

Hitchcock High School



Campus Improvement Plan

2016 - 2017

Texas Public Education Mission Statement

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

Texas Public Education Goals

The students in the public education system will demonstrate exemplary performance in:

- reading and writing of the English language
- understanding of mathematics
- understanding of science
- understanding of social studies

Texas Public Education Objectives

1. Parents will be full partners with educators in the education of their child.
2. Students will be encouraged and challenged to meet their full educational potential.
3. Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
4. A well-balanced and appropriate curriculum will be provided to all students.
5. Qualified and highly effective personnel will be recruited, developed, and retained.
6. The state's students will demonstrate exemplary performance in the comparison to national and international standards.
7. School campuses will maintain a safe and disciplined environment conducive to student learning.
8. Educators will keep abreast of the development of creative and innovative techniques to improve student learning.
9. Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Hitchcock I.S.D. Mission Statement

The mission of the Hitchcock Independent School District is to produce contributing citizens prepared for lifelong learning, believing in our country, themselves, and their fellow man in our ever-changing world by providing a personalized, yet diversified, quality education through varied learning experiences with pride, participation, and performance in partnership with our community.

Statement of Beliefs

We believe that:

- Each student deserves access to a world-class education.
- Education is a joint partnership between family, school, and community.
- Relationships are the foundation for meaningful teaching and learning.
 - Learning can occur any time, any place, and at any pace.
- Providing diverse learning opportunities promotes individual success.
 - Excellence is worth the effort.
 - High expectations drive performance.
 - Diversity strengthens our community.
- The measure of success of any community is the success of its children.
 - Communication with all stakeholders develops unity.
 - Every person is responsible to be a continuous lifelong learner.
 - Innovation requires a commitment to bold ideas.

2016 - 2017 District Goals

Goal 1: Make academic achievement and student performance the primary priority of Hitchcock ISD.

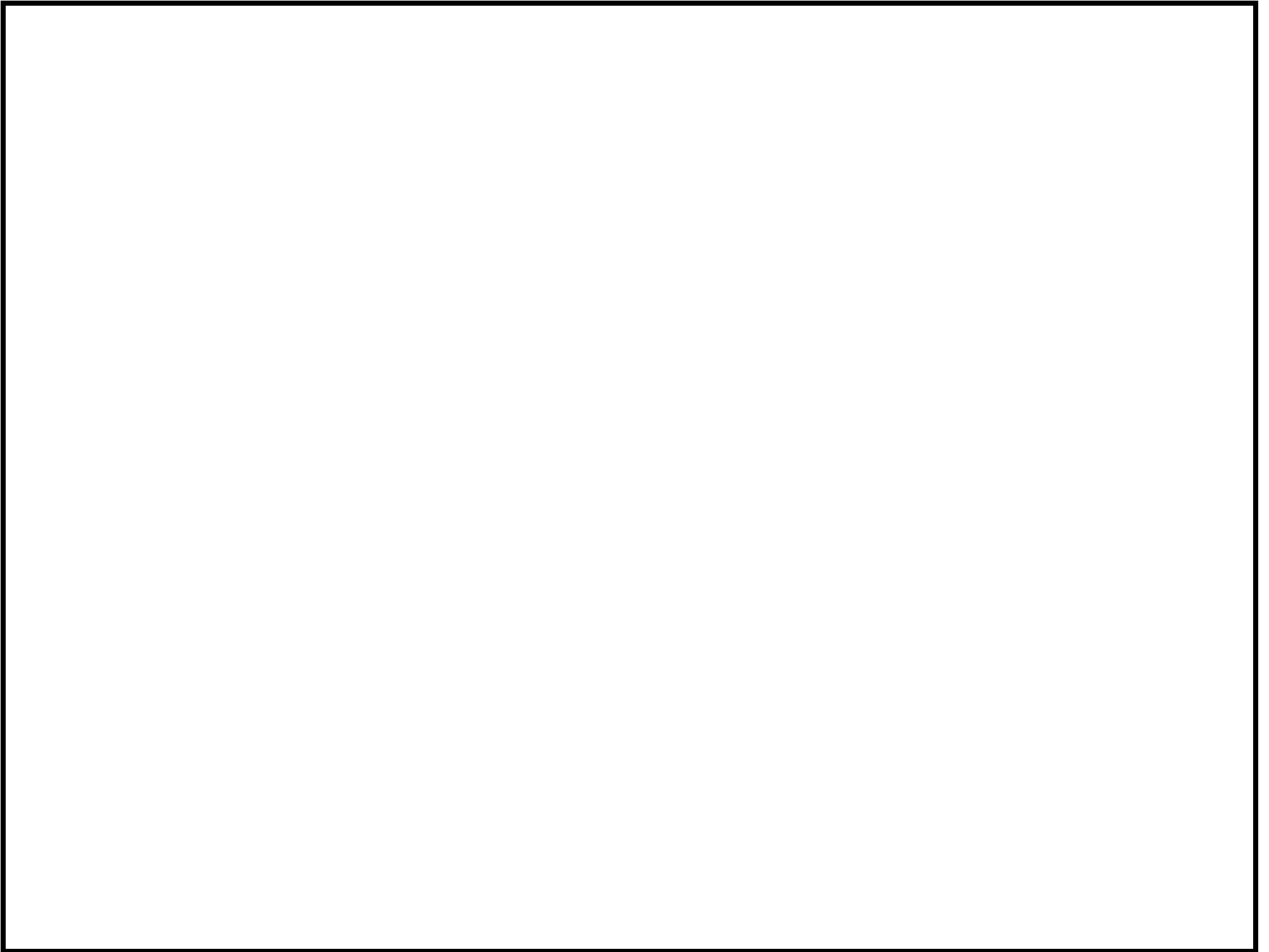
Goal 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.

Goal 3: Maintain a safe and disciplined environment conducive to learning.

Goal 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.

Goal 5: Actively promote a sense of community and shared direction.

Goal 6: Maintain facilities in a manner that promotes learning.



**Campus Improvement Plan Team
2016-2017**

Name

Title

Signature

Lee Knapp	Community Member/ Administration	
Andrew Hubbell	Math teacher	
Traci Vineyard	Parent	
Cindy Frye	Science Teacher	
Chris Cliburn	History Teacher	
Andrew Houston	Assistant Principal	
Kellie Edmundson	Principal	
Sharon Ottinger	Counselor	
Debbie Barrett	Paraprofessional	
Eula Comfort	Sped Teacher	
Carmen Hidalgo	Spanish Teacher	
Kim Robinson	English Teacher	
Teresa Guidry	CTE Teacher	

**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

DISTRICT GOAL1: Make academic achievement and student performance the primary priority of Hitchcock ISD.

Objective 1: Hitchcock ISD attendance rate will be at least the state average or higher.
Objective 2: Hitchcock ISD will meet or exceed the state standards in academic performance by campuses, sub populations and individual students for the 2016-2016 school year.
Objective 3: Hitchcock ISD will increase the Career and Technical Education enrollment by 5 % for the purpose of gaining workforce readiness.
Objective 4: Hitchcock ISD will prepare students to think critically and become highly successful in their area of choice.
Objective 5: Hitchcock ISD will provide a foundation in reading, math, and writing for all students.
Objective 6: Hitchcock ISD will create an academic culture that promotes competition, rigor, and relevance equipping students with the skills needed to compete in the 21st century marketplace.

Campus Principal: Kellie Edmundson

Superintendent: Carla Vickroy

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING SOURCE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/ EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Awards for Perfect Attendance	Administrators	199-11-6399-01-001-311000	08/24/2016 06/02/2017	Attendance clerk Administrators Awards	Number of students awarded log	
Daily phone calls for absent students, personal phone calls made by 3 rd period teacher.	Automated System Attendance Clerk Teacher Assign Teachers	199-11-6119-00-001-32xxx	08/24/2016 06/02/2017	Attendance Clerk Teachers	Phone call logs	
Weekly review of attendance /Truancy monitoring team	Assistant Principal		08/24/2016 06/02/2017	Attendance logs Admin team	Attendance notebook	
Increase student engagement through the use of chromebooks and web based programs	Teachers	211	10/01/2016 06/02/2017	Additional chromebooks and charging carts	Student engagement in classroom observations	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Parent/student meetings and home visits	Principal Asst. Principal, counselor, liaison officer, teachers	199-11- 6119-00- 001-32xxx	08/24/2016 06/02/2017	Admin team Police officer	Meeting minutes, visit reports	
Individualized tutorials will be offered to all students based on interim assessment and previous state assessment data	Teachers Administrators	199-11- 6119-00- 001-32xxx	08/24/2016 06/02/2017	Teachers	Attendance log	
Each teacher will offer tutoring one morning session and one afternoon session per week.	Teachers	199-11- 6119-00- 001-32xxx	08/25/2014 06/05/2016	Teachers	Attendance log	
Teachers will use Science Starters as warm ups, reviews, and test preparation	Science teachers	199-11- 6119-00- 001-32xxx	08/24/2016 06/02/2017	Teachers	Lesson plans Classroom observations	
Increase interactive Notebook use across the curricula	English, Science History Math elective teachers	211-11- 6119-00- 001-32xxx	08/24/2016 06/02/2017	Teachers	Lesson plans Classroom observations	
Teachers will utilize resources and materials to increase 100% response strategies	Teachers	199 & 211	08/24/2016 06/02/2017	Teachers	Classroom observations Lesson plans	
All students will be assessed using Renaissance learning math and reading levels four times a year.	English and Math teachers	199-11- 6119-00- 001-32xxx	08/24/2016 06/02/2017	Teachers	Lesson plans Classroom observations	
Teachers will emphasize hands on lessons, labs, and notebooking.	Teachers	199- 211,244	08/24/2016 06/02/2017	Teachers	Classroom observations Lesson plans	

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Web based programming will be used for small group and individual remediation.	English, Algebra, Biology and US History teachers	199, 211, and IMA	08/24/2016 06/02/2017	Teachers	Small group tutoring plans and attendance logs	
Articulation agreements with COM and ACC	Administrators	None	08/24/2016 06/02/2017	Counselor CTE teachers Administrators	Agreements	
Emphasize critical writing in all classes- Using the Fundamental 5	Teachers Administrators	199-11-6119-00-001-32xxx	08/24/2016 06/02/2017	Teachers	Lesson plans and classroom observations	
Administrators will analyze failure data, based on progress report and report card data. Meet with individual teachers and students to address needs.	Administrators Teachers Counselors	199-11-6119-00-001-32xxx	08/24/2016 06/02/2017	Teachers administrators	report cards CBA data meeting agenda	
Implement a system to complete RTI consistently and in a timely manner	Counselors Teachers	199-11-6119-00-001-32xxx	08/24/2016 06/02/2017	Counselors Rtl paperwork	Meeting agendas	
Implement Data Driven Instruction through staff development, on-going data analysis meetings with teachers etc.	Principal AP counselor teachers	199-11-6119-00-001-32xxx	08/24/2016 06/02/2017	Administration Teachers data	Meeting agendas Teacher action plans classroom observation	
Continue Write for Texas Grant Coaching and training provided by Write for Texas	English Teachers biology teacher Principal Write for Texas Coach	199-11-6119-00-001-32xxx	08/24/2016 06/02/2017	Kristie Thaemlitz Write for Texas Coach Teachers	Meeting agendas Coaching visit summaries EOC Data Observation	
College visits	Counselor Academic advisor COM	244-11-6119-00-001-32xxx	08/24/2016 06/02/2017	Transportation Counselor academic advisor Colleges	College visit summary sign in sheets	

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Increase in number of certifications and continuation of the CTE cluster Microsoft and Food Service, planning for increased Health Science certifications	CTE teachers Asst. Principal	PERKINS	08/24/2016 06/02/2017	Counselor CTE Teachers Administrators	Graduation Plans	
Contract instructional support to provide staff development and coaching to increase the consistency in high order questioning strategies, aligning content delivery with the level of the TEKS, and aligning formative assessments	Principal	211	08/15/2016 05/30/2016	All staff	Accountability Ratings Observation reports	
Contract professional support to assist counselor in meeting with students to analyze transcript, discuss graduation plans, and college and career readiness	Principal	211	08/15/2016 05/30/2016	Students Counselor Student files	Completed conferences	
Provide instructional support for EOC teachers and principal through attending professional development for training specifically targeted to address strategies for struggling learners.	Principal	211	Feb. 20 – 21, 2017	EOC teachers Principal	Attendance	
Continue offering and recruiting students to participate in COM CTE programs such as Welding, Cosmetology, Law Enforcement, etc.	Counselor Admin Com Advisor	199/Perkins	8/24/2016 6/2/2017	Some TSI testing	Enrollment data	
Continue SWAG Students Working to Achieve Graduation Program afterschool and during school pull-outs Extended School Day - 6 – 7:30 PM 2 days a week and 2 Sat a month 8-11	Counselor Principal/ Asst Prin. Teachers	Focus	08/24/2016 06/02/2017	Counselor Administrators Teachers/contract	Sign in sheet EOC/Grad data	
Provide Pre-ACT testing for students.	English Teacher	None	October 2016	English teachers	Completed	
Provide Staff Development to increase instructional strategies to meet the diverse needs of students	Principals Teachers	Focus, 255, 199	08/24/2016 06/02/2017	Principal Teacher	Attendance Certificate Campus Visit reports	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Provide PSAT testing for 10 th	Counselor	199	October 14, 2016	Counselor Principal	Completion of test	
Core Classes will enrich GT student learning through the use of project based learning.	GT teachers	Na	08/24/2016 06/02/2017	Teacher	Teacher reports	
Increase Reading comprehension skills for ELL students	All teachers	263	08/24/2016 06/02/2017	Teacher	Use of materials	

DISTRICT GOAL 2: Recruit and retain high quality personnel reflective of and responsive to the district's diverse community.

OBJECTIVE 1: Hitchcock ISD will increase faculty and staff job satisfaction.
OBJECTIVE 2: Hitchcock ISD will reduce faculty turnover by 8%.

Campus Principal: Kellie Edmundson

Superintendent: Carla Vickroy

You can add a campus goal here if you choose.

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Academic Pep Rallies per six weeks will include teacher recognition categories	Administration counselor	NA	08/24/2016 06/02/2017	Certificates e-mails incentives Admin. Team	Logs	
New to HHS teachers will participate in Fundamental Five Training, Tools for Teaching Book Study and meet bi-weekly.	Assistant Principal New HHS teachers	199 Funds	08/24/2016 06/02/2017	Fred Jones Book Asst. Principal Principal	Meeting agendas	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Continuous support for self-improvement will be provided to all teachers by providing opportunities to go to workshops and to work on self-improvement goals/plans of action Perfect Attendance recognized each six weeks	Administrators teachers	Title 1 A 199 Funds, 255	08/24/2016 06/02/2017	Professional development Budget	Complete travel expense reports and certificates	
Ensure professional development is delivered in a manner that is comfortable, inviting, engaging, and relevant to adult learners.	Administrators Support Staff	199 Activity funds	08/11/2016 06/15/2017	Selection of training sites and set up	Professional development surveys	
Bi-Monthly leadership team meetings to collaborate on curriculum calendar and other items that affect instruction.	Administration and Leadership team		08/24/2016 06/02/2017	Leadership Team	Meeting agendas	

DISTRICT GOAL 3: Maintain a safe and disciplined environment conducive to learning.

OBJECTIVE 1: Hitchcock ISD will encourage students to participate in either a co-curricular and/or extra-curricular activity.
OBJECTIVE 2: Hitchcock ISD will develop a very powerful anti-bullying program and anti-bullying awareness campaign at all Hitchcock ISD campuses.
OBJECTIVE 3: Hitchcock ISD will form/retain peer mediation groups.
OBJECTIVE 4: Hitchcock ISD extracurricular programs will be designed to develop discipline, character, leadership, integrity and a winning attitude in all students.

Campus Principal: Kellie Edmundson

Superintendent: Carla Vickroy

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STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
Campus Improvement Plan 2016 - 2017**

Fall 2016 to Spring 2017

Continued Motto: Bulldog PRIDE – Patience, Respect, Integrity, Determination, Excellence through expectations, daily announcements, student of the week, and six week PRIDE Rallies.	All staff	199 & activity funds	08/24/2016 06/02/2016	Reports certificates awards	Awards lists	
Motivational Activites such as guest speakers to encourage students to participate; Breast Cancer/ Drunk Driving etc./ Career Day	Administration	199 Funds	08/24/2016 06/02/2017	Administration Guest speakers	Schedule of events calendar	
Club Day schedules on selected Fridays during the year.	Asst. Principal	Activity accounts	08/24/2016 06/02/2017	Staff	Increased attendance events and clubs	
Investigate programs for anti-bullying	PBMAS team	199 Funds	08/24/2016 06/02/2017		Selected program and implementation	
Implement Positive Office Referrals relating to the Character counts traits	Assistant Principal PBIS Teachers	199 Funds	08/24/2016 06/02/2017	Duplicate forms staff	Number of referrals	
FFA program is serving their inaugural year	Ag teacher		08/24/2016 06/02/2017			
Investigate with PBMAS and leadership team incorporating the One Rule School... Respect for 2017 2018	Administration	Na	08/24/2016 06/02/2017	Staff	Meeting agenda	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Fall 2016 to Spring 2017

DISTRICT GOAL 4: Maximize fiscal responsibility to provide for operational effectiveness and facility maintenance.

- OBJECTIVE 1:** Hitchcock ISD will strive to maintain platinum star rating.
OBJECTIVE 2: Hitchcock ISD will cross-train office staff to maintain continuity and flow.
OBJECTIVE 3: Hitchcock ISD will seek innovative avenues to increase funding revenue.
OBJECTIVE 4: Hitchcock ISD will fully implement and maintain an automative maintenance scheduling program.
OBJECTIVE 5: Hitchcock ISD will maintain financial solvency and fund balance.
OBJECTIVE 6: Hitchcock ISD will ensure ample resources are allocated to personnel, student programs and curriculum.
OBJECTIVE 7: Hitchcock ISD will utilize tax dollars in a transparent and efficient manner to honor the public trust.

Principal: Kellie Edmundson

Superintendent: Carla Vickroy

You can add a campus goal here if you choose.

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Staff will follow all policies and procedures.	Administrators Secretary		08/24/2016 06/02/2017	Administrators Secretary	Monitoring of paperwork	
Attendance Clerk will be trained in secretary and registrar responsibilities.	Counselor District Support Principal	199 Funds	August 2016	Administrators office staff Workshops District Administration	Staff evaluation	
Staff will utilize the Helpdesk in Eduphoria for all technology and maintenance needs.	Administration Secretary	199 Funds	08/24/2016 06/02/2017	Eduphoria	Completion of submitted work orders	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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ATM Machine on campus	Bank		08/24/2016 06/02/2017	ATM Machine Agreement with Bank	Proceeds from ATM Machine	
Investigate campus beautification projects to increase Welcoming Appearance	Administration in conjunction with HISD Facility Team	199 and Bond Funds Private Donations	08/24/2016 06/02/2017	Outside resources	Completion of project plan	

DISTRICT GOAL 5: Actively promote a sense of community and shared direction.

OBJECTIVE 1: Hitchcock ISD will increase student enrollment by at least 10% using community/parent involvement.
OBJECTIVE 2: Hitchcock ISD will encourage employees to participate in community activities and events.
OBJECTIVE 3: Hitchcock ISD will support community and youth leagues, specifically in the area of allowing HISD facilities usage to groups primarily consisting of Hitchcock students.

Principal: Kellie Edmundson
Superintendent: Carla Vickroy

You can add a campus goal here if you choose.

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Increase communication with parents and families through e-mails, newsletters, callouts and the HHS web page	Administrators counselor teachers	199 Funds	08/24/2016 06/02/2017		Email copies of communication Call out reports	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Fall 2016 to Spring 2017

Provide snacks to parents for attending dual credit, Financial Aide and Graduation Plan meetings	Counselor administration	PASS Grant 211	08/24/2016 06/02/2017		Meeting agendas and sign in sheets	
Home visits to locate no-shows	Principal		08/25/2016 09/26/2016	PEIMS data Principal Liaison Officer	Home visit log	
Meetings, events, important dates sent to each person's calendar as soon as known.	Principal		08/24/2016 06/02/2017		Copies of emails	
College visit including parents	Counselor	211	April/May		Trip log	
More participation by clubs in Homecoming Parade, Good Ole Days Parade, and Community Christmas parade	Cheerleading Sponsor Teachers		October 14, 2016	Texas First Bank		
Class sponsors for each grade level	Assistant Principal teachers		08/24/2016 06/02/2017			
Scheduling of Facilities in conjunction with school calendar of events	Craig Smith Administration		08/24/2016 06/02/2017	Facilities	Facility request forms	
Promote District Facebook Page	Principal Media Rep		08/24/2016 06/02/2017	Adv Journ Tech Specialist	# of hits on facebook page	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Bulldog PRIDE – Patience, Respect, Integrity, Determination, Excellence	Administration Teachers	199	08/24/2016 06/02/2017	Administration	Posters Visible on campus, announcements	
Partner ships with Upward Bound (COM) and INIOS for student mentoring programs	counselor		08/24/2016 06/02/2017	counselor		

DISTRICT GOAL 6: Maintain facilities in a manner that promotes learning.

OBJECTIVE 1: Hitchcock ISD will maintain facilities that are efficient, highly functional and inviting.

OBJECTIVE 2: Hitchcock ISD will provide facilities that are safe, secure and conducive to learning.

OBJECTIVE 3: Hitchcock ISD will provide facilities that are sufficient for all student programs and student growth

Principal: Kellie Edmundson

Superintendent: Carla Vickroy

You can add a campus goal here if you choose.

STRATEGIES	STAFF/OTHER PERSONS RESPONSIBLE	FUNDING/SOURCE	TIMELINE START/END	RESOURCES NEEDED: HUMAN MATERIAL, FISCAL	EVIDENCE OF MONITORING/EVALUATION	SUMMATIVE REVIEW (Make note of progress)
Facility Walks on a daily basis	Assistant Principal	199	08/24/2016 06/02/2017	Eduphoria Help Desk	Improvement Completed work orders	
Student work displayed, College Banners , Utilize Cafeteria display	Administration Faculty	199	08/24/2016 06/02/2017	Supplies	Observation	
Post Bulldog PRIDE in café, hallways, restrooms, overall	Assistant Principal	199	August 19, 2016	Supplies	observation	

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Increased visibility of SRO	SRO and Assistant Principal	199	08/24/2016 06/02/2017	SRO	Visibility reduction in discipline	
Submission of items for 2017 2018 capital outlay or special budget requests for additional camera coverage for key blind spots	Principal	199	March 2017	Budget manual		
Parking passes and parking regulations implemented	Asst. Principal	199	August 2016		monitoring	
Begin planning for additional academic wing	Facilities Manager Superintendent Principal Board of Trustees	Bond	08/24/2016 06/02/2017	Facilities Manager Superintendent Principal Board of Trustees	Design plans	

COMPREHENSIVE NEEDS ASSESSMENT INFORMATION

Hitchcock High School serves approximately 380 students in grades 9-12. The student population is represented by 42% African Americans, 29% Hispanic, 29% White, 0% American Indian, 0% Asian, and 0% Pacific Islander. The low socio-economic status is 82% and continues to rise each year. The average daily attendance rate for students is 92%. The annual dropout rate for grades 9 – 12 is 4.2%.

Hitchcock High School serves approximately 17 Limited English Proficient students, 18 Gifted and Talented students, 101 Career and Technical students and 37 Special Education students.

The staff population is made up of 31% African American, 10% Hispanic, 59% White, 0% American Indian, and 0% Asian. Males make up 57% of the staff and females make up 43%. The average years of experience for staff is 5 years.

The Campus Advisory Committee looked at the following data in order to determine the strengths and needs of the district:

TELPAS and STAAR EOC Data	Disaggregated Data
Discipline Reports	Attendance Reports

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HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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Fall 2016 to Spring 2017

AYP Data
Parental Involvement Sign-In sheets
ACT/SAT scores
CTE enrollment/certifications
Homeless students
AWARE

AEIS Report Card Data
Failure rates by teacher
Highly qualified staff reports
INDEX data results
Dual Credit Enrollment
Professional Development

Hitchcock HS has a diverse population with a variety of needs which are addressed through different programs, interventions, and support. Hitchcock High School is in its first year out of Intervention Required with TEA. Core departments have a common planning period for student data analysis and lesson plan design.

Hitchcock High School is Improvement Required. Index 1 Student Achievement 58/60; Index 2 20/17 Met; Index 3 29/30; Index 4 56/60. Systems are being increased and updated to improve tracking for Index 4 along with the above strategies to improve the academic success of our sub pops.

Committees were formed to look for areas of strengths and needs. The data indicated:

Student Strengths and Needs

Strengths:

- Credit Recovery was offered in multiple ways to provide students with every opportunity to graduate on time.
- Students arrive to class and school in a timely manner. Tardies have been reduced to a minimum.
- Index 2 – Improved Performance was seen for our students, more students graduated and only one student who was physically present with us in May did not graduate based on End of Course assessments or lack of credits.

Needs:

- Through the curriculum, instruction and assessments support relevant and necessary skills, continued focus needs to be placed on students having the necessary skills needed to partake in post-secondary education opportunities or careers after graduation.
- Increase critical writing in all classes.
- Consistent school wide enforcement of Cell Phone Policy.

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HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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- Increase non-fiction reading analysis across the curricula
- Positive and Emotional support for personal needs that prevent or get in the way of learning and/or attending school.
- Resources to overcome non-school factors that prevent or get in the way of learning and/or attending school.

Staff Strengths and Needs

Strengths:

- Teacher leadership team is a strong entity on the campus.
- This year's group of new to HHS teachers are energetic and focused on student needs.
- There is a sense of being there for each other with assisting when others have needs and not the same teachers doing all of the extras.

Needs:

- Continued professional development in HOW to implement ELL strategies, working with diverse and struggling learners.
- Professional development and support for first year teachers new to their curriculum and/or student management strategies.
- Focused PLC on lesson plans that deliver at the rigor and level of the TEKS needed to reach College Readiness
- Continued positive support and motivation from administration to make it through each component of the school process.

Parental Involvement Strengths and Needs

Strengths:

- Community members and family members are involved and supportive of extra-curricular programs
- Parents/ Guardians are contacting the school more about academic student progress and needs.

Needs:

- Need to increase the percentage of parents attending meetings in regards to academics
- Provide workshops for families to familiarize them with ways to support their children to be successful both at school and at home
- Provide alternate means to disperse info to parents

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**HITCHCOCK INDEPENDENT SCHOOL DISTRICT
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