

South Texas Independent School District

South Texas ISD Health Professions

2020-2021 Campus Improvement Plan



South Texas ISD Board of Directors Approved on December 8, 2020

Mission Statement

The mission of South Texas ISD Health Professions is to provide students with rigorous academic instruction and advanced technical skills that will allow for their successful transition into allied health careers and/or post-secondary education.

Vision

To engage students in a focused, challenging curriculum within a small, caring community of learners.

Value Statement

We Believe:

that the entire community shares the responsibility of promoting the success of the school's mission by creating a support system for all learners;
that challenging academics are developed, facilitated, and maintained by the school community across a diverse student population;
that a positive and safe school climate is essential to the learning process;
that the application of knowledge and skills will be an integral part of our instructional programs;
that students and teachers need to become proficient in accessing, evaluating, and using information, resources, and current technology;
that students learn in a variety of ways and that classroom instruction and assessment should reflect these individual styles;
that personal growth is enhanced by increased self-esteem, cultural awareness through positive relationships, and mutual respect among and between students and staff;
that students will participate in a career program which will enable them to successfully transition into higher education and/or the work force;
and, that the special needs of each student are identified, addressed, and accommodated.

In addition...

WE BELIEVE that . . .

each individual is unique and has intrinsic worth.

all students have the potential to be successful learners.

hard work and perseverance are necessary to achieve full potential.

learning happens best when it is exercised as a choice.

focused teaching and learning is paramount to growth and development.

change creates opportunity.

lifelong learning is vital in a changing world.

learning is both an individual and shared responsibility.

communities benefit when people willingly contribute to the well-being of
others.

a safe environment is essential for learning.

understanding and respecting diverse cultures, ideas and values is
essential in a global society.

integrity is the foundation upon which to build trust.

education is an investment in community well-being.

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Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data

Student Data: Behavior and Other Indicators

- Class size averages by grade and subject
- School safety data

Employee Data

- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data

- Professional development needs assessment data





Goals

Goal 1: We will promote and market our district to create broad based community awareness attracting families to STISD.

Performance Objective 1: 1.3 We will expand multiple platforms district-wide to attract and engage future STISD families.

Evaluation Data Sources: Parent and student attendance at campus activities.
2020-2021 student enrollment numbers.

Summative Evaluation: None





<p>Strategy 1: Ensure that all communication and recruiting materials emanating from the campus includes reference to South Texas Independent School District (example: stisd.net) as our umbrella organization to include:</p> <ul style="list-style-type: none"> - school/club/class paraphernalia -correspondence, -telephone greetings, -business cards, -student planners, -create a slogan which highlights our pathways (medicine, technology, engineering, etc. -Create YouTube videos highlighting the districts and campuses -Invite stakeholders to visit the STISD campuses. <p>Strategy's Expected Result/Impact: There will be a demonstrated connection between STISD and Health Professions. Health Profession's successes and flagship status will be recognized as emanating from the umbrella organization of STISD.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.5, 3.1, 3.2</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: We will expand current programs and partnerships, as well as develop new ones, that support and enrich all of our students.

Performance Objective 1: 2.2 We will develop a range of supplemental programs that diversify and expand current program offerings.

Evaluation Data Sources: STISD 2019-2020 Calendar for Collaboration.
 2019-2020 Campus Course Offerings.
 2020-2021 Campus Course Offerings.

Summative Evaluation: None

<p>Strategy 1: Ensure that all existing, as well as proposed programs and partnerships, are marketable for students.</p> <p>Strategy's Expected Result/Impact: Successful completion of programs emanating from partnerships will lead to marketable skills for students.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 2: Establish new and enhance existing networks and invite guests to campus to showcase student achievement and state of the art programs.</p> <p>Strategy's Expected Result/Impact: All programs and partnerships will be marketed locally, statewide and nationally in an effort to increase the marketability of our students and program.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1, 3.2</p>	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 3: We will design, implement and evaluate support systems that attract and retain students.

Performance Objective 1: 3.3 We will develop a system for parental involvement that engages all parents.

Evaluation Data Sources: Parent and student attendance at campus activities.

Summative Evaluation: None

<p>Strategy 1: Host academic intervention sessions at various times of day to include parental visits to classroom. Strategy's Expected Result/Impact: Parents and students will be informed of academic intervention resources. Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Title I Schoolwide Elements: 3.1, 3.2</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 2: Provide training for faculty/staff on proactive intervention strategies. Strategy's Expected Result/Impact: Faculty/staff will be proactive in implementing intervention strategies. Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Title I Schoolwide Elements: 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 3: Provide teachers with data reflecting grade distribution every grading period. Strategy's Expected Result/Impact: Teachers will utilize data reflecting grade distribution to modify instruction as an intervention strategy. Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 4: Use research based strategies (clearly defined learning objectives, check for understanding, differentiated instruction) as identified with formative walkthroughs to enhance student success. Strategy's Expected Result/Impact: There will be an increase in student performance. Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June

<p>Strategy 5: Use data disaggregation software, formative collaboration, and teacher collaboration to identify and remedy student learning gaps.</p> <p>Strategy's Expected Result/Impact: Teacher will use data disaggregation software, formative collaboration, and teacher collaboration to identify and remedy student learning gaps.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 6: Measure effectiveness of student intervention efforts and utilize results to drive future intervention strategies.</p> <p>Strategy's Expected Result/Impact: Teachers will utilize student intervention effort results to drive future intervention strategies.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: We will implement and evaluate aligned curriculum, instruction, and assessments that provide real world experiences and profound learning for all students.





Performance Objective 1: 4.2 We will utilize academic and real-world data to evaluate and revise curricular content, instruction, and assessment.

Evaluation Data Sources: Use of formative assessment data to change instruction.

2019-2020 Campus Course Offerings.

2020-2021 Campus Course Offerings.

Summative Evaluation: None





<p>Strategy 1: Share examples of profound learning demonstrated by faculty and students with faculty/staff, through classroom visits, at district school visits, at District Collaborative Team meetings, and on school website.</p> <p>Strategy's Expected Result/Impact: Establish a common meaning for profound learning, with concrete examples.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team BETA Testers Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 2: Conduct a comprehensive review of the literature to define and identify strategies that will lead to vertically and horizontally aligned curriculum, instruction, and assessment.</p> <p>Strategy's Expected Result/Impact: Faculty/staff will utilize research to vertically and horizontally align curriculum, instruction, and assessment.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: We will implement and evaluate aligned curriculum, instruction, and assessments that provide real world experiences and profound learning for all students.

Performance Objective 2: 4.4 Expand collaborative learning models that integrate real-world experiences.

Evaluation Data Sources: Use of cooperative learning (Kagan strategies and others) within instruction.
Increased project-based instruction and learning.

Summative Evaluation: None





<p>Strategy 1: Seek out customized professional development venues and resources. Encourage participation and mind shifts for all stakeholders.</p> <p>Strategy's Expected Result/Impact: Attend and participate in professional development that supports profound learning.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team BETA Testers Faculty/Staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 2: Use software applications such as TEAMS to allow for online collaboration between campus departments and campuses.</p> <p>Strategy's Expected Result/Impact: Software applications are used to allow for online collaboration between campus departments and campuses.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 3: Evaluate the effectiveness of the professional development plan and utilize the results to drive future professional development plan strategies.</p> <p>Strategy's Expected Result/Impact: Professional development vendors will be critiqued for effectiveness and future attendance.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: We will expand and create social and extracurricular opportunities that enrich all students' lives.

Performance Objective 1: 5.2 We will create a variety of social and extracurricular activities that appeal to all students.

Evaluation Data Sources: STISD 2019-2020 Calendar for Collaboration.

Summative Evaluation: None

<p>Strategy 1: Utilize social media to advertise and inform stakeholders and the public about inter-campus sporting and academic events.</p> <p>Strategy's Expected Result/Impact: Contemporary communication methods will aid in the effective planning of the inter-campus events.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Students</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 2: Develop and maintain a competition program to include academic and sports competitions among our sister schools in volleyball, basketball, Battle of the Books, softball, chess, Academic UIL, soccer and flag football.</p> <p>Strategy's Expected Result/Impact: Effective planning and implementation of inter-campus events will assist in the development of the whole person for our students.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Students</p> <p>Title I Schoolwide Elements: 2.4, 3.1</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Student achievement will be exemplary as demonstrated through multiple measures.

Performance Objective 1: 98 percent and above on annual student and teacher attendance.

Evaluation Data Sources: Annual STISD attendance data.
TSDS PEIMS summer submission data.

Summative Evaluation: None

<p>Strategy 1: Be proactive in working with students who demonstrate attendance issues, including the use of signed contracts between school and home.</p> <p>Strategy's Expected Result/Impact: Attendance will be at or above 98% for staff and students as evidenced by attendance rates. Research has demonstrated that teacher quality (and resulting presence in the classroom) has the highest correlation with student achievement. Students must also be present to receive the benefits of the instruction/learning.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
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	Jan	Mar	June	June





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Goal 6: Student achievement will be exemplary as demonstrated through multiple measures.

Performance Objective 2: 85 percent of STISD students earn Meets and 50 percent earn Masters level on state assessments.

Evaluation Data Sources: 2019-2020 STAAR Score Reports.

Summative Evaluation: None

<p>Strategy 1: Provide faculty and staff with disaggregated data on prior year performance. Strategy's Expected Result/Impact: State assessment scores will improve and at least approach stated goals. Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 2: Encourage the use of formative assessment and data disaggregation software to drive instruction. Strategy's Expected Result/Impact: State assessment scores will improve and at least approach stated goals. Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 3: Provide dedicated tutorials for students in the state assessment subject matter. Strategy's Expected Result/Impact: State assessment scores will improve and at least approach stated goals. Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 6: Student achievement will be exemplary as demonstrated through multiple measures.

Performance Objective 3: - 90 percent of the student cohort will reach graduation completion at STISD.

- 98 percent of STISD students will successfully complete graduation requirements and earn at least two endorsements.

Evaluation Data Sources: TSDS PEIMS graduation data.
STISD Graduate Report.

Summative Evaluation: None

<p>Strategy 1: Continue to investigate/implement new partnerships and opportunities which will keep pace with the local, state, national, and international market.</p> <p>Strategy's Expected Result/Impact: New partnerships will be implemented which will result in our campus keeping pace with the local, state, national, and international market. As a result, the campus leaver rate will continue to decrease.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 2: Continue to provide group/individual/online counseling services and support designed to retain students in their Med High campus cohort through graduation.</p> <p>Strategy's Expected Result/Impact: Staff calendars and mail-outs will reflect group/individual/online counseling services and support designed to retain students in their Med High campus cohort through graduation.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
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Goal 6: Student achievement will be exemplary as demonstrated through multiple measures.

Performance Objective 4: - Each student will take a college entrance exam before the end of the first semester of the year they plan to graduate.
- 50 percent of students will attain a SAT score of 1110 or higher/ACT score of 24 or higher.

Evaluation Data Sources: STISD College Score Report.

Summative Evaluation: None

Goal 6: Student achievement will be exemplary as demonstrated through multiple measures.





Performance Objective 5: - Each student achieves a passing score on one or more AP, IB, or dual credit course while enrolled at STISD.

- Student participation rates on AP and IB tests will remain the same or increase annually.
- Qualifying AP and IB scores will increase annually.

Evaluation Data Sources: STISD AP and IB Participation and Score Report.

Summative Evaluation: None

<p>Strategy 1: Communicate to stakeholders the benefits of Advanced Placement credits in post-secondary education through individual counseling, informational sessions for parents, and through the campus website.</p> <p>Strategy's Expected Result/Impact: Students wishing to take an AP exam/s will not be hindered by cost. Parents and students will be informed consumers.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Reviews			
	Formative			Summative
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<p>Strategy 2: Provide collaboration time (Synergy) for faculty to write formative and summative assessments, and to use the data disaggregation software to produce data that drives instruction.</p> <p>Strategy's Expected Result/Impact: Score reports will reflect a higher percentage of AP qualifying scores. Students entering professional programs will be more competitive. At least some students will earn college credit while in high school, thus minimizing college tuition. Students will have more options in applying to universities who do not accept dual enrollment credit.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
<p>Strategy 3: Encourage on campus and online collaboration between faculty teaching the same subject/s.</p> <p>Strategy's Expected Result/Impact: Score reports will reflect a higher percentage of AP qualifying scores. Students entering professional programs will be more competitive. At least some students will earn college credit while in high school, thus minimizing college tuition. Students will have more options in applying to universities who do not accept dual enrollment credit.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June





<p>Strategy 4: Ensure that an effective monitoring system is in place to ensure that all students are registering for the college entrance exams.</p> <p>Strategy's Expected Result/Impact: Each student will have taken a college entrance exam before the end of the first semester of the year they plan to graduate, thus maximizing attempts to raise scores on the exam. Students entering professional programs will be more competitive. Students will not be hindered by cost of the exam/s.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Jan	Mar	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Student achievement will be exemplary as demonstrated through multiple measures.

Performance Objective 6: 100 percent of students with Individual Education Plans include measurable goals that are annually updated.

Evaluation Data Sources: STISD IEP's with ARD approval.

Summative Evaluation: None





<p>Strategy 1: Implement a monitoring system that ensures that measurable goals are annually updated.</p> <p>Strategy's Expected Result/Impact: Students will receive instruction, and thus be able to learn, because of the utilization of strategies that meet their particular needs.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team District Special Education Staff Campus Special Education Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
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Goal 6: Student achievement will be exemplary as demonstrated through multiple measures.

Performance Objective 7: Results Driven Accountability (RDA) formerly State Performance-Based Monitoring (PBM) indicators are met annually.

Evaluation Data Sources: STISD Results Driven Accountability (RDA) -PBM Reports published by the Texas Education Agency.

Summative Evaluation: None

<p>Strategy 1: Periodically review PBM indicators to ensure that goals are being met.</p> <p>Strategy's Expected Result/Impact: Health Professions will continue to be recognized as a premiere learning institution, as will STISD as the umbrella organization.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Faculty/Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
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