

Kaufman Independent School District
Kaufman High
2023-2024 Campus Improvement Plan



Mission Statement

Kaufman High School Will equip students to become lifelong learners committed to academic excellence, integrity, responsible citizenship and service to others.

Vision

PREPARATION-PURPOSE-PRIDE

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Kaufman High School has achieved a lot over the past few years. KHS has become an "A" rated campus by TEA in the face of consistent change. We have seen growth in every subject from the previous school year and exponential success in the realm of advanced academics. What KHS needs is a solid instructional curriculum to stabilize its success and consistent leadership from the principal.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- 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

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
- Male / Female performance, progress, 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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.

- Section 504 data
- Response to Intervention (RtI) student achievement data

Goals






Revised/Approved: October 18, 2023

Goal 1: Improve Student Achievement

Performance Objective 1: Create PLC processes that allow for a deeper teacher understanding of TEKS, EOCs, and Formative Evaluations

High Priority






Evaluation Data Sources: PLC Agendas, Common Formative Assessment data, and teacher feedback

Strategy 1 Details	Reviews			
<p>Strategy 1: Structure PLCs using a standard protocol for either planning or data mining.</p> <p>Strategy's Expected Result/Impact: Teachers having a deeper understanding of their curriculum content and how to impact student learning</p> <p>Staff Responsible for Monitoring: Jennifer Baker</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	July	July
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Improve Student Achievement

Performance Objective 2: Make gains in English 1 and Algebra







Evaluation Data Sources: Lions Write Initiative, Common Formative Assessments, and Interim Testing/Benchmark Testing.

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will write in every class period at least once a week</p> <p>Strategy's Expected Result/Impact: Students will build the skills necessary to write effective and meaningful text resulting in higher meets and masters scores on the STAAR English 1 and English 2 EOC</p> <p>Staff Responsible for Monitoring: Jennifer Baker, Classroom Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Dec	Mar	July	July
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Improve Student Achievement

Performance Objective 3: Targeted inclusion support in specific classrooms, additional resources provided to English 1 & English 2 for writing skills.

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize and train teachers to leverage resources that will improve student achievement in reading and writing.</p> <p>Strategy's Expected Result/Impact: Target resources will help students increase fluency in vocabulary and editing text which historically are more difficult on the English 1 and English 2 STAAR EOCs</p> <p>Staff Responsible for Monitoring: Matthew Nichols, Jennifer Baker</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Dec	Mar	July	July
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Leverage our Language and Literacy Center to impact student Reading and Writing for our Emergent Bilingual students and students who struggle with ELAR.</p> <p>Strategy's Expected Result/Impact: Increase reading and writing fluency as measured on common assessments and STAAR EOCs</p> <p>Staff Responsible for Monitoring: Crystal Huff</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Additional staff-Read Write/ESL - State Comp Ed</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 2: Improve Student Career and College Readiness

Performance Objective 1: Create processes to improve College, Career, and Military Readiness as measured by TSI-A exam

High Priority

HB3 Goal






Evaluation Data Sources: TSI-A Math and Reading Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Meet with professionals who have proven track records for improving improving student TSI-A performance.</p> <p>Strategy's Expected Result/Impact: More students are achieving CCMR status as measured by the TSI Math and Reading.</p> <p>Staff Responsible for Monitoring: Gavin Eastep, Jennifer Webb</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</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 2: Improve Student Career and College Readiness

Performance Objective 2: At least 94% of the Class of 2024 will have taken either an ACT or an SAT test before graduating in May 2024






Evaluation Data Sources: College Board & ACT Data

Strategy 1 Details	Reviews			
<p>Strategy 1: All seniors had the opportunity to take the ACT as juniors. All seniors will be given a free opportunity during a regular school day to take the SAT this fall. Any student graduating in May 2024 but has not taken the SAT or ACT will be encouraged to take the ACT with the Class of 2024 this spring, regardless of their college aspirations.</p> <p>Strategy's Expected Result/Impact: Fewer barriers to college result in a higher percentage of students entering into post-secondary learning.</p> <p>Staff Responsible for Monitoring: Traci Mitchell, Joanna Davis, Amy Garrison, and Cory Smith</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Dec	Mar	July	July
				
<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 1: Nurture a culture of joy, service, and teamwork through programs such as "kudos", Teacher/Student of the Month, and periodic culture building.






Evaluation Data Sources: Retention data and teacher feedback

Strategy 1 Details	Reviews			
<p>Strategy 1: Be intentional about building culture with social media, special staff days, and written notes.</p> <p>Strategy's Expected Result/Impact: A higher degree of teacher retention.</p> <p>Staff Responsible for Monitoring: Matthew Nichols, Jennifer Webb, Jennifer Baker, James Daniel Hobbs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative			Summative
	Dec	Mar	July	July
				
<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: Create a walkthrough system aligned to TTESS that allows for a better understanding of the of the TTESS evaluation system






Evaluation Data Sources: Classroom walkthroughs and TTESS evaluations.

Strategy 1 Details	Reviews			
<p>Strategy 1: Create a walkthrough system that uses similar terminology to TTESS, allowing for more administrator and teacher dialogue around TTESS domains and decisions.</p> <p>Strategy's Expected Result/Impact: Higher scores on TTESS evaluations</p> <p>Staff Responsible for Monitoring: Jennifer Webb, James Hobbs, Jennifer Baker, Matthew Nichols</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
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<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Improve student programs and services







Performance Objective 1: With over 50% of our students coming from a Hispanic background, create programs that engage our Emergent Bilingual stakeholders.

Evaluation Data Sources: Feedback from our outreach/partner events with these stakeholders

Strategy 1 Details	Reviews			
<p>Strategy 1: Create opportunities to engage students and families from emergent bilingual backgrounds.</p> <p>Strategy's Expected Result/Impact: An actively engaged EB population.</p> <p>Staff Responsible for Monitoring: Crystal Huff and Matthew Nichols</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	July	July
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Improve student programs and services






Performance Objective 2: Explore opportunities to enhance the student experience via communication and programs

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase parent communication via social media, weekly newsletters, parent education opportunities Strategy's Expected Result/Impact: Greater parent communication with the school, teachers, and administration Staff Responsible for Monitoring: Hannah Kidd, Matthew Nichols, Jennifer Webb</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	July	July
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Improve dual credit communication and opportunities. Strategy's Expected Result/Impact: A higher degree of students enrolling in dual credit course work. Staff Responsible for Monitoring: Gavin Eastep and Tracie Mitchell</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Dec	Mar	July	July
				
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Goal 4: Improve student programs and services

Performance Objective 3: 80% of Emergent Bilinguals will progress at least one proficiency level in their lowest domain (Listening, Speaking, Reading, and Writing) on TELPAS.






Evaluation Data Sources: TELPAS Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will be aware of Emergent Bilinguals in their classes and will implement sheltered instruction strategies and/or best practices to help students improve their listening, speaking, reading and writing domains on TELPAS</p> <p>Strategy's Expected Result/Impact: Improved learning for emergent bilingual students</p> <p>Staff Responsible for Monitoring: Crystal Huff</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Provide a safe and orderly learning environment.

Performance Objective 1: Use a system to keep track of student during the day






Evaluation Data Sources: SMART Pass data

Strategy 1 Details	Reviews			
<p>Strategy 1: SMART pass is the tool we use to keep track of movement throughout the building.</p> <p>Strategy's Expected Result/Impact: Fewer students out of class, fewer students skipping, and more instructional time resulting in deeper instructional time</p> <p>Staff Responsible for Monitoring: Matthew Nichols, Jennifer Webb, James Hobbs</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</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: Address instructional best practices in real time

Evaluation Data Sources: Administrative walkthrough and feedback

Strategy 1 Details	Reviews			
<p>Strategy 1: Use the developed walkthrough system to have meaningful conversations between administrators and staff</p> <p>Strategy's Expected Result/Impact: Higher degree of instructional alignment and rigor in the classroom</p> <p>Staff Responsible for Monitoring: Matthew Nichols, Jennifer Baker, Jennifer Webb, and James Hobbs</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	July	July
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

State Compensatory

Budget for Kaufman High

Total SCE Funds:

Total FTEs Funded by SCE: 8

Brief Description of SCE Services and/or Programs

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Personnel for Kaufman High

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Carolina Avila	Read Write	1
Crystal Huff	Read Write/ESL	1
Erica Rodriguez	Staff	1
Holly Keneally	Read Write	1
Holly McDonald	RTI/AI	1
Juliette Janeway	Staff	1
Sandra Lonquist	Staff	1
Yuviana Rodriquez	Staff	1

Campus Funding Summary

State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2	Additional staff-Read Write/ESL		\$0.00
Sub-Total					\$0.00