

**Kaufman Independent School District**

**Gary Campbell High**

**2021-2022**



# Mission Statement

Gary W. Campbell High School strives to provide a quality educational opportunity for students in a non-traditional high school setting by: Providing a nurturing environment; developing life-long learners who demonstrate positive social skills. Preparing students for successful post-secondary responsibility and opportunities.

## Vision

Gary Campbell High School: Where Students Succeed

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Gary Campbell High School is a non-traditional, student-centered, alternative campus focused on student success. GCHS has a current enrollment of 27 students. Our current demographics are as follows: African American 3.70%, Hispanic of 55.56%, and White 40.74%. Within these populations, we have 85.19% Economically Disadvantaged, and English Language Learners make up 18.52% of the student population.

### Demographics Strengths

Gary Campbell High School serves At-Risk students. We had a graduation rate of 100% for the 2020-2021 school year.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Domain 1 - Student Achievement
- Student Progress Domain
- Domain 2 - Student Progress
- Closing the Gaps Domain
- Domain 3 - Closing the Gaps
- Federal Report Card Data
- Alternative Education Accountability (AEA) data

## Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Local benchmark or common assessments data
- State-developed online interim assessments

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Special programs data, including number of students, academic achievement, discipline, attendance, and progress
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Section 504 data
- Response to Intervention (RtI) student achievement data
- Pregnancy and related services data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data

- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- School safety data

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- TTESS data
- T-PESS data

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

### **Support Systems and Other Data**





- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Study of best practices

# Goals

## Goal 1: Improve Student Achievement

**Performance Objective 1:** End of Year Assessments will meet or exceed scores for English I, English II, Algebra I, Biology and US History for alternative schools of choice.





**Evaluation Data Sources:** STAAR Results

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Student area(s) of need will be identified and goals will be set by students and teachers. Student's progress on assessments and benchmarks will be graphed individually and interventions will be provided when/if no growth occurs.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will master material and be able to apply skills on assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Core Teachers, Fowler, Smith</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All teachers will submit daily Bell Ringers requiring students to write short answer responses.</p> <p><b>Strategy's Expected Result/Impact:</b> Students' writing will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Administrator, Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> STAAR EOC assessment data and benchmark data will be analyzed to identify and address instructional and performance deficiencies.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will receive intense instruction to master identified areas of need.</p> <p><b>Staff Responsible for Monitoring:</b> Core Teachers, Fowler, Smith</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** Improve Student Achievement

**Performance Objective 2:** Successfully implement the requirements of House Bill 4545 into the 2021-22 school year.

**Evaluation Data Sources:** Accelerated Learning Documentation and 2021-22 STAAR Results.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Schedule Accelerated Learning classes for all students who have failed 2020-21 STAAR.</p> <p><b>Strategy's Expected Result/Impact:</b> Meet the requirements of HB 4545 and increase student achievement on 2021-22 STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Smith, Fowler</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	July	July
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**Goal 2:** Improve Student Career and College Readiness

**Performance Objective 1:** 80% of graduating seniors will be qualified as Career, College or Military ready.

**Evaluation Data Sources:** TSI test results, SAT/ACT test scores, ASVAB scores, college acceptance, College Bridge class enrollment and Dual Credit classes.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> College Bridge courses will be taught to all students who have not passed the TSI and are in their fourth Math and/or fourth English class.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to pass the College Bridge prep courses and be considered CCMR.</p> <p><b>Staff Responsible for Monitoring:</b> Dean, Mason, Smith, Fowler</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> GCHS students will have the opportunity to participate in a College Fair and/or Trade school day. (May be held virtually depending on COVID protocols.)</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be aware of Post-Secondary options.</p> <p><b>Staff Responsible for Monitoring:</b> Smith, Fowler</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Mrs. Smith will meet with students after each course completion.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have an up to date accelerated graduation and "post secondary" plan.</p> <p><b>Staff Responsible for Monitoring:</b> Smith</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Senior folders will be provided to students and parents with organized information regarding important dates and deadlines for post-secondary opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and parents will have information about admission and FASFA deadlines.</p> <p><b>Staff Responsible for Monitoring:</b> Smith</p> <p><b>Title I Schoolwide Elements:</b> 3.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> GCHS will team up with KHS for SAT school day and also offer TSI testing on campus.  <b>Strategy's Expected Result/Impact:</b> More students will have access to test and prepare for college admission.  <b>Staff Responsible for Monitoring:</b> Smith</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> A Senior slideshow will be sent to parents and students with information regarding: graduation, scholarships, and Financial Aid.  <b>Strategy's Expected Result/Impact:</b> Students and parents will have information for graduation and post-secondary opportunities.  <b>Staff Responsible for Monitoring:</b> Smith</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 2:** Improve Student Career and College Readiness

**Performance Objective 2:** Completion rates, Attendance rates, will meet or exceed while dropout rates will meet or be below the alternative schools of choice.





**Evaluation Data Sources:** PIEMS Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Office staff will run daily reports and file truancy as needed.  <b>Strategy's Expected Result/Impact:</b> Attendance rates will improve  <b>Staff Responsible for Monitoring:</b> Sandberg, Fowler</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Daily calls will be made to absent student's parents or guardians.  <b>Strategy's Expected Result/Impact:</b> Attendance rates will improve  <b>Staff Responsible for Monitoring:</b> Sandberg, Fowler</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Students will be recognized for perfect attendance during each three week progress period.  <b>Strategy's Expected Result/Impact:</b> Attendance rates will improve.  <b>Staff Responsible for Monitoring:</b> Sandberg, Fowler</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
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**Goal 3:** Recruit, Retain, and Train Fully Certified and Highly Qualified Principals, Teachers and Staff

**Performance Objective 1:** Improve collaboration opportunities among teachers and staff.

**Evaluation Data Sources:** Teacher and staff surveys





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teaming meetings will be held during conferences every two weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to collaborate and receive support from colleagues and administration.</p> <p><b>Staff Responsible for Monitoring:</b> Fowler</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Friday Focus with weekly information, due dates, instructional and/or motivational articles will be sent to teachers and staff on Fridays.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be informed and successes will be highlighted.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
<p style="text-align: center;">  No Progress                   Accomplished                   Continue/Modify                   Discontinue         </p>				

**Goal 3:** Recruit, Retain, and Train Fully Certified and Highly Qualified Principals, Teachers and Staff

**Performance Objective 2:** GCHS will recruit and hire fully certified and highly qualified Principals, Teachers and Staff





**Targeted or ESF High Priority**

**Evaluation Data Sources:** Students will have access to effective educators.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Professional development surveys will be conducted to address identified areas of need for teachers and staff.  <b>Strategy's Expected Result/Impact:</b> Teachers and staff will feel supported and grow professionally.  <b>Staff Responsible for Monitoring:</b> Smith, Fowler</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	July	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Improve Student Programs and Services





**Performance Objective 1:** Technology will be an integral part of the campus learning experience.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Every GCHS student will be provided a Chromebook.  <b>Strategy's Expected Result/Impact:</b> Students will have access to technology at school and at home.  <b>Staff Responsible for Monitoring:</b> Sandberg, Smith, Fowler</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	July	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4: Improve Student Programs and Services**

**Performance Objective 2: Parental and community involvement will be encouraged.**





**Evaluation Data Sources:** Surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Each parent will receive important information via REMIND, by PowerPoints, by email, by mail and if possible, at a Parent Night meeting during the Spring semester.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be informed and involved in their student's education.</p> <p><b>Staff Responsible for Monitoring:</b> Smith, Fowler</p> <p><b>Title I Schoolwide Elements:</b> 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	July	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> GCHS will utilized social media and the local newspaper to communicate positive aspects of our campus.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents and our community will recognize positive things happen at GCHS.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	July	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4: Improve Student Programs and Services**

**Performance Objective 3: Properly identify and serve students in need of specialized programs or services.**

**Evaluation Data Sources:** Students will remain enrolled and make progress toward or obtain their diploma.





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide Pregnant Related Services during pregnancy and postpartum period.  <b>Strategy's Expected Result/Impact:</b> Identify students, assist in locating services, provide counseling for pregnant students. Students stay on track for graduation.  <b>Staff Responsible for Monitoring:</b> District PRS counselor, Homebound teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Flexible scheduling for students who are employed.  <b>Strategy's Expected Result/Impact:</b> Students will be able to successfully complete school/attendance and progress will improve.  <b>Staff Responsible for Monitoring:</b> Smith, Fowler   <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
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**Goal 5:** Provide a Safe and Orderly Learning Environment

**Performance Objective 1:** Provide students with Social Emotional Learning opportunities to address identified needs.





**Evaluation Data Sources:** Completed B.A.S.E. modules.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students will be assigned B.A.S.E. modules tailored to address their identified areas of need.  <b>Strategy's Expected Result/Impact:</b> Students will gain coping strategies and make better choices.  <b>Staff Responsible for Monitoring:</b> Smith</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	July	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Provide a Safe and Orderly Learning Environment

**Performance Objective 2:** The campus Emergency Operations Plan will be practiced and maintained.





**Evaluation Data Sources:** Plan will be updated as needed and drill logs will be maintained.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Required drills will be planned and practiced.  <b>Strategy's Expected Result/Impact:</b> Students and staff will know what to do in an emergency situation.  <b>Staff Responsible for Monitoring:</b> EOPT, Fowler</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Multiple staff members will be trained in the Nonviolent Crisis Intervention program.  <b>Strategy's Expected Result/Impact:</b> Staff members will acquire skills to deescalate tension situations and help students.  <b>Staff Responsible for Monitoring:</b> Fowler, CPI team</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>July</b>	<b>July</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Provide a Safe and Orderly Learning Environment

**Performance Objective 3:** Follow the recommended protocol for COVID-19.

**Evaluation Data Sources:** Covid cases and spread

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure staff is up to date on COVID-19 and has cleaning materials to successfully follow protocols.  <b>Strategy's Expected Result/Impact:</b> Lower cases and spread.  <b>Staff Responsible for Monitoring:</b> Fowler, School nurses   <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Dec	Mar	July	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

# **Title I Schoolwide Elements**

**ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

**ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

**ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
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# Campus Funding Summary

# Addendums