

Pearland Independent School District

Glenda Dawson High School

2023-2024



Mission Statement

It is the mission and purpose of Glenda Dawson High School to establish and maintain a dynamic educational experience that produces students who are well-prepared for our ever-changing society.

Vision

It is our goal to equip our students with the essentials necessary to navigate the challenges of the 21st century with Spirit, Opportunity, Achievement and Respect.

Motto

Some Fly, We Soar!

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Goals

Goal 1: Pearland ISD will provide a safe and orderly environment by enforcing safety and security measures and training at all levels focused on prevention, mitigation, preparation, response, and recovery.

Performance Objective 1: Consistent training, monitoring and and review of safety systems will create an invested and proactive mindset.

Evaluation Data Sources: Daily safety logs
Drill Schedules
Planning meeting with SRO's, Security Monitors, District and Campus Leadership
Safety Audits

Strategy 1 Details
<p>Strategy 1: Security Monitors will physically check all exterior doors daily and report any issues promptly.</p> <p>Strategy's Expected Result/Impact: Minimize access</p> <p>Staff Responsible for Monitoring: Security Monitors Admin</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Prior to any public or large event, leadership teams will meet to review and consider safety concerns.</p> <p>Strategy's Expected Result/Impact: Create safe opportunities for students while minimizing risk of negative events.</p> <p>Staff Responsible for Monitoring: Admin Team Teachers SRO's</p>

Strategy 3 Details

Strategy 3: Drills will include expectations articulated over the PA and reinforced by staff. Drills will also overlap non-instructional times such as passing periods and lunch.

Strategy's Expected Result/Impact: Less confusion in response to events that occur outside the structure of a classroom.

Staff Responsible for Monitoring: Admin

SRO's

Teachers

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 4 Details

Strategy 4: Student orientations will include slides going over expectations for not opening exterior doors for visitors and not propping open doors during the school day.

Strategy's Expected Result/Impact: Create a more secure school.

Staff Responsible for Monitoring: Security Monitors

Admin

Staff

SRO's

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 5 Details

Strategy 5: During Eagle Hour, all restrooms with doors will be closed and locked. Each open restroom will have a teacher/coach assigned directly to the restroom duty station to manage flow and respond to any events as they happen.

Strategy's Expected Result/Impact: Minimize negative behaviors such as fights, vaping, and other physical issues in restrooms.

Staff Responsible for Monitoring: Teachers

Admin Team

Security Monitors

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Goal 1: Pearland ISD will provide a safe and orderly environment by enforcing safety and security measures and training at all levels focused on prevention, mitigation, preparation, response, and recovery.

Performance Objective 2: Staff Awareness, student knowledge of resources and strategies, clear response protocols, teacher DBI strategies and timely intervention expectations will work together to reduce violent behaviors on campus.

Evaluation Data Sources: Student Orientations
Training Agendas
Skyward Discipline Data Year-over-year Reports
Student Survey Data (Principal's Forum)

Strategy 1 Details

Strategy 1: Discussing/Define "Bullying" and resources in both the 9th grade parent meeting and class orientations at the beginning of the year.

Strategy's Expected Result/Impact: Fewer incidents rise to the level of violence.

Staff Responsible for Monitoring: All Teachers
Counselors
Admin Team

Strategy 2 Details

Strategy 2: Teachers will be trained and thus monitored in classroom management strategies to create environments, recognize potential developments and proactively reduce disruptive/volatile behaviors.

Strategy's Expected Result/Impact: Fewer Office Referrals
Fewer Physical Instances

Staff Responsible for Monitoring: Teachers
Admin TEAM

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 1: Increase the number of students that meet the CCMR from a projected success rate of 87% to over 90% to meet the new target to obtain an A rating.

Evaluation Data Sources: SAT, ACT, TSI scores, AP scores,
Enrollment in DC, College Prep English and Math, TEA CCR indicator report
Senior Tracking Data
College Bridge Course

Strategy 1 Details

Strategy 1: Increase enrollment in college prep math and English class for students that do not have a CCMR indicator.

Strategy's Expected Result/Impact: Expand avenues to obtain college readiness in math and English. Review prior to start of senior year, identify those not on track. 2021 M 41, ELA 34. 2022 M 83, ELA 82. 2023 M 126, ELA 111

Staff Responsible for Monitoring: Administration, English teachers, Math teachers, C&I Specialist

TEA Priorities:

Connect high school to career and college

Strategy 2 Details

Strategy 2: Provide reviews and give the TSI in January to all Seniors that do not have a CCMR indicator.

Strategy's Expected Result/Impact: Increase the number of seniors meeting the CCMR criteria.

Staff Responsible for Monitoring: Counselors

TEA Priorities:

Connect high school to career and college

Strategy 3 Details

Strategy 3: Explore the new College Bridge diagnostic exam and strategies to utilize the self-paced online modules to earn the CCMR designation.

Strategy's Expected Result/Impact: Higher Numbers of Seniors Meeting CCMR

Staff Responsible for Monitoring: Counselors

ESC - C&I

Principal

TEA Priorities:

Build a foundation of reading and math, Connect high school to career and college

Strategy 4 Details

Strategy 4: Review Special Education graduation codes for students who may qualify for CCMR credit.

Strategy's Expected Result/Impact: Identify student incorrectly coded

Staff Responsible for Monitoring: Counselors

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 2: Increase the percentage of Special Education Students meeting approaches or higher criteria to at least 50% in all 5 content areas.
(Currently - E1 44%, E2 48%, A1 45%)

Evaluation Data Sources: 2023 STAAR Results
Benchmark Data

Strategy 1 Details

Strategy 1: Reset all expectations by hiring 5 new SpEd TEAM member and assigning a new Department Chair (non coach) to commit to training and growth of students supported.

Strategy's Expected Result/Impact: Better Training
Increased monitoring and accountability for instructional TEAM
Increased student performance

Staff Responsible for Monitoring: SpEd Staff
SpEd Dept. Chair
AP Over SpEd TEAM

ESF Levers:
Lever 2: Strategic Staffing

Strategy 2 Details

Strategy 2: Create EH tutoring sessions for Special Education students as part of the STAAR blitz.

Strategy's Expected Result/Impact: Small group teaching
Increased scores

Staff Responsible for Monitoring: SpEd Staff
Teacher of Record
Admin over SpEd

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 3: Increase the Domain I score by increasing the % Meets, and % Masters by 2% for Biology.

Evaluation Data Sources: 2022 STAAR Scores as compared to 2019 STAAR Scores (slight drops weighted towards low SES)

Strategy 1 Details
<p>Strategy 1: Biology lead teacher to facilitate team meetings and review data with the team including benchmarks and common 10.</p> <p>Strategy's Expected Result/Impact: Efficient planning and data driven decisions regarding instruction. Aware data and semester grades will be used to identify targeted students.</p> <p>Staff Responsible for Monitoring: Biology TEAM Asst. Principal C&I Specialist</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 2 Details
<p>Strategy 2: Biology team will work closely with the curriculum specialist and PAP Biology teachers to plan and implement lessons that engage and challenge students at the STAAR level.</p> <p>Strategy's Expected Result/Impact: Student scores will increase on STAAR type questions. (common 10)</p> <p>Staff Responsible for Monitoring: Asst. Principal C& I Specialist</p> <p>ESF Levers: Lever 5: Effective Instruction</p>
Strategy 3 Details
<p>Strategy 3: Analyze instructional materials, essential questions, recommended materials for effectiveness.</p> <p>Strategy's Expected Result/Impact: Increase the masters level performance on STAAR.</p> <p>Staff Responsible for Monitoring: Biology Teachers</p>

Strategy 4 Details

Strategy 4: Students will analyze each test based on how they did by objective.

Strategy's Expected Result/Impact: Students will have immediate feedback and know which areas they need to work on to improve STAAR score. PAP Biology students will identify needed areas of improvement to reach Masters designation.

Staff Responsible for Monitoring: Biology teachers
C&I Specialist

Strategy 5 Details

Strategy 5: Increase the focus of STAAR Readiness in Summer School Now

Strategy's Expected Result/Impact: Students will have more exposure to STAAR type questions and strategies to improve performance and receive more targeted feedback from teachers.

Staff Responsible for Monitoring: SSN Teachers (Team teaching)
Asst. Principal

Funding Sources: Summer School Now Teachers - 199 - PIC 24, 26, 28, &/or 30, State Comp Ed

Strategy 6 Details

Strategy 6: Students will be offered Summer STAAR Intervention Tutorials. Students will have exposure to STAAR support, tutoring, testing strategies, and targeted feedback.

Strategy's Expected Result/Impact: Students will improve STAAR performance on the July Retest.

Staff Responsible for Monitoring: Administration, Campus Testing Coordinator, Teachers

Funding Sources: Summer STAAR Tutoring - Teachers - 199 - PIC 24, 26, 28, &/or 30, State Comp Ed

Goal 2: Pearland ISD will continue to make quality instruction and academic performance a top priority.

Performance Objective 4: Increase the Domain I score by increasing the % Approaches to 85%, % meets to 52%, % Masters to 23% for Algebra I.

Evaluation Data Sources: 2023 STAAR Scores

Strategy 1 Details
<p>Strategy 1: Hand schedule students that failed Algebra I STAAR into specific sections of Algebraic Reasoning for additional targeted support. Strategy's Expected Result/Impact: Allow for targeted interventions to occur and improve student STAAR performance on the December retest. Staff Responsible for Monitoring: Asst. Principal Lead Counselor</p>
Strategy 2 Details
<p>Strategy 2: Each teacher will receive a list of their current students with their previous STAAR score and performance rating. Strategy's Expected Result/Impact: Teachers will know the performance level of each student and have an understanding of how to help the succeed on STAAR. Staff Responsible for Monitoring: Asst. Principal C&I Specialist</p>
Strategy 3 Details
<p>Strategy 3: Analyze Benchmark data to determine which areas students are struggling to master concepts and adjust instruction accordingly. Strategy's Expected Result/Impact: Increase STAAR performance. Staff Responsible for Monitoring: Algebra team C&I Specialist</p>
Strategy 4 Details
<p>Strategy 4: Algebra team will work closely with the curriculum specialist to plan and implement lessons that engage and challenge students at the STAAR level. Strategy's Expected Result/Impact: Students will increase success on STAAR type questions. Staff Responsible for Monitoring: Algebra I team C&I Specialist</p>

Strategy 5 Details

Strategy 5: Increase the focus of STAAR Readiness in Summer School Now

Strategy's Expected Result/Impact: Students will have more exposure to STAAR type questions and strategies to improve performance and receive more targeted feedback from teachers.

Staff Responsible for Monitoring: SSN Teachers

Funding Sources: Summer School Now Teachers - 199 - PIC 24, 26, 28, &/or 30, State Comp Ed

Strategy 6 Details

Strategy 6: Students will be offered Summer STAAR Intervention Tutorials. Students will have exposure to STAAR support, tutoring, testing strategies, and targeted feedback.

Strategy's Expected Result/Impact: Students will improve STAAR performance on the July Retest.

Staff Responsible for Monitoring: Administration, Campus Testing Coordinator, Teachers

Funding Sources: Summer STAAR Tutoring- Teachers - 199 - PIC 24, 26, 28, &/or 30, State Comp Ed

Goal 3: Pearland ISD will provide for the physical and mental wellbeing of all students and staff.

Performance Objective 1: DHS will support a variety of programs to promote a safe and orderly school environment.

Evaluation Data Sources: Agendas, Crimestopper Data, Attendance, Awareness assemblies and orientations, staff development agendas, campus surveys, Principal's Forum

Strategy 1 Details

Strategy 1: Two separate orientations will be held. The first will address the student handbook, anti-bullying and harassment policies, expectations outlined in the Code of Conduct, safety and security for the campus and general school expectations. The second will clearly outline Eagle Hour and all the available opportunities/resources to support student success, mental health and campus culture.

Strategy's Expected Result/Impact: Reduction in student offenses. Orientations are held in small alpha groups using all administrators with their own students by grade level. 6 days to implement.

Staff Responsible for Monitoring: Asst. Principals

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: Safe & Drug Free Schools - Integrate violence prevention lessons including Bullying Prevention, Human Trafficking Awareness, Tobacco, Alcohol, and Other Drugs (TAOD) prevention, and TikTok/Social Media hazards for students and staff.

Strategy's Expected Result/Impact: Increased student awareness in regards to safety and violence.

Staff Responsible for Monitoring: Principal, Asst. Principals, Counselors, Teachers

ESF Levers:

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Positive Interaction with Police Officer Training delivered to all freshmen students in the Spring Semester through their Social Studies classes.

Strategy's Expected Result/Impact: Students will be trained on how to interact positively with a police officer both in school and in the community.

Staff Responsible for Monitoring: Asst. Principal,
Campus SROs,
Social Studies Teachers

ESF Levers:

Lever 3: Positive School Culture

Strategy 4 Details

Strategy 4: Students and staff will be required to wear an ID during the school day.

Strategy's Expected Result/Impact: Immediate recognition of an unauthorized person in the building.

Staff Responsible for Monitoring: Principal, Asst. Principals, Teachers, Campus Security, Office Staff

Goal 3: Pearland ISD will provide for the physical and mental wellbeing of all students and staff.

Performance Objective 2: Dawson High School will support the physical and mental health of all students and staff.

Evaluation Data Sources: Discipline Data, CAST, Staff Surveys, Principal's Forum, Coffee with the Counselors, District Bullying Reporting Form.

Strategy 1 Details
<p>Strategy 1: Campus will house a Student Support Counselor to provide individual and group counseling as needed for social and emotional concerns as well as immediate crisis intervention.</p> <p>Strategy's Expected Result/Impact: Increased mental health support and awareness.</p> <p>Staff Responsible for Monitoring: Principal, Lead Counselor, SSC</p>
Strategy 2 Details
<p>Strategy 2: DHS counseling staff will conduct monthly "Coffee with the Counselors" meetings with parents of DHS students. Topics include Depression Awareness, Suicide Prevention, Self-Harm, Dating Violence Awareness, How to Raise an Adult, Dangers of Technology, etc.</p> <p>Strategy's Expected Result/Impact: Increased mental health support and awareness. Increased parental involvement.</p> <p>Staff Responsible for Monitoring: Lead Counselor, Counseling Team, SSC</p>
Strategy 3 Details
<p>Strategy 3: DHS will establish NEST Watchers to take new students under their wing.</p> <p>Strategy's Expected Result/Impact: New students enrolling at Dawson will establish connections that lead to student success.</p> <p>Staff Responsible for Monitoring: Lead Counselor, Counseling Team, SSC</p>
Strategy 4 Details
<p>Strategy 4: DHS will allow sufficient time for students to eat, attend tutorials, decompress mentally, and socialize with their peers.</p> <p>Strategy's Expected Result/Impact: Positive social-emotional health opportunities available for students.</p> <p>Staff Responsible for Monitoring: Administration, Counseling Team, Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Strategy 5 Details

Strategy 5: DHS will provide an environment that fosters safe, enjoyable, and developmentally appropriate fitness activities for all students, including those who are not participating in PE classes or competitive sports. (Band marching, Cheer, Color Guard, Diamonds, FFA, Fitness Gram, Health Science Technology, Life Skills School Garden, Outdoor Education Courses, ROTC, Senior Picnic, Student Athletic Training)

Strategy's Expected Result/Impact: Students improve their fitness levels.

Staff Responsible for Monitoring: Administration, Teachers

Strategy 6 Details

Strategy 6: DHS will provide opportunities for students to participate in physical activities that promote a healthy lifestyle before-school and/or after-school hours. (Athletic and Fine Arts Practices and competitions, Culinary Arts Competitions, Dawson Anglers Fishing Club, FFA, Robotics, Open Gym/Open Weight Rooms, Special Olympics, Summer Strength and Conditioning Programs, etc.)

Strategy's Expected Result/Impact: Promotion of a healthy lifestyle.

Staff Responsible for Monitoring: Administration, Teachers, Coaches, and Sponsors,

ESF Levers:

Lever 3: Positive School Culture

Strategy 7 Details

Strategy 7: Admin will host a 9th grade parent meeting prior to the start of the year focusing on 3 components: General Info, Safety (including vapes and bullying), and Stress/Emotional Wellbeing.

Strategy's Expected Result/Impact: Parental awareness and engagement in student support.

Staff Responsible for Monitoring: Admin

ESF Levers:

Lever 3: Positive School Culture

Goal 3: Pearland ISD will provide for the physical and mental wellbeing of all students and staff.

Performance Objective 3: #Family - Recruit, retain, support, and push the limits of the best of the best staff for our students.

Evaluation Data Sources: Teacher turnover
Exit Surveys
Advancement interests
Visible Roots
Quality of hires

Strategy 1 Details

Strategy 1: First year teachers are closely mentored and teamed with peers.

Strategy's Expected Result/Impact: Rapid developmental curves and investment in the campus.

Staff Responsible for Monitoring: EVERY member of team Dawson.

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: The campus based "next level" Aspiring Administrator Program will develop staff and support students on campus.

Strategy's Expected Result/Impact: Continue the pipeline of developing leadership skills and perspectives.

Connect struggling students with another specific resource.

Staff Responsible for Monitoring: Principal and Associate Principal

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 3 Details

Strategy 3: All family members get invited and are in the will...teachers, para professionals, custodians, maintenance, food services, security guards, transportation, and support teams are valued.

Strategy's Expected Result/Impact: Retainability, morale, value, desire to work and do extra to help the team (students) all flow.

Staff Responsible for Monitoring: All

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 3: Positive School Culture

Goal 4: Pearland ISD will provide a transparent communication system that fosters trust and enhances unity across the district and community.

Performance Objective 1: Dawson High School will increase parent and community involvement.

Evaluation Data Sources:

- Parent and community feedback
- Calendars
- Agendas
- Events Sign In Sheets

Strategy 1 Details
<p>Strategy 1: Parents will be invited and encouraged to attend a Meet Your Teacher Event. Strategy's Expected Result/Impact: Increased parent/teacher communication Staff Responsible for Monitoring: Principal, Asst. Principals</p>
Strategy 2 Details
<p>Strategy 2: DHS will host a Flock Party open to the community to build support for student programs. Strategy's Expected Result/Impact: Partnerships with parents, local businesses. Staff Responsible for Monitoring: Principal, Asst. Principals, STUCO, Club and Group Sponsors.</p>
Strategy 3 Details
<p>Strategy 3: Site based hiring committees will include a parent or community representative in hiring pools for leadership positions. Strategy's Expected Result/Impact: Parent feedback, inclusion of parents in the vision of leadership on campus. Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>
Strategy 4 Details
<p>Strategy 4: Ovation Theater and Encore Choir Programs will perform musicals, plays, and performances open to the community. Strategy's Expected Result/Impact: Community involvement in Fine Arts Education. Staff Responsible for Monitoring: Asst. Principal, Fine Arts Teachers</p>

Strategy 5 Details

Strategy 5: Athletic and Fine Arts Programs plan community wide events for students and families throughout the year. (Baseball Buddies, Diamond Sisters, Cheer and Diamond Mini Clinics, Winter Dash, Football Golf Tournament, Bingo Nights, Powder Puff Football, Summer Athletic Camps, etc.

Strategy's Expected Result/Impact: Staff, Students, Parents, and community members unite to participate in school events.

Staff Responsible for Monitoring: Administration, Coaches, Sponsors

Strategy 6 Details

Strategy 6: Expand our presence supporting our feeder schools. Including: 6 Campuses for morning drop off rallies, teams of students to read to elementary students, Band, Dance, and Cheer attending elementary and junior high STAAR pep rallies.

Strategy's Expected Result/Impact: Expanding our Brand and footprint/impact in the community and inspiring little Eagles.

Staff Responsible for Monitoring: Fine Arts

Athletics

Admin

Teachers

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture

Goal 4: Pearland ISD will provide a transparent communication system that fosters trust and enhances unity across the district and community.

Performance Objective 2: Dawson High School will communicate effectively with parents and community members.

Evaluation Data Sources: Parent and community feedback

Skyward Blasts

Connect Ed Messages

Dawson Twitter

Web Pages

Canvas Web Access

Strategy 1 Details
<p>Strategy 1: School will utilize Social Media (such as Twitter, Campus Webpage) to communicate school events, daily announcements and important school information.</p> <p>Strategy's Expected Result/Impact: High level of parent communication regarding events, celebrations, success, and other daily information.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, campus Organizations</p>
Strategy 2 Details
<p>Strategy 2: Communication through Social Media, Program Websites, Email Blasts, etc. will be utilized for community attendance of fine arts performances (ex: plays, concerts, art shows), athletic events, awards ceremonies, etc.</p> <p>Strategy's Expected Result/Impact: High level of parent involvement at campus events, celebrations, successes, etc.</p> <p>Staff Responsible for Monitoring: Principal, Asst. Principals, campus Organizations</p>
Strategy 3 Details
<p>Strategy 3: Student Information Systems Software will be utilized as a resource for parents to check grades, attendance, etc. on a regular basis.</p> <p>Strategy's Expected Result/Impact: Parents will receive real time information in regards to their student's academic progress.</p> <p>Staff Responsible for Monitoring: Administration, PEIMS Specialist</p>
Strategy 4 Details
<p>Strategy 4: Parents will be invited and encouraged to attend a Meet Your Teacher Event.</p> <p>Strategy's Expected Result/Impact: Increase number of parents attending.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Teachers</p>