

# Spring Branch Independent School District

## Memorial High School

### 2022-2023 Campus Improvement Plan



# Mission Statement

The mission of Memorial High School is to provide an environment which will enable students to develop and to continue the lifelong academic, cultural, and physical aspects of learning in order to foster visionary individuals who strive toward excellence with a sense of global and technological awareness and who will go forth to serve the community and world as responsible citizens.

## Vision

We, the student body, strive to surpass the standards of an exemplary school through exhibiting unity among diversity, demonstrating commitment to improving ourselves, and representing the highest degree of integrity to strengthen the future of Memorial High School by living out the Mustang Way.

Morality  
Understanding  
Spirit  
Truth  
Appreciation  
Noteworthiness  
Grit  
Self-Respect

## Core Values

**Every Child:** We put students at the heart of everything we do.

**Collective Greatness:** We, as a community, leverage our individual strengths to reach challenging goals.

**Collaborative Spirit:** We believe in each other and find joy in our work.

**Limitless Curiosity:** We never stop learning and growing.

**Moral Compass:** We are guided by strong character, ethics and integrity.

# Core Characteristics of a T-2-4 Ready Graduate

**Academically Prepared:** Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

**Ethical & Service-Minded:** Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

**Empathetic & Self-Aware:** Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

**Persistent & Adaptable:** Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

**Resourceful Problem-Solver:** Every Child thinks critically and creatively and applies knowledge to find and solve problems.

**Communicator & Collaborator:** Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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# Goals

**Goal 1: STUDENT ACHIEVEMENT.** Memorial High School students will master rigorous academic standards to ensure college and career readiness.


**Performance Objective 1: POST-SECONDARY READINESS:** By June 2023, at least 80% of Memorial High School graduates will perform at the post-secondary ready levels on SAT (480 in Evidence-Based Reading & Writing and 530 in Math) or ACT (composite score of 23 or higher; min 19 in English and Math) or TSIA-2 (351 in Reading, 350 in Math) or complete and earn credit for ELA/math through college prep courses.


Class of 2022: [Pending]


Class of 2021: 74% performed at post-secondary readiness levels as defined by Texas Success Initiative


Class of 2020: 81% performed at post-secondary readiness levels as defined by Texas Success Initiative


**Evaluation Data Sources:** State Accountability Reports (Domain I CCMR)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Connect PSAT scores to Khan Academy to offer PSAT prep to students outside of the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase score on SAT, ACT and AP classes.</p> <p><b>Staff Responsible for Monitoring:</b> AP Coordinator SAT Coordinator AP Teachers Counselors Grade Level Principals</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>Funding Sources:</b> - 199 PIC 11 - Instructional Services - \$5,000</p>	Formative			Summative
	Oct	Jan	Apr	June
				

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Goal 1: STUDENT ACHIEVEMENT.** Memorial High School students will master rigorous academic standards to ensure college and career readiness.






**Performance Objective 2: ACHIEVEMENT:** By June 2023, Memorial High School will increase student performance on STAAR end-of-course exams in reading and math by at least 3 points at approaches, 5 points at meets, and 5 points at masters levels.

2021-22: Reading: 90% (approaches), 81% (meets), 27% (masters); Math: 85% (approaches), 52% (meets), 22% (masters)

2020-21: Reading: 91% (approaches), 84% (meets), 39% (masters); Math: 93% (approaches), 74% (meets), 32% (masters)

**Evaluation Data Sources:** State Accountability Report Domain 1 (available mid-August)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Algebra 1 team is scaffolding instruction to best fill the gaps of under performing students. The team has identified one essential standard each nine weeks where students will reach 100% mastery on that standard.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in the number of students meeting standards.</p> <p><b>Staff Responsible for Monitoring:</b> TLS AP Math Team Lead</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The English 1 and 2 teams are scaffolding instruction to best fill the gaps of under performing students. The team has identified two essential standards each nine weeks where students will reach 100% mastery on those standards.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in reading and writing performance</p> <p><b>Staff Responsible for Monitoring:</b> ELA teachers ESOL teacher TLS Assistant Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> The Biology team is scaffolding instruction to best fill the gaps of under performing students. The team has identified one essential standard each nine weeks where students will reach 100% mastery on that standard.</p> <p><b>Strategy's Expected Result/Impact:</b> TLS Assistant Principal that supports Science Science team lead</p> <p><b>Staff Responsible for Monitoring:</b> Increase in the number of students meeting standards.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The US History team is scaffolding instruction to best fill the gaps of under performing students. The team has identified one essential standard each nine weeks where students will reach 100% mastery on that standard.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in the number of students meeting standards.</p> <p><b>Staff Responsible for Monitoring:</b> TLS Assistant Principal over SS SS team lead</p>	Formative			Summative
	Oct	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				






**Goal 1: STUDENT ACHIEVEMENT.** Memorial High School students will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 3: ADVANCED COURSES:** Increase the number of students enrolled in advanced courses.

Fall 2022: 1,318 students enrolled in one or more Dual Credit/Dual Enrollment/Advanced Placement courses.

Fall 2021: 1,221 students enrolled in one or more Dual Credit/Dual Enrollment/Advanced Placement courses.

**Evaluation Data Sources:** Skyward Course Enrollment Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Encourage every student to enroll in and successfully complete at least one advanced course during high school.</p> <p><b>Strategy's Expected Result/Impact:</b> Increasing the number of students taking advanced courses.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors Teachers</p>	Formative			Summative
	Oct	Jan	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



**Goal 1: STUDENT ACHIEVEMENT.** Memorial High School students will master rigorous academic standards to ensure college and career readiness.

**Performance Objective 4: COLLEGE, CAREER, MILITARY READINESS (CCMR):** By June 2023, Memorial High School will increase the % of graduates achieving College, Career, Military Readiness status by at least 3 points.





Class of 2022: [ Pending]

Class of 2021: 85% of graduates met CCMR indicator

Class of 2020: 87% of graduates met CCMR indicator

**Evaluation Data Sources:** State Accountability Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor and promote course selection options that reflect student interests and past performance.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of students who achieves a CCMR designation will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Counselors CTE Teachers</p>	Formative			Summative
	Oct	Jan	Apr	June
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Increase the number of students who earn a TEA-approved Industry Based Certification.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of students who earn certifications will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Administration CTE Teachers</p>	Formative			Summative
	Oct	Jan	Apr	June
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Increase the number of students who complete a college-level dual credit course.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of students who complete a college-level dual credit course will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Counselors Teachers</p>	Formative			Summative
	Oct	Jan	Apr	June
	0%			

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Increase the number of students who earn college credit on AP Exams.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of students earning college credit on AP exams will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Counselors Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Increase the number of students who score at or above the college ready level on SAT, ACT, TSIA or earned credit for a college prep course.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of students who score at or above the college ready level will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Counselors Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
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**Goal 1: STUDENT ACHIEVEMENT.** Memorial High School students will master rigorous academic standards to ensure college and career readiness.






**Performance Objective 5: POST-SECONDARY ENROLLMENT:** For the graduating class, 85% of Memorial High School graduates will have enrolled successfully in a postsecondary option (T, 2, 4).

Class of 2022: [ Pending]

Class of 2021: 82% enrolled in fall following graduation

Class of 2020: 83% enrolled in fall following graduation






**Evaluation Data Sources:** National Student Clearinghouse (available November/December following graduation )

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> MHS will continue to work with Collegiate Challenge, One Goal, Emerge and the Mentoring Program to increase post secondary enrollment in Naviance.</p> <p><b>Strategy's Expected Result/Impact:</b> An increase in post-secondary enrollment (Technical, Military, 2 year and 4 year College).</p> <p><b>Staff Responsible for Monitoring:</b> Counselors Advisory Teachers Administration One Goal Teacher</p>	Formative			Summative
	Oct	Jan	Apr	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2: STUDENT SUPPORT.** Memorial High School students will benefit from multi-tiered systems of support.

**Performance Objective 1: INTERVENTIONS:** By June 2023, Memorial High School will develop and implement an SSC process, aligning with the District's SSC protocol, to respond to students with academic and/or behavior needs to determine appropriate interventions, referral to Section 504, or referral to Special Education.






**Evaluation Data Sources:** Self-Assessment Rubric Developed by Intervention Services

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Outline a campus SSC process to support students who need more than Tier 1 academic and behavior supports</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement in all content areas as measured by STAAR EOC in all performance levels</p> <p><b>Staff Responsible for Monitoring:</b> Team leaders Associate Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math -</p> <p><b>Funding Sources:</b> Instructional Materials - 199 PIC 99 - Undistributed - \$5,000</p>	Formative			Summative
	Oct	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2: STUDENT SUPPORT.** Memorial High School students will benefit from multi-tiered systems of support.

**Performance Objective 2: POST-SECONDARY PLANNING:** 100% of 9th graders will have an informed four-year plan and 95% of 11th graders will have a preliminary post-secondary plan.

**Evaluation Data Sources:** Naviance Reports, Skyward Reports






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The counseling team will meet with every 9th grader to develop their four year plan and every 11th grader to develop their post-secondary plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Juniors will have a solid post-secondary plan.</p> <p><b>Staff Responsible for Monitoring:</b> Counseling team</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p> <p><b>Funding Sources:</b> Material for learning - 199 PIC 99 - Undistributed - \$5,000</p>	Formative			Summative
	Oct	Jan	Apr	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2: STUDENT SUPPORT.** Memorial High School students will benefit from multi-tiered systems of support.

**Performance Objective 3: CORE CHARACTERISTICS OF A T-2-4 READY GRADUATE:** By June 2023, Memorial High School will implement at least three strategies that advance the focus on Core Characteristics for every child.

**Evaluation Data Sources:** Campus calendar and newsletters






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize advisory and clubs and organizations to help students learn how to be accountable for commitments and high-quality work and engagement in their various activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Students becoming more ethical and service minded.</p> <p><b>Staff Responsible for Monitoring:</b> Club sponsors Assistant Principals Counselors</p> <p><b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - 199 PIC 99 - Undistributed - \$5,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers and students will use the Canvas platform for all classes to include a weekly plan, modules, calendar, and embedded content to provide teachers and students a system to organize and plan their teaching and learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will become more academically prepared.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers ILT</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math -</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Highlight a Student of Month that exemplifies one of the district's core characteristics and The Mustang Way.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will become more empathetic and self aware of their actions.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Assistant Principals Counselors</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Instructional Material - 199 PIC 99 - Undistributed - \$1,500</p>	Formative			Summative
	Oct	Jan	Apr	June
	 0%			
<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 3: SAFE SCHOOLS.** Memorial High School will ensure a safe and orderly environment.

**Performance Objective 1: SAFE SCHOOL ENVIRONMENT:** Align academic, behavior, and discipline systems to support a safe campus culture and maximize student learning.

**Evaluation Data Sources:** Discipline Data Dashboard, Review effectiveness of Behavior Intervention Plans





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 100% of the MHS faculty and staff will be trained in new safety protocols and implement them daily.  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Apr	June
	 0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



**Goal 3: SAFE SCHOOLS.** Memorial High School will ensure a safe and orderly environment.

**Performance Objective 2: CAMPUS SAFETY COMMITTEE:** Establish Campus Safety Committees composed of a cross section of stakeholders to look at matters related to campus safety.





**Evaluation Data Sources:** Campus Safety Committee

Strategy 1 Details	Reviews			
<p><b>Strategy 1: CAMPUS SAFETY COMMITTEE:</b> Establish Campus Safety Committees composed of a cross section of stakeholders to look at matters related to campus safety.</p> <p><b>Strategy's Expected Result/Impact:</b> Each Campus principal will recruit a safety team and provide a roster. Each campus team will meet three times per year so that all campuses will be able to refine safety practices.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION:</b> Participate in the Harris County Department of Education (HCDE) campus safety audit.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus will develop action plans to address any deficiencies as a result of safety audits.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Safety Committee</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
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**Goal 3: SAFE SCHOOLS.** Memorial High School will ensure a safe and orderly environment.

**Performance Objective 3: EMERGENCY OPERATIONS:** Maintain Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.






**Evaluation Data Sources:** Campus emergency operation procedures documents

Strategy 1 Details	Reviews			
<p><b>Strategy 1: EMERGENCY OPERATIONS PROCEDURES:</b> Campus EOP will align to the best practices from the Texas School Safe Center and the Standard Operating Procedures, such as the "I Love You Guys" Foundation.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus EOP turned in and filed by September 1st.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2: EMERGENCY OPERATIONS PROCEDURES:</b> Update campus EOPs annually and train staff at the start of each school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus procedures maintained in campus EOP. Staff training documents maintained. EOP submitted by September 1st.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators Safety Committees</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Apr</b>	<b>June</b>
	0%			
<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: FISCAL RESPONSIBILITY.** Memorial High School will ensure efficient and effective fiscal management of resources and operations.

**Performance Objective 1: FINANCIAL MANAGEMENT:** Maintain high quality financial management practices.

**Evaluation Data Sources:** Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct frequent budget meetings with Bookkeeper to review and manage money.</p> <p><b>Strategy's Expected Result/Impact:</b> Error free records. Documentation of purchases and orders.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Administrative Assistant</p>	Formative			Summative
	Oct	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

# Campus Funding Summary

199 PIC 11 - Instructional Services					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$5,000.00
<b>Sub-Total</b>					\$5,000.00
<b>Budgeted Fund Source Amount</b>					\$149,205.00
<b>+/- Difference</b>					\$144,205.00
199 PIC 22 - Career & Technology					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$46,265.00
<b>+/- Difference</b>					\$46,265.00
199 PIC 23 - Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$1,210.00
<b>+/- Difference</b>					\$1,210.00
199 PIC 24 - At Risk					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$8,250.00
<b>+/- Difference</b>					\$8,250.00
199 PIC 25 - ESL/Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$4,025.00

199 PIC 25 - ESL/Bilingual						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					<b>+/- Difference</b>	<b>\$4,025.00</b>
199 PIC 91 - Athletics						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					<b>Sub-Total</b>	\$0.00
					<b>Budgeted Fund Source Amount</b>	\$0.00
					<b>+/- Difference</b>	\$0.00
199 PIC 99 - Undistributed						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
2	1	1	Instructional Materials		\$5,000.00	
2	2	1	Material for learning		\$5,000.00	
2	3	1			\$5,000.00	
2	3	3	Instructional Material		\$1,500.00	
					<b>Sub-Total</b>	\$16,500.00
					<b>Budgeted Fund Source Amount</b>	\$80,800.00
					<b>+/- Difference</b>	<b>\$64,300.00</b>
282 ARP21 (ESSER III Campus Allocations)						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					<b>Sub-Total</b>	\$0.00
					<b>Budgeted Fund Source Amount</b>	\$269,637.00
					<b>+/- Difference</b>	<b>\$269,637.00</b>
					<b>Grand Total Budgeted</b>	\$559,392.00
					<b>Grand Total Spent</b>	\$21,500.00
					<b>+/- Difference</b>	<b>\$537,892.00</b>