week recognitions, end of year Senior Awards and All Level Recognition (A- Honor Roll, A/B Honor Roll, Perfect Attendance, Zero Tardies)	Principal Advisory Committee, Leadership Committee PBIS	All	Local Funds	Principal, staff	August 2019 May 2020	6 Week reports for attendance, tardies, grades. End of Year discipline reports (PEIMS) and attendance reports

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Goal 1	<i>Increase the level of engagement so that every child can reach his/her highest level of individual potential.</i>					
Objective 4	<i>Provide opportunities for students to participate in events and activities to increase their College, Career and Military Readiness skills.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue organization of college, career and military fair for Sophomores through Seniors (Fall), Apply Texas and TSI opportunities on campus	2019-20 PEIMS Report	All	Local Budget	Principal, Leadership Team	Fall 2019/Spring 2020	Surveys from students and parents of events
Continue to conduct TSI, ASVAB, ACT and SAT testing on campus	Student enrollment for tests	All	Local Budget	Principal, Leadership Team	Sept. 2019 May 2020	Completed test dates
Continue Adulting Day for Seniors during the Spring.	Industry Education	All	Local Budget	Principal, Leadership Team	Sept. 2019 May 2020	Surveys from students

Goal 2	<i>Create a positive atmosphere and culture that promotes the recruitment and retention of highly qualified employees.</i>					
Objective 1	<i>Reduce turnover of highly qualified teachers</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Develop partnerships with local universities to provide training opportunities for future educators.	TAPR	All	Local/District Budget	Principal, Asst. Supt over Curriculum, Faculty	Aug 2019 May 2020	Observation Hours
Continue to highlight student/teacher successes inside/outside classroom (FaceBook, Web Page, Student(s) of the Month, Employee of the Month)	TAPR, End of Year Survey, Leadership Meetings	All	Local Budget, Campus Newsletter, Social Media	Principal, Teachers	August 2019 May 2020	End of the Year surveys, FAQ's
Continue growth of PTO for the campus	Staff Needs Survey, Site Base Committee	ALL	Local Funds, Donations	Principal, PTO President	August 2019 May 2020	Staff Survey Various events/functions of PTO
Continue to focus on campus Vision created last year.	Staff Needs, Survey, Site Based Committee	ALL	Local Funds	Principal, Leadership	August 2019 May 2020	End of year staff survey

Goal 2	<i>Create a positive atmosphere and culture that promotes the recruitment and retention of highly qualified employees.</i>					
Objective 2	<i>Ensure staff is valued based on the different personalities that comprise a staff</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
All staff is included in various committees to allow for input from All staff	TAPR, PBMAS	All	Local Budget	Principal, SRO	August 2019 May 2020	Humanex Survey/Staff Survey
Celebrate staff achievements Employee of the Month (lunch and parking spot, certificate and posting on social media and campus.	TAPR, PBMAS	All	Local Budget	Principal	August 2019 May 2020	Humanex Survey

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Goal 3	<i>Seek out and maximize financial resources.</i>					
Objective 1	<i>Research and identify the resources, inside and outside the district, for enhancement of the campus</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to utilize work orders, technology work orders, maintain facilities through campus beautification projects and frequent maintenance checks, tint for front and side windows, safety locks for bottom of doors	SP, PBMAS	All	Local budget,	Community, Supt., Bus. Mgr., Dir. Fed/St Programs Principal	May 2020	End year report; Feedback from community & staff
Seek opportunities to form partnerships with higher education organizations in order to obtain tuition discounts for dual credit classes.	All	All		Principal, Assistant Principal	August 2019 May 2020	End of year evaluation on partnership with schools and increased enrollment for dual credit.

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Goal 4	<i>Equitable facilities will be built and maintained in order to optimize student performance.</i>					
Objective 1	<i>Analyze current and future facilities needs and develop a plan to be implemented.</i>					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to upgrade classrooms with modern technology and furniture	SP. Pop, NS	All	CTE, Local Budget, Donations, SCE	Principal, Maintenance, Technology	August 2019 May 2020	Teacher Evaluations/Survey
Install 2nd water bottle station	All	All	Local Budget, Donations	Principal,	August 2019 May 2020	Feedback from students and staff
Utilize PTO in upgrading campus appearance in combination with student clubs (Chem Club/Ag) by Campus Beautification Days	All	All	Local Funds, Donations	Principal, PTO President	August 2019 May 2020	Survey

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Goal 5	<i>Continue to consistently communicate with all stakeholders.</i>					
Objective 1	<i>Create consistent, purposeful two-way communication with the community.</i>					
Strategies	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to utilize School Messenger as outlined in the District Plan, utilize social media i.e. Facebook, Email, (Marquee), Newsletter, NDHS Web Page, Principal Coffee (6 weeks, various places)	SP, Humanex Survey	All	Local Budget, School Messenger	Principal, Assistant Principal, Counselor	August 2019 May 2020	Feedback from community, students & staff
Continue to utilize the Safe Schools system, conduct safety drills utilizing IAN App.	SP, O (Title IV)	All	District Budget	Principal, Assistant Principal, SRO	August 2019 May 2020	End of the year PEIMS report
Continue student representation at monthly SHAC meetings.	SP, O (Title IV)	All	Local Budget	Principal	August 2019 May 2020	Sign in sheets; surveys

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