

China Spring Independent School District
China Spring High School
2020-2021 Campus Improvement Plan



Mission Statement

Our mission, in partnership with the community, is to provide individualized learning experiences to prepare students for success in life.

Vision

Our vision in China Spring Independent School District is to strive for continuous improvement of our educational system by providing opportunities for all to achieve excellence.

Translation Statement

CSISD Translation Policy:

Required Documents will be translated to parents upon request in a language they can understand, such as through translated materials or a language interpreter and to adequate notice of information about any program, service, or activity that is called to the attention of all parents.

Process for Requesting Translations for District Wide Documents:

Submit English to Spanish or Preferred Language Translation Request to Jennifer Crook, Executive Director of Curriculum and Instruction, jcrook@chinaspringisd.net, 254-836-1115.

Expect 5 business days for 1- page documents and 8-10 business days for 3 or more pages.

Jobs will be prioritized by the date they are scheduled on the “First come, first serve” basis. CSISD reserves the right to review and approve all requests submitted. Documents that may be translated are those documents that have a direct impact on media and communication issues.

Política de traducción de CSISD:

Los documentos requeridos se traducirán a los padres cuando lo soliciten en un idioma que puedan entender, por ejemplo, a través de materiales traducidos o un intérprete de idiomas, y con un aviso adecuado de información sobre cualquier programa, servicio o actividad que se llame a la atención de personas que todos los padres.

Proceso para solicitar traducciones para documentos de todo el distrito:

Envíe una solicitud de traducción de inglés a español o lenguaje preferido a Jennifer Crook, Directora Ejecutiva de Currículo e Instrucción, jcrook@chinaspringisd.net, 254-836-1115.

Espere 5 días hábiles para documentos de 1 página y 8-10 días hábiles para 3 o más páginas.

Los trabajos se priorizarán en la fecha en que se programen en base a "Primero en llegar, primero en servir". CSISD se reserva el derecho de revisar y aprobar todas las solicitudes enviadas. Los documentos que pueden traducirse son aquellos documentos que tienen un impacto directo en los problemas de comunicación y medios.

Parent and Family Engagement Policy

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Goals




Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: CSHS students will maintain previously recorded 2018-2019 growth on STAAR assessments in student achievement Domain 1 in the absence of a measurable assessment for the 2019-2020 school year.

Evaluation Data Sources: End-of-Course Data: TAPR Report

Summative Evaluation: Significant progress made toward meeting Objective










Strategy 1 Details	Reviews			
<p>Strategy 1: Provide appropriate assessments to document student progress.</p> <p>Strategy's Expected Result/Impact: Improved student growth: Test results, universal screenings, progress monitoring, mid-year benchmark tests, benchmark tests (if applicable)</p> <p>Staff Responsible for Monitoring: Campus Admin.</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide intervention in academic curriculum areas to meet the needs of all student groups based on assessment scores.</p> <p>Strategy's Expected Result/Impact: Improved student growth: Test results progress monitoring benchmark tests intervention logs RtI meetings</p> <p>Staff Responsible for Monitoring: Campus Admin. Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				







Strategy 3 Details	Reviews			
<p>Strategy 3: Provide curriculum that is scientifically research-based, aligned to the state standards, aligned with assessments, and one that provides varied instructional strategies to ensure academic success for all students in all subject areas.</p> <p>Strategy's Expected Result/Impact: Aligned Curriculum: Walk-throughs Teacher Lesson plans PLC T-TESS</p> <p>Staff Responsible for Monitoring: Campus Admin. Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
		 45%	 70%	 100%

Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: CSHS students will maintain previously recorded growth in Domain 1: Student Achievement-- Post-Secondary Readiness/College Career Military Readiness as measured by available 2019 assessments and in the absence of an applicable measurable data for the 2019-2020 school year.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide activities and programs to promote Career and Technology Education pathways.</p> <p>Strategy's Expected Result/Impact: Improvement in Career and Technology program activities: Policies/Procedures Coordination/Planning Completion of Coherent Sequencing Counseling Career Aptitude Career Investigations</p> <p>Staff Responsible for Monitoring: Campus Administrators Campus Counselors Coordinator of College and Career Readiness</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities to obtain industry certification(s) through advanced CTE courses.</p> <p>Strategy's Expected Result/Impact: Increase student industry certifications: Industry certifications earned.</p> <p>Staff Responsible for Monitoring: Campus Administrators Campus Counselors Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide Advanced Placement (AP) courses locally and Dual Credit (DC) opportunities through partnerships with local institutions of higher education.</p> <p>Strategy's Expected Result/Impact: Increased Participation and Success: AP results at 3 or higher DC course credit(s) earned AP Certified Staff</p> <p>Staff Responsible for Monitoring: Campus Administrators Campus Counselors Coordinator of College and Career Readiness Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				







Strategy 4 Details	Reviews			
<p>Strategy 4: Promote ACT, SAT, PSAT, ASVAB, and TSI Testing.</p> <p>Strategy's Expected Result/Impact: Increased College Readiness based on norm referenced test: Student test achievement results.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Campus Counselors College and Career Readiness Coordinator Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Increase collaboration on behalf of special education students to ensure development of appropriate individualized transition plans, as well as providing all special education and at-risk students classroom support leading to endorsement opportunities and vocational employment readiness.</p> <p>Strategy's Expected Result/Impact: Increase in CCMR for special education and at-risk student populations:</p> <p>Endorsements earned Completion of IEP with employable skills</p> <p>Staff Responsible for Monitoring: Director of Special Programs Principal Assistant Principals Campus Counselors Coordinator of College and Career Readiness Transition Coordinator Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: CSHS students will maintain previously recorded 2018-2019 growth on STAAR assessments in School Progress Domain 2 in the absence of a measurable assessment for the 2019-2020 school year.

Evaluation Data Sources: STAAR/EOC Results

Summative Evaluation: Significant progress made toward meeting Objective




Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training to campus administrators and staff on calculation and monitoring of student progress.</p> <p>Strategy's Expected Result/Impact: Informed practice for monitoring data: Meeting Agendas for: PLC, Administrators, In-Service</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of CIA Campus Administrators</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide training to special education staff regarding the use of general education data to drive individualized instruction and related plans.</p> <p>Strategy's Expected Result/Impact: Increase in data-informed design of individual instruction: Training agenda Campus data Aware data</p> <p>Staff Responsible for Monitoring: Executive Director of Special Programs Special Education Teachers Inclusion Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 4: CSHS students will maintain previously recorded 2018-2019 growth on STAAR assessments in Closing the Performance Gap Domain 3 in the absence of a measurable assessment for the 2019-2020 School year.

Evaluation Data Sources: STAAR/EOC Results

Summative Evaluation: Significant progress made toward meeting Objective







Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure campus administration and staff have the appropriate knowledge of-and are monitoring campus-relevant ethnic subgroups as well as eco dis and special education.</p> <p>Strategy's Expected Result/Impact: Gap improvement by campus:</p> <p>Training Agendas PLC Agendas Aware Data STAAR/EOC Data</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of CIA Executive Director of Special Programs Campus Administrators Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 5: Improve the Gifted and Talented Program to differentiate instruction for all gifted learners.

Evaluation Data Sources: Parent Surveys
 Teacher Training Records
 CSISD Staff Development Records

Summative Evaluation: Significant progress made toward meeting Objective







Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure that AP teachers receive appropriate training from College Board.</p> <p>Strategy's Expected Result/Impact: Relevant Teaching Strategies and Content Knowledge:</p> <p>Training Records</p> <p>Staff Responsible for Monitoring: HS Principal</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Identify gifted learning and support campuses for increased performance on state assessments.</p> <p>Strategy's Expected Result/Impact: Increased scores on assessments and State Assessments by gifted learners:</p> <p>GT student worksheet and progress monitoring</p> <p>Staff Responsible for Monitoring: GT coordinator</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 6: Increase LEP Language Proficiency by at least one level.

Evaluation Data Sources: TELPAS, STAAR/EOC Results

Summative Evaluation: Significant progress made toward meeting Objective







Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure that all ELAR teachers of LEP students are ESL certified.</p> <p>Strategy's Expected Result/Impact: Increase in ESL strategies to support ELL students:</p> <p>Teacher Certification Record</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of CIA Campus Principals</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide proper in-class support strategies for ELL students through recommendations from LEP teacher and LPAC.</p> <p>Strategy's Expected Result/Impact: Increase in effective instruction:</p> <p>LPAC documentation</p> <p>Staff Responsible for Monitoring: ELL Teacher</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				










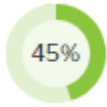


Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.




Performance Objective 7: Increase Special Education and At-Risk Student Group academic achievement and passing rates of STAAR and EOC through proper identification and appropriate levels of instruction and rigor.

Evaluation Data Sources: STAAR/EOC Results
PBMAS

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure that Special Education inclusion teachers are involved in campus professional learning communities.</p> <p>Strategy's Expected Result/Impact: Maintain appropriate curriculum design, rigor and pace:</p> <p>PLC sign-in sheets</p> <p>Staff Responsible for Monitoring: Campus Principal Assistant Principals</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for professional development of Special Education and Inclusion teachers to stay abreast of best practices and inclusive strategies for teaching.</p> <p>Strategy's Expected Result/Impact: Innovative practices for relating content at high levels of rigor while addressing individual needs:</p> <p>Local Training Records Teacher PD records</p> <p>Staff Responsible for Monitoring: Executive Director of Special Programs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				







Strategy 3 Details	Reviews			
<p>Strategy 3: Develop targeted intervention plans with strategies for skills based on areas of individual academic need in order to improve success on state testing.</p> <p>Strategy's Expected Result/Impact: Increased performance in "bubble" reporting categories per individual student through benchmarks/state assessment:</p> <p>Intensive Intervention Plans Progress Monitoring</p> <p>Staff Responsible for Monitoring: Executive Director of Special Programs Special Education Staff</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Properly identify students with Dyslexia and provide appropriate programmed instruction.</p> <p>Staff Responsible for Monitoring: Executive Director of Special Programs Dyslexia specialists</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Coordinate drop-out prevention programs to enhance instruction for students requiring intervention programs.</p> <p>Staff Responsible for Monitoring: Campus Principals Campus Counselors Classroom Teachers</p> <p>Title I Schoolwide Elements: 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Administer universal screeners and utilize teacher, parent, and benchmark data to identify students at risk for academic failure.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of CIA Executive Director of Special Programs</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Strategy 7 Details	Reviews			
Strategy 7: Identify homeless children and youth and provide services to support enrollment, attendance, and success. Staff Responsible for Monitoring: Deputy Superintendent Classroom teachers Campus Counselors	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 8: Increase technology in instructional and administrative settings.




Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue to evaluate district technology plan:</p> <p>Training Infrastructure hardware/software needs teacher compliance participation follow-up</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of CIA Director of Technology Campus Principal</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide targeted staff development based on staff and student needs.</p> <p>Staff Responsible for Monitoring: Director of Technology Campus Principal</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 1: China Spring High School will maintain rigorous standards of academic achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 9: Provide proper identification and services to migrant students.

Summative Evaluation: Met Objective










Strategy 1 Details	Reviews			
Strategy 1: Maintain SSA with local Region Service Center to provide for Migrant services. Staff Responsible for Monitoring: Campus Counselors	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 2: China Spring High School will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 1: In 2020-2021, parent/community involvement will increase by 5%.

Evaluation Data Sources: CSHS Apple Logs
 Eduphoria Journal Entries
 Sign-in sheets from Parent meetings

Summative Evaluation: Met Objective




Strategy 1 Details	Reviews			
Strategy 1: Utilize a variety of media formats to promote, inform, educate, and engage stakeholders. Strategy's Expected Result/Impact: Increase parent communication Staff Responsible for Monitoring: Campus Principal Assistant principals Counselors Title I Schoolwide Elements: 3.1	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
Strategy 2: Provide dedicated time to allow for parent-teacher conferences (both in person and via google meet). Strategy's Expected Result/Impact: Increase face-to-face meetings between teachers and parents. Staff Responsible for Monitoring: Campus Principal Counselors Title I Schoolwide Elements: 3.2	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 3 Details	Reviews			
Strategy 3: Host parent and student orientation sessions on each campus, to include sessions at the High School, regarding higher education admissions processes, financial aid and grant opportunities and sources, and curriculum advising options. Strategy's Expected Result/Impact: Increase parent knowledge base regarding college admissions and financial aid. Staff Responsible for Monitoring: Campus Principal Coordinator of College and Career Readiness Counselors Title I Schoolwide Elements: 3.2	Formative			Summative
	Oct	Dec	Feb	Apr
				




Goal 2: China Spring High School will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

Performance Objective 2: CSHS will continue to increase electronic and social media presence to enhance community support and engagement by informing stakeholders of educational advancements, innovations, and opportunities offered by the district.

Evaluation Data Sources: Views, shares, likes, comments, posts, clicks.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Coordinate with technology personnel on a timeline and schedule of social media postings. Strategy's Expected Result/Impact: Increase social media footprint. Staff Responsible for Monitoring: Principal Assistant principals counselors coordinator of college and career readiness. Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Work with campus to assist assigned social media advocates on best practices for audience engagement. Strategy's Expected Result/Impact: Increase social media footprint. Staff Responsible for Monitoring: Principal Assistant Principals Director of Instructional Technology Counselors</p>	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide learning opportunities to campus personnel for increasing capacity and impact of social media posts. Strategy's Expected Result/Impact: Increase social media footprint. Staff Responsible for Monitoring: Principal Assistant Principals Counselors Director of Instructional Technology</p>	Formative			Summative
	Oct	Dec	Feb	Apr







Strategy 4 Details	Reviews			
Strategy 4: Maintain campus calendar of events in digital format on website. Strategy's Expected Result/Impact: Increase social media footprint.	Formative			Summative
	Oct	Dec	Feb	Apr
				




Goal 3: China Spring High School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 1: Ensure a safe and secure facility and environment for both staff and students.

Evaluation Data Sources: Emergency Operating Procedures
SRO Reports
Drill Records

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Clearly communicate mechanisms for reporting bullying and/or other student safety concerns.</p> <p>Strategy's Expected Result/Impact: Provide increased opportunities for reporting student safety concerns:</p> <p>See Something, Say Something Online report usage</p> <p>Staff Responsible for Monitoring: Superintendent Deputy Superintendent Campus Principals Campus Counselors CSISD Technology Department</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide safe/drug-free school and community activities.</p> <p>Strategy's Expected Result/Impact: Evidence of activities promoting safe/drug-free educational environment:</p> <p>District-wide initiatives CSHS based initiatives</p> <p>Staff Responsible for Monitoring: Superintendent Deputy Superintendent Assistant Superintendent of CIA Executive Director of Special Programs Campus Administration Campus Counselors CSISD Technology Department CSISD Police Department</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				










Strategy 3 Details	Reviews			
<p>Strategy 3: Provide safe, secure, and well-maintained facilities and transportation.</p> <p>Strategy's Expected Result/Impact: Continued improvements and maintenance of high school facilities and transportation</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Campus Principal Assistant Principals Director of Maintenance Director of Transportation</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 3: China Spring High School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 2: CSHS will ensure that students, parents, and staff have access to physical and emotional health and wellness information.

Evaluation Data Sources: CSISD Website, Parent Newsletters, District Messenger

Summative Evaluation: Met Objective










Strategy 1 Details	Reviews			
<p>Strategy 1: Regularly convene with the SHAC to discuss issues related to the campus and gather input on recommendations for adjustment or inclusion in practice.</p> <p>Strategy's Expected Result/Impact: SHAC Agendas Sign-in sheets</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Campus Principal Campus Nurse</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Offer platforms for in-person, live via Facebook, or recorded viewing of Parent Summit programs for parents, students, and stakeholders to gain awareness of pertinent issues facing our youth to include, but not limited to, human trafficking, suicide prevention, substance abuse, technology, vaping crisis, and life beyond high school.</p> <p>Strategy's Expected Result/Impact: Availability of information for live participation and review</p> <p>Facebook site analytics Audience participation Sign-in sheets</p> <p>Staff Responsible for Monitoring: Deputy Superintendent District Social Worker CSISD Technology Department</p> <p>Title I Schoolwide Elements: 3.2</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide training to all staff in methods of Positive Behavioral Interventions and Supports for behavior and conflict resolution, violence prevention programs to include dating violence, sexual and verbal harassment and assault and physical aggression.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Executive Director of Special Programs Campus Principal</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 3: China Spring High School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 3: Promote anti-bullying campaign through "See Something, Say Something".

Evaluation Data Sources: Website, bullying reports/investigations

Summative Evaluation: Met Objective





Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure placement of program posters in multiple high visible areas.</p> <p>Strategy's Expected Result/Impact: Provide students with repeated visuals to know what options are available:</p> <p>Periodic campus walks to verify poster placement</p> <p>Staff Responsible for Monitoring: Campus Principal Assistant Principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for reporting bullying and other suspicious activity through website link.</p> <p>Strategy's Expected Result/Impact: Opportunity for students to speak up in private:</p> <p>Live link Usage Report</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Campus Principal Assistant Principals Technology staff</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Maintain clearly stated documentation regarding the school's response to bullying reports, investigations, and ensure that state and district mandates are in place.</p> <p>Strategy's Expected Result/Impact: Informed stakeholders at all levels:</p> <p>Annual review of documents and reports.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Campus Principal Assistant Principals Technology Staff</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 4: China Spring High School will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflects the rich diversity of the students CSHS serves.

Performance Objective 1: Hire quality and qualified staff that matches the culture and diversity of CSHS.

Evaluation Data Sources: Teacher Assignment Report
Equity Data
PR 1500

Summative Evaluation: Significant progress made toward meeting Objective







Strategy 1 Details	Reviews			
<p>Strategy 1: Attend regional and relevant job fairs to recruit instructional staff.</p> <p>Strategy's Expected Result/Impact: Increased quality candidates:</p> <p>Job Fair Sign-In sheets Applicants Resumes from job fairs</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Campus Principal</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Create promotional materials to be used at job fairs geared toward recruiting teachers for CSHS.</p> <p>Strategy's Expected Result/Impact: Provision of materials to potential candidates to showcase CS values:</p> <p>Brochure/flyers Video Promos Interviews</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Assistant Superintendent of CIA Technology staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 3 Details	Reviews			
<p>Strategy 3: Ensure teacher certification matches teacher assignment, including ESL for ELAR teachers for new hires.</p> <p>Strategy's Expected Result/Impact: Qualified instructional staff in place:</p> <p>SBEC Certification Teacher assignment chart</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 4: China Spring High School will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflects the rich diversity of the students CSHS serves.

Performance Objective 2: Promote Campus-Wide positive work environment to retain quality personnel.

Evaluation Data Sources: Stay interviews
Climate/Campus surveys

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Coordinate mentoring program for teachers new to the district and/or profession to increase level of comfort, satisfaction, and decrease learning curve.</p> <p>Strategy's Expected Result/Impact: Increased performance and retention among new teachers:</p> <p>Mentor meeting agenda New Cougar Orientation Agenda New teacher surveys</p> <p>Staff Responsible for Monitoring: Campus Principal TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Celebrate Faculty and staff members of the month at board meetings, on the district website, and on other district media.</p> <p>Strategy's Expected Result/Impact: Recognition of efforts, positive atmosphere:</p> <p>Board Book Website and Media Postings</p> <p>Staff Responsible for Monitoring: Campus Principal Assistant principals TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr
				

Goal 4: China Spring High School will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflects the rich diversity of the students CSHS serves.

Performance Objective 3: Evaluate the competitive market for quality personnel to devise a plan for recruitment and retention at CSHS.

Evaluation Data Sources: Annual comparison at local/regional/state levels.







Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Devise a plan for recruitment of new teachers, staff, assistant principals for CSHS to include printed material, interviews, and video marketing.</p> <p>Strategy's Expected Result/Impact: Increased positive material to draw recruits and retain staff:</p> <p>Flyers Media Promotion Video Marketing</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Feb	Apr

Goal 4: China Spring High School will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflects the rich diversity of the students CSHS serves.

Performance Objective 4: Provide relevant professional development related to campus needs.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Establish and provide PD that relates to individual campus performance objectives. Staff Responsible for Monitoring: Assistant Superintendent of CIA Campus Principal Assistant Principals	Formative			Summative
	Oct	Dec	Feb	Apr
				
Strategy 2 Details	Reviews			
Strategy 2: Provide highly effective and on-going PD for teachers, principals, and paraprofessionals. Staff Responsible for Monitoring: Assistant Superintendent of CIA Campus Principal Assistant principals	Formative			Summative
	Oct	Dec	Feb	Apr
				

Addendums