

Spring Branch Independent School District
Spring Woods High School
2018-2019 Campus Improvement Plan



Mission Statement

Our mission is to guarantee exceptional standards for academic scholarship, integrity and responsible citizenship to every student, every day.

Vision

We envision that all Spring Woods High School Students will achieve unprecedented levels of growth, academically and socially, in order to increase their opportunities in their own lives and demonstrate the impact of education within our community.

Value Statement

We believe every child is capable of achieving high standards.

We ensure students' success in post-secondary education, career and life. All students are capable of learning at a high level. If they are not expected to excel, they will not. Simply put, we must raise the bar for public education.

We hire High-Performing teachers

SWHS has an exceptional teaching faculty who come from the state's top teacher preparation programs. We ensure there are high-performing teachers in every classroom, every day.

We believe in the power of positive relationships

At SWHS, we realize the importance of a relationship with a caring adult is critical to the success of all students. In order for students to succeed and reach their personal best, they need genuine, honest, and trusting relationships with an adult in the building. At Spring Woods High School, our teachers and students know and respect each other.

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

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




Goals

Goal 1: In order to achieve T-2-4, graduating students will enroll in their choice of post-secondary education opportunities.

Performance Objective 1: By November 2019, at least 55% of SWHS graduates will have enrolled successfully in a post secondary option (T, M, 2, 4) .

Evaluation Data Source(s) 1: Clearinghouse Data Provided by the National Clearing House
SWHS Master Spreadsheet filled out by Counselors and Caring Adults

Summative Evaluation 1:

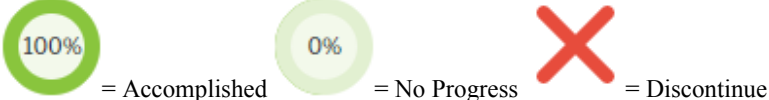
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
Critical Success Factors CSF 3 CSF 5 CSF 6 1) Create a Google Spreadsheet to connect every child to a caring adult that will mentor them to achieve Post Secondary Readiness	2.4, 2.6, 3.2	Lead Counselor Senior Principal Registrar	Increase T24 numbers by 5%.			
	Funding Sources: 199 PIC 24 - At Risk - 2000.00					
Critical Success Factors CSF 3 CSF 6 CSF 7 2) Provide Training to Senior T24 Teachers to ensure that Students go To and Through College 3) College Visits for all Juniors on Campus	2.4, 2.6, 3.2	Counselors Senior Teachers	Increased T24 number			
	Funding Sources: 199 PIC 24 - At Risk - 10000.00					
Critical Success Factors CSF 3 CSF 6 CSF 7 4) Bring in Guest Speakers and Professional Learning for Underclassmen to begin exploring their T24 Vision Career Day Interview Day	2.5, 3.2	Freshman Principal Counselors Lead Counselors Underclass Teachers	Increased T24 Nuber			
	Funding Sources: 199 PIC 99 - Undistributed - 2000.00, 199 PIC 23 - Special Education - 1195.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 2: In order to achieve T-2-4, students will feel connected to their school community as both an individual and a learner.

Performance Objective 1: By June 2019, at least 45% of SWHS students will respond favorably on the School Belonging Metric of the Panorama survey.

Evaluation Data Source(s) 1: Panorama Survey

Summative Evaluation 1:

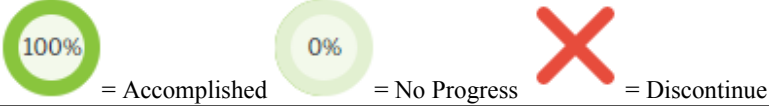
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
Critical Success Factors CSF 5 1) All students will be involved in one activity or club, they will be solicited during an organizational fair.	2.4, 2.6, 3.2	Sponsors AP's Counselors DePARTMENT cHAIRS	Increased Participation in Clubs Organization			
	Funding Sources: 199 PIC 99 - Undistributed - 10000.00					
2) Coaches doing more Middle School Social events and Recruitment Activities to engage more into their Organization		Athletic Director	Increased 9th Grade Involvement			
	Funding Sources: 199 PIC 24 - At Risk - 5000.00					
Critical Success Factors CSF 5 3) Creating an Athletic Banquet to reward, support and encourage more participation in Athletic Programs on Campus	2.4, 2.6	Athletic Director	Increased Participation in the Banquet			
	Funding Sources: 199 PIC 91 - Athletics - 6800.00					
						

Goal 2: In order to achieve T-2-4, students will feel connected to their school community as both an individual and a learner.

Performance Objective 2: By June 2019, at least 55% of SWHS students will respond favorably on the School Climate Metric of the Panorama survey.

Evaluation Data Source(s) 2: Panorama Survey

Summative Evaluation 2:




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
Critical Success Factors CSF 2 CSF 4 CSF 5 1) Intentional Unit Plans with Graduate Aims as the focus	2.4, 2.6	AP's Counselors Principal	Intentional Learning with Higher Student Engagement			
	Funding Sources: 199 PIC 24 - At Risk - 10000.00, 199 PIC 11 - Instructional Services - 10000.00					
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 2) Find incentives and rewards to build relationships in a positive way with teachers and Students utilizing the Hero Program	2.4, 2.6	AP's Teachers counselors	Increasing Attendance and the way teachers and student interact Decrease Discipline Referrals			
	Funding Sources: 199 PIC 22 - Career & Technology - 10000.00, 199 PIC 99 - Undistributed - 3783.24					
Critical Success Factors CSF 1 CSF 3 CSF 5 3) Utilize One to One Learning with Technology to Incentive Students and teacher to engage more in Anytime/anywhere learning.	2.5, 3.1	AP's Principal Technology Teacher	Increase Learning Time			
	Funding Sources: 199 PIC 11 - Instructional Services - 10000.00, 199 PIC 99 - Undistributed - 10000.00					
						

Goal 2: In order to achieve T-2-4, students will feel connected to their school community as both an individual and a learner.

Performance Objective 3: By June 2019, at least 65% of SWHS students will respond favorably on the School Rigorous Expectations Metric of the Panorama survey.

Evaluation Data Source(s) 3: Panorama Survey

Summative Evaluation 3:

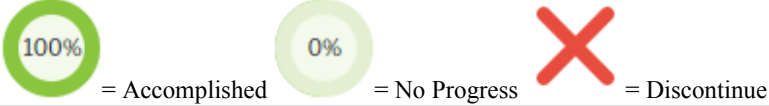
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
Critical Success Factors CSF 1 CSF 3 CSF 6 1) Utilize Mastery Connect to Move Student Learning along the Continuum and Increase Student Voice and Agency.	2.4, 2.6	Department Chairs Teachers	Increased Student Performance			
	Funding Sources: 199 PIC 22 - Career & Technology - 3000.00					
Critical Success Factors CSF 1 CSF 3 CSF 6 2) Increase Rigor in Classroom by utilizing the Understanding by Design Framework into the classroom	2.4, 2.6	AP's Department Chairs Appraisers	Increase Student Performance			
	Funding Sources: 199 PIC 11 - Instructional Services - 5000.00, 199 PIC 99 - Undistributed - 5000.00, 199 PIC 25 - ESL/Bilingual - 2855.00					
3) Integrate Technology into learning to increase differentiation and ensure that every Child is learning.	2.4, 2.6	Teachers Principals Department Chairs	Increased Student Performance in the Sub Populations			
	Funding Sources: 199 PIC 11 - Instructional Services - 5000.00, 199 PIC 24 - At Risk - 5000.00					
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 4) Work on continuing to develop PLC's to build quality lessons and rigorous instruction.	2.4, 2.5, 2.6	Team Leaders Department Chairs AP's	Increased Panorama and STAAR Scores			
	Funding Sources: 199 PIC 24 - At Risk - 1112.00, 199 PIC 11 - Instructional Services - 10000.00					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 2: In order to achieve T-2-4, students will feel connected to their school community as both an individual and a learner.

Performance Objective 4: By June 2019, at least 62% of SWHS students will respond favorably on the School Safety Metric of the Panorama survey.

Evaluation Data Source(s) 4: Panorama Survey

Summative Evaluation 4:




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
1) Increase Signage around Campus to deter people from entering in places that they should not and increase safety.	2.5, 2.6, 3.1	Principal Campus Officer	INcrease feeling of Safety			
	Funding Sources: 199 PIC 24 - At Risk - 10000.00					
						

Goal 2: In order to achieve T-2-4, students will feel connected to their school community as both an individual and a learner.

Performance Objective 5: By June 2019, at least 50% of SWHS students will respond favorably on the School Teacher-Student Relationship Metric of the Panorama survey.

Evaluation Data Source(s) 5: Panorama Survey

Summative Evaluation 5:

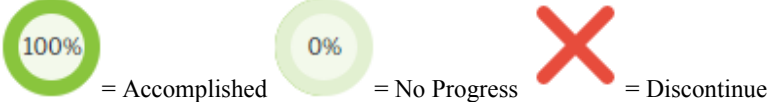
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
<p>Critical Success Factors CSF 6</p> <p>1) Find ways to connect every student to a caring adult in our building.</p>	2.4, 2.6	Teachers Counselors	Increased student engagement			
Funding Sources: 199 PIC 24 - At Risk - 10000.00, 199 PIC 99 - Undistributed - 5000.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 5 CSF 6</p> <p>2) Find ways to provide positive incentives in the classroom for teachers for students who are making good choices to connect to their teacher.</p>	2.5, 2.6	Teachers Department Chairs Counselors Principals	Decrease discipline referrals			
Funding Sources: 199 PIC 24 - At Risk - 5000.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 2: In order to achieve T-2-4, students will feel connected to their school community as both an individual and a learner.

Performance Objective 6: By June 2019, the Redesign Cohort of Freshman will respond at least 10% higher on all metrics of the Panorama survey.

Evaluation Data Source(s) 6: Panorama Survey

Summative Evaluation 6:

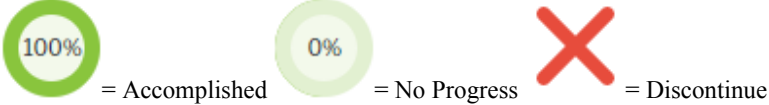
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) Teachers will innovate to create a new learning experience for 9th graders.</p>	2.4, 2.5, 2.6	Redesign Teachers Principal	Increased Student Performance Increased School Connectedness			
Funding Sources: 199 PIC 99 - Undistributed - 6000.00, 199 PIC 11 - Instructional Services - 2000.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 6</p> <p>2) Create a new Learning Experience that encourages Freshman to increase interest and engagement at Spring Woods High School</p>	2.4, 2.5	Redesign Cojort Principal	Increased Student Performance Increase Panorama Survey Results			
Funding Sources: 199 PIC 11 - Instructional Services - 1604.76, 199 PIC 24 - At Risk - 7500.00, 199 PIC 99 - Undistributed - 5000.00						
						

Goal 3: In order to achieve, T-2-4, students will demonstrate college-ready academic performance.

Performance Objective 1: By June 2019, at least 29% of SWHS students will perform at post-secondary-ready levels on the SAT (480 verbal & 530 math) and/or ACT (23 or higher; min. 19 in English AND math).

Evaluation Data Source(s) 1: SAT and ACT Results

Summative Evaluation 1:

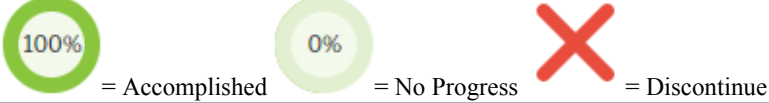
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7 1) PSAT/SAT Prep will be provided during T24	2.5, 2.6					
	Funding Sources: 199 PIC 11 - Instructional Services - 15000.00, 199 PIC 22 - Career & Technology - 15781.00					
2) Collaborative Planning time for AP Teachers to ensure that Rigor is increased, impacting SAT and ACT Scores	2.4, 2.5, 2.6	AP Coordinator SAT Coordinator AP Teachers Counselors Grade Level Principals	Increase in PSAT/ACT/SAT/AP Scores			
	Funding Sources: 199 PIC 11 - Instructional Services - 10000.00, 199 PIC 99 - Undistributed - 5000.00					
Critical Success Factors CSF 1 CSF 2 CSF 4 3) Get every child a device to allow them to do work outside of campus on PSAT/ACT/SAT and Courses	2.4, 2.5, 2.6	Technology Services Librarian Instructional Leadership Team	Increased Learning Time Increase of Its Learning Utilization			
	Funding Sources: 199 PIC 99 - Undistributed - 22000.00					
Critical Success Factors CSF 1 CSF 6 4) Purchase calculators and technology so that students can practice on their devices prior to the PSAT/SAT?ACT	2.4, 2.6	Testing Coordinator Math and Science DC Assistant Principal	Increased PSAT/SAT/ACT Scores			
	Funding Sources: 199 PIC 24 - At Risk - 15000.00					
						

Goal 4: In order to achieve T-2-4, students will receive equitable opportunities resulting in the closing of existing achievement gaps.

Performance Objective 1: By June 2019, SWHS will close existing achievement gaps by at least 5% across demographic groups relevant to the campus while all performance improves.

Evaluation Data Source(s) 1: STAAR Results

Summative Evaluation 1:

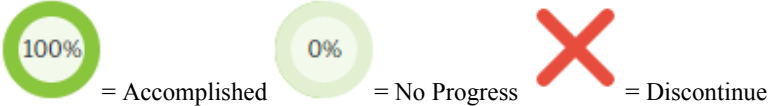
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
Critical Success Factors CSF 1 CSF 5 CSF 6 1) Move to 50% of the staff being trained on QTEL	2.4, 2.6	AP's ESL Department Chair	Increased EL Scores			
	Funding Sources: 199 PIC 24 - At Risk - 30000.00					
2) Create a Language Lab area for students to explore language and opportunities	2.4, 2.5, 2.6	ESL Department Chair Assistant Principal	Increased Student performAAR			
	Funding Sources: 199 PIC 22 - Career & Technology - 20000.00, 199 PIC 24 - At Risk - 5000.00					
						

Goal 5: To remain in compliance with Federal and State law.

Performance Objective 1: Remain in compliance with all Federal and State laws.

Evaluation Data Source(s) 1: Identify At-Risk students; provide them with supplemental services; and monitor progress (including continual English language development for LEP students)

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Jan	Mar
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7 1) Provide high-level training to teachers using the TELPAS rubrics and Understanding by design as the framework for development throughout the year.	2.4, 2.6, 3.1	ESL Team	All SWHS teachers will have at least 5 high impact strategies to immediately implement in their classroom that directly address the needs of LEP learners at the 4 levels of language development (beginner, intermediate, advanced, and advanced high.			
	Funding Sources: 199 PIC 99 - Undistributed - 1000.00					
Critical Success Factors CSF 1 CSF 5 CSF 6 2) Provide interactive parenting sessions to ESL parents in Spanish and English quarterly.	2.4, 2.6, 3.1, 3.2	ESL Team	The ESL team will host quarterly parenting sessions in order to engage parents in the school community and significantly increase representation on various committees by LEP parents.			
	Funding Sources: 199 PIC 99 - Undistributed - 1000.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 3) The ESL team will organize and host college and career field trips geared specifically to the interests of LEP students.	2.5, 2.6	ESL Team	10% increase in LEP students graduating with a T24 plan.			
	Funding Sources: 199 PIC 22 - Career & Technology - 2500.00					
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 4) LEP students will begin a peer mentoring program with Tiger Trail, Spring Oaks, and Terrace Elementary Schools.	2.4, 2.5, 2.6	ESL Team	Students will increase their reading, listening, and speaking skills by using these skills as they help younger students academically.			
	Funding Sources: 199 PIC 24 - At Risk - 7500.00					
						

Campus Funding Summary

199 PIC 11 - Instructional Services					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1	Guest Speakers/Training		\$10,000.00
2	2	3	Learning Programs		\$10,000.00
2	3	2	Staff Development		\$5,000.00
2	3	3	Training		\$5,000.00
2	3	4	Team Leader Stipend		\$10,000.00
2	6	1	Professional Learning Time		\$2,000.00
2	6	2	Professional Devleopment		\$1,604.76
3	1	1	SAT/ACT Prep Curriculum		\$10,000.00
3	1	1	Professional Development		\$5,000.00
3	1	2	Professional Development		\$5,000.00
3	1	2	Saturday Tutorials		\$5,000.00
Sub-Total					\$68,604.76
Budgeted Fund Source Amount					\$68,604.76
+/- Difference					\$0
199 PIC 22 - Career & Technology					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	2	Hero Program		\$10,000.00
2	3	1	Mastery Connect		\$3,000.00
3	1	1	SAT/ACT REsources and Materials		\$15,781.00
4	1	2	Technology Programs		\$20,000.00
5	1	3	Travel Expenses		\$2,500.00
Sub-Total					\$51,281.00
Budgeted Fund Source Amount					\$51,281.00
+/- Difference					\$0

199 PIC 23 - Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Ensure Technical options are explored		\$1,195.00
Sub-Total					\$1,195.00
Budgeted Fund Source Amount					\$1,195.00
+/- Difference					\$0
199 PIC 24 - At Risk					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Training for Senio24 Numbers		\$2,000.00
1	1	2	Training for T24 Teachers		\$5,000.00
1	1	2	Post Secondary Conference		\$5,000.00
1	1	3	Transportation		\$10,000.00
2	1	2	Supplies		\$5,000.00
2	2	1	Staff Development		\$10,000.00
2	3	3	Staff Development Opportunities		\$5,000.00
2	3	4	PLC Conference		\$1,112.00
2	4	1	Supplies		\$10,000.00
2	5	1	Supplies for Communication		\$10,000.00
2	5	2	supplies		\$5,000.00
2	6	2	Resources		\$7,500.00
3	1	4	Devices, Calculators		\$15,000.00
4	1	1	QTEL Traiing		\$20,000.00
4	1	1	Resources		\$10,000.00
4	1	2	Materials/Supplies		\$5,000.00
5	1	4			\$7,500.00
Sub-Total					\$133,112.00
Budgeted Fund Source Amount					\$133,112.00
+/- Difference					\$0

199 PIC 25 - ESL/Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	3	2	LEP/ESL Support		\$2,855.00
Sub-Total					\$2,855.00
Budgeted Fund Source Amount					\$2,855.00
+/- Difference					\$0
199 PIC 91 - Athletics					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	3	Supplies		\$6,800.00
Sub-Total					\$6,800.00
Budgeted Fund Source Amount					\$6,800.00
+/- Difference					\$0
199 PIC 99 - Undistributed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Professional Development		\$10,000.00
1	1	4	Staff Development		\$1,000.00
1	1	4	Supplies and Materials		\$1,000.00
2	1	1	Supplies Materials		\$5,000.00
2	1	1	Guest Speakers		\$5,000.00
2	2	2	Materials/Supplies		\$3,783.24
2	2	3	Supplies and INcentives		\$10,000.00
2	3	2	Resources and Materials		\$5,000.00
2	5	1	Staff Development		\$5,000.00
2	6	1	Materials and Supplies		\$1,000.00
2	6	1	Professional Conferences		\$5,000.00
2	6	2	Learning Experiences		\$5,000.00
3	1	2	QTEL Training		\$5,000.00
3	1	3	Achieve 3000		\$10,000.00

3	1	3	Professional Development on Technology Available		\$10,000.00
3	1	3	Materials and resources		\$2,000.00
5	1	1			\$1,000.00
5	1	2			\$1,000.00
Sub-Total					\$85,783.24
Budgeted Fund Source Amount					\$85,783.24
+/- Difference					\$0
Grand Total					\$349,631.00