

Tolar Independent School District
Tolar High School
2024-2025 Campus Improvement Plan



Board Approval Date: October 21, 2024
Public Presentation Date: October 21, 2024

Mission Statement

The mission of the Tolar Independent School District, in partnership with the community, is to provide knowledge and skills for our students so they will be positive thinkers, hard workers, and problem-solvers who contribute constructively to society.

Vision

Building tomorrow's leaders through education with pride in country, school, and self.

Beliefs

We believe all students can learn when provided an environment of innovation and excellence.

We believe that all stakeholders form a vital partnership in the educational process.

We believe that students should be taught the value of service, honor, and patriotism.

We believe an environment that builds students of integrity and character is essential.

We believe a safe and nurturing environment is critical to student success.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

African American 1.8%

Hispanic 5.8%

White 89.3%

American Indian 1.4%

Asian 1%

Pacific Islander 0.03%

Two or More Races .03%

5 African American

16 Hispanic

3 Asian

4 American Indian

1 Hawaiian/Pacific Islander

244 White

1 Two or More Races

Demographics Strengths

Our student population demonstrates inclusivity among their peers.

Our students advocate for each other while also understanding the value of being self-sufficient.

Demographics are changing slightly with growth and will provide a more diverse campus population in future years.

Student Learning

Student Learning Summary

State Assessment Results: (see *STAAR Performance Data addendum*)

CCMR Percentage = 95%

Dual Credit/Advanced Courses = (98 Eng) (78 Math) (35 Hist) (68 Engineer) (5 DC Anatomy)

Dropout Rate = 0%

ELL = 0%

Special Education = 10.6%

Student Learning Strengths

STAAR Data Analysis:

Our student passing rates showed improvement from the previous year in almost every tested subject (English 1 fell from 87% to 84%). English II had the largest increase in percentage points (+9%) from the previous year.

STAAR scores showed improvements again in Algebra I, Biology, English II and US History. Biology and US History had a 100% passing rate.

Eco. Dis. student populations will continue to be a focus this year in Algebra and English. In the meets category, English had a passing rate of 62% and Algebra was 56%. While we didn't achieve our campus goal in those categories, we made great strides from the previous year. Eco Dis. students showed an improvement in every tested subject last year.

School Processes & Programs

School Processes & Programs Summary

Instructional Programs and Processes - implementation of instructional strategies (Lead4ward), TEKS aligned curriculum, innovative curriculum CTE. 0 Period (15 minutes per day)

Personnel - Staff Member of the Month in conjunction with the Diamondback Rattler of the Month, Birthday Celebrations, In-House Parent Square Shoutouts and Celebrations

Character Education- Can Do You & Adjusted Bell Schedule

Organizational - Google Classroom, Accelerated Instruction Plans

Administrative - Campus Leadership Team, Attendance Committee, Accelerated Learning Committee

School Processes & Programs Strengths

Students have the opportunity to attend tutoring every school day.

Students have the opportunity to become a member of various clubs and campus organizations.

Teachers have the availability of new learning strategies from Lead4ward and they are encouraged to extend their professional development through the Region 11 service center and other credible outlets.

Character Education is in place at THS and this year we will be exploring new character traits compared to the ones from previous years.

Perceptions

Perceptions Summary

Tolar High School has a climate of inclusion, honesty, and integrity.

All students are valued and teachers' opinions are respected and often acted upon.

Community Partnerships - Pastoral Alliance, VFW, Meyers, Volunteer Fire Department, First National Bank, Tolar Education Foundation, Chicken Express, Hood County Optimist Club, TMAD

Goals

Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

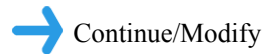
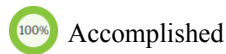
Performance Objective 1: 65% of all students will make at least one year of growth annually in math and reading in grades 9-10 as measured by end-of-year STAAR assessments.

(Strategic Success Measure: 100% by 2026)

HB3 Goal

Evaluation Data Sources: MAP - Algebra I, English I and English II
STAAR





Strategy 1 Details	Reviews		
<p>Strategy 1: Administer MAPS testing in applicable subjects 3 times per year. Strategy's Expected Result/Impact: Growth tracking Staff Responsible for Monitoring: Teachers Administration</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: Staff will focus efforts towards obtaining a median score of 60% in the Conditional Growth category for each MAP tested subject. Strategy's Expected Result/Impact: Students consistently growing above the 60th percentile will reach high levels of achievement, regardless of their past performance. Staff Responsible for Monitoring: Teachers Campus Administration</p>	Formative		Summative
	Jan	May	July



Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 2: THS will implement strategies and procedures to encourage and promote student attendance.

Evaluation Data Sources: Ascender Attendance Reports

Strategy 1 Details	Reviews		
<p>Strategy 1: Monitor and track student attendance closely Provide ongoing feedback to parents with Parent Square alerts and attendance letters Provide incentives to improve attendance</p> <p>Strategy's Expected Result/Impact: Increased attendance rates for THS students Staff Responsible for Monitoring: Brandon Higgins Clint Gardner</p>	Formative		Summative
	Jan	May	July
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Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 3: Economically Disadvantaged students will perform within 5 percentage points of All Students in the "Meets" category of subject area STAAR assessments.

(Strategic Success Measure: 100% by 2026)

HB3 Goal





Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers and admin will track, communicate and provide Eco. Dis. students with opportunities to attend acceleration/remediation sessions pertaining to their tested areas.</p> <p>Strategy's Expected Result/Impact: Adequate annual growth</p> <p>Staff Responsible for Monitoring: Teachers Administration</p>	Formative		Summative
	Jan	May	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 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 4: The percentage of THS annual graduates meeting TSI criteria in both ELA and math will increase to 50%.
 (Strategic Success Measure: 70% by 2026)

Evaluation Data Sources: TSI

Strategy 1 Details	Reviews		
<p>Strategy 1: Provide multiple TSI testing opportunities throughout the student's high school career. Strategy's Expected Result/Impact: Increase the percentage of students testing and increase the passing percentage. Staff Responsible for Monitoring: Campus Administration Counselor</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: Track student performance on each TSI administration to determine the number of students needing remediation. Strategy's Expected Result/Impact: Regularly monitor progress to ensure growth Staff Responsible for Monitoring: Campus Administration Counselor Teachers</p>	Formative		Summative
	Jan	May	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 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 5: The percentage of graduates meeting the CCMR criteria will increase to 80%.
(Strategic Success Measure: 90% by 2026)

HB3 Goal





Evaluation Data Sources: CCMR

Dual Credit

TSI

TSI College Bridge





Local Certifications

Strategy 1 Details	Reviews		
<p>Strategy 1: Continue to promote the FAST program which allows for Eco Dis. students to have tuition fees waived for dual credit classes. Strategy's Expected Result/Impact: Our enrollment number in dual credit class should increase with the implementation of this program. Staff Responsible for Monitoring: Counselor Administration</p>	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
<p>Strategy 2: Students will accomplish TSI compliance and will utilize TSI College Bridge when applicable. The district will use supplemental funds to accomplish this goal. Strategy's Expected Result/Impact: Increased CCMR points. Staff Responsible for Monitoring: Clint Gardner Jena Pickett Brandon Higgins</p>	Formative		Summative
	Jan	May	July
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 6: 90% of students district-wide will be involved in at least one extra-curricular activity or club.
 (Strategic Success Measure: 100% by 2026)


Evaluation Data Sources: Create a Google sheet and inventory student participation on campus.

Strategy 1 Details	Reviews		
<p>Strategy 1: Track student participation. Strategy's Expected Result/Impact: Student involvement will increase. Staff Responsible for Monitoring: Clint Gardner Brandon Higgins Jena Pickett</p>	Formative		Summative
	Jan	May	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 1: Student Achievement - The district will create and maintain a culture of high expectations in student performance through best practices and aligned curriculum and resources.

Performance Objective 7: We will earn 20 points counting towards the UIL Lone Star Cup in 2024-2025.
 (Strategic Success Measure: Increase annually over the next five years)

Evaluation Data Sources: Lone Star Cup Standings

Strategy 1 Details	Reviews		
Strategy 1: Track and encourage involvement in all UIL extracurricular events on campus. Strategy's Expected Result/Impact: Higher probability to attain Lone Star Cup points. Staff Responsible for Monitoring: Clint Gardner, Landi Friemel, Brandon, Higgins	Formative		Summative
	Jan	May	July
			

Goal 2: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.





Performance Objective 1: Meet or exceed 90% retention rate in each position category (teacher, non-teaching professional, paraprofessional and auxiliary). (Strategic Success Measure: 90% by 2026)

Evaluation Data Sources: Exit and Stay Interview Results

Retention Data

New Hire Data





Shared Staff Schedules

Strategy 1 Details	Reviews		
Strategy 1: Create a healthy campus climate where teachers are encouraged, celebrated, appreciated and heard. Strategy's Expected Result/Impact: Ignite passion among staff Staff Responsible for Monitoring: Campus administration	Formative		Summative
	Jan	May	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: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.

Performance Objective 2: 100% of professionals will implement an aligned standards-based curriculum in all academic subjects.
 (Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: Professional Development Reports
 Local Assessment Results
 STAAR Results





Strategy 1 Details	Reviews		
<p>Strategy 1: Provide resources for staff to plan quality instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will have well-designed lessons in all subject areas. Teachers are encouraged to implement new curriculum resources where applicable.</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative		Summative
	Jan	May	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: Quality Teaching, Administrative, and Support Staff - The district will recruit, retain, and support highly effective educators by maintaining a nurturing, positive, and professional environment based on continuous improvement.

Performance Objective 3: 100% of professional staff will be provided with embedded and direct professional development opportunities aligned to the district's strategic plan.

(Strategic Success Measure: 100% by 2026)

Evaluation Data Sources: District and campus professional development plans/agendas
 Campus, department and/or district professional development evaluation tools
 Employee survey data





Strategy 1 Details	Reviews		
Strategy 1: Align district professional development within contract/compensatory days for teachers. Strategy's Expected Result/Impact: Improved student achievement Staff Responsible for Monitoring: Administration	Formative		Summative
	Jan	May	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 3: Enduring Relationships with Stakeholders - The district will develop continuity and communication throughout the district with aligned systems, processes, and partnerships.

Performance Objective 1: 90% or more of survey respondents will assign the district a positive rating on the annual district survey (parents, staff and students).

(Strategic Success Measure: 90% by 2026)





Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews		
Strategy 1: Provide a welcoming and supportive environment for students, staff, and parents.	Formative		Summative
	Jan	May	July
Strategy 2 Details	Reviews		
Strategy 2: Provide student incentives to initiate more parent survey participation. Strategy's Expected Result/Impact: More data will be collected with increased survey participation. Staff Responsible for Monitoring: Clint Gardner	Formative		Summative
	Jan	May	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 3: Enduring Relationships with Stakeholders - The district will develop continuity and communication throughout the district with aligned systems, processes, and partnerships.

Performance Objective 2: THS will increase parental involvement by providing multiple opportunities for parents and stakeholders to participate in activities.

Evaluation Data Sources: Sign-in sheets
 Survey results
 Weekly/Yearly plan of events





Strategy 1 Details	Reviews		
Strategy 1: Communicate in a variety of platforms to connect with stakeholders. Strategy's Expected Result/Impact: Improved participation Staff Responsible for Monitoring: Administration	Formative		Summative
	Jan	May	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: Facilities and Resources - The district will plan for the effective use of resources including upgrading facilities with the future in mind.

Performance Objective 1: Implement the five year technology plan and maintain 1:1 student devices in grades K-12.

(Strategic Success Measure: district will achieve and maintain 1:1 by 2026)





Evaluation Data Sources: Technology inventory report
Device contracts

Strategy 1 Details	Reviews		
Strategy 1: Work collaboratively with the district technology department to maintain, refurbish or replace devices when applicable. Strategy's Expected Result/Impact: All students will have access to technology daily. Staff Responsible for Monitoring: Administration	Formative		Summative
	Jan	May	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 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 1: 100% of campuses and other district facilities complete all emergency drills within designated time-lines.
 (Strategic Success Measure: 100% by 2026)





Evaluation Data Sources: Drill logs
 Training certificates
 Emergency operations plan

Strategy 1 Details	Reviews		
Strategy 1: Use Crisis Go and guidance from the Texas School Safety Center to complete all required drills and review the need for supplemental drills. Strategy's Expected Result/Impact: Safe and Secure Schools Staff Responsible for Monitoring: Administration	Formative		Summative
	Jan	May	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 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 2: 100% of the required safety audits are completed and items remedied within designated time-lines.
 (Strategic Success Measure: 100% by 2026)


Evaluation Data Sources: Training certificates
 Inspection logs

Strategy 1 Details	Reviews		
Strategy 1: Daily safety checks by campus administration and safety coordinator. Strategy's Expected Result/Impact: Reduced time to identify potential safety concerns. Staff Responsible for Monitoring: Jud Griffith Clint Gardner Andy Atkins	Formative		Summative
	Jan	May	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 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 3: 100% of state mandated student safety and welfare training is provided to appropriate staff.
 (Strategic Success Measure: 100% by 2026)





Evaluation Data Sources: Training certificates and documentation, discipline referrals

Strategy 1 Details	Reviews		
Strategy 1: All compliance training will be completed prior to the first day of instruction. Strategy's Expected Result/Impact: Safe and Secure Schools Staff Responsible for Monitoring: Administration	Formative		Summative
	Jan	May	July
			

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 4: 100% of campuses will have access to mental health/counseling resources to support student well-being.
 (Strategic Success Measure: 100% by 2026)





Evaluation Data Sources: Survey results
 District expectations
 Campus plans for student support

Strategy 1 Details	Reviews		
Strategy 1: Provide access to mental health and counseling resources through various presentations. Strategy's Expected Result/Impact: Accessibility to resources for students. Staff Responsible for Monitoring: Counselor	Formative		Summative
	Jan	May	July
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 5: 100% of students will receive instruction in character education annually.
 (Strategic Success Measure: 100% by 2026)





Evaluation Data Sources: District expectations
 Campus plans
 Can Do You (Videos & Discussion)

Strategy 1 Details	Reviews		
Strategy 1: Complete the Can Do You program prior to the start of the 6th six weeks grading period. Strategy's Expected Result/Impact: Improved character traits among students. Staff Responsible for Monitoring: Teachers Counselor	Formative		Summative
	Jan	May	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 5: Safe, Healthy, and Nurturing Schools - The district will provide and maintain safe, healthy, and nurturing environments that promote character and service to others.

Performance Objective 6: 100% of students will participate in a service project annually.
 (Strategic Success Measure: 100% by 2026)

- Evaluation Data Sources:** Student survey results
 Campus service project plan
 Food Drives
 Pumpkin Decoration/Donation to Senior Care Centers

Strategy 1 Details	Reviews		
<p>Strategy 1: One service project will be conducted annually to include each grade level. Strategy's Expected Result/Impact: Students are able to actively support the community and learn the value of service to others. Staff Responsible for Monitoring: Principal/Counselor Extracurricular Sponsors/Coaches</p>	Formative		Summative
	Jan	May	July
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Addendums



Tolar High School STAAR Performance Data

	2022-23	2023-24
Algebra	89% Passing 51% Meets 20% Masters Eco Dis 81% Passing 35% Meets	91% Passing (+2) 66% Meets (+15) 35% Masters (+15) Eco Dis 86% Passing (+5) 62% Meets (+27)
Biology	99% Passing 85% Meets 46% Masters Eco Dis 96% Passing 85% Meets	100% Passing (+1) 89% Meets (+4) 38% Masters (-8) Eco Dis 100% Passing (+4) 87% Meets (+2)
English I	87% Passing 66% Meets 14% Masters Eco Dis 85% Passing 41% Meets	84% Passing (-3) 67% Meets (+1) 29% Masters (+15) Eco Dis 71% Passing (-14) 56% Meets (+15)
English 2	84% Passing 68% Meets 7% Masters Eco Dis 74% Passing 56% Meets	93% Passing (+9) 82% Meets (+14) 4% Masters (-3) Eco Dis 89% Passing (+15) 74% Meets (+18)
US History	99% Passing 85% Meets 43% Masters Eco Dis 100% Passing 89% Meets	100% Passing (+1) 92% Meets (+7) 33% Masters (-10) Eco Dis 100% Passing 90% Meets (+1)