Huffman Independent School District

Hargrave High School

2024-2025 Campus Improvement Plan



Mission Statement

The mission of Hargrave High School and the Huffman Independent School District is to empower students to be responsible, life-long learners who are prepared to succeed in personal and professional life.

Vision

1. Higher expectations will result in a higher success rate.
2. All students deserve equal educational opportunities to develop the foundation for life long learning.
3. Family, community, school, and students share responsibility in the education process.
4. The integration of technology is essential to the learning process.
5. Data driven decision making and collaborative planning facilitate student achievement and curriculum development.
6. The use of goal setting and problem solving strategies are critical to the development of the independent learner and decision maker.
7. The learning community flourishes in a safe, supportive, caring, disciplined environment where mutual respect exists.
8. Participation in extra-curricular activities, community service, and leadership training enhances character development and student success.
9. Hiring, training, and retaining quality personnel promote student achievement.
10. Pride, self respect, and personal integrity are essential in building a successful life long learner.
11. Consistent application of rules and modeling respect are essential to developing a safe, orderly, and caring environment.

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Priority Problem Statements

Problem Statement 1: Hargrave student attendance rate was 92% with 21.1% of students considered to be chronically absent maintaining less than a 90% attendance rate.
Root Cause 1: Lack of implementation and support for enforcement of truancy processes.
Problem Statement 1 Areas: Demographics

Problem Statement 2: The Meets and Masters rates for Algebra 1 EOC were well below the state average.
Root Cause 2: Lack of teacher capacity in data driven instruction.
Problem Statement 2 Areas: Student Learning

Problem Statement 3: Only 57% of students at Hargrave reported they felt safe at school.
Root Cause 3: Lack of consistent communication regarding safety and mental health supports in place for students.
Problem Statement 3 Areas: School Processes & Programs

Problem Statement 4: CCMR rates at Hargrave were 65% for the 22-23 school year.
Root Cause 4: Lack of systemic monitoring process for CCMR rates as the year progresses.
Problem Statement 4 Areas: School Processes & Programs

Problem Statement 6: Students participation rates according to district survey in extra curricular was not more than 60%
Root Cause 6: Lack of communication and tracking on participation rates.
Problem Statement 6 Areas: Perceptions

Problem Statement 7: Planning and PLCs were not yielding visible evidence of growth in classroom instruction.
Root Cause 7: Lack of systemic structure around PLC and Planning.
Problem Statement 7 Areas: Student Learning

Goals

Goal 1: Hargrave students will be empowered to lead, succeed and persevere.

Performance Objective 1: Hargrave attendance rate will increase to at least 94.5% for this school year.

High Priority

Evaluation Data Sources: Student attendance data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Regularly communicate with parent of students that have chronic attendance issues. Monitor and implement the district truancy process. **Strategy's Expected Result/Impact:** Reduce the number of students considered to be chronically absent (do not attend school at least 90% of the time). **Staff Responsible for Monitoring:** Admin, truancy officer **ESF Levers:** Lever 3: Positive School Culture				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Hargrave students will be empowered to lead, succeed and persevere.

Performance Objective 2: Over 70% of Hargrave students surveyed will report that they feel safe while attending school.

High Priority

Evaluation Data Sources: Huffman ISD spring student survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: All required safety and security drills are executed and that students actively participate in new security measures on campus, including but not limited to classroom doors locked, exterior doors are secured and eliminate prohibited access. **Strategy's Expected Result/Impact:** Students experience safety exercises and practice safety routines on a daily basis, building confidence that they are more secure with these efforts. **Staff Responsible for Monitoring:** Admin and Safety Team **ESF Levers:** Lever 3: Positive School Culture				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Hargrave students will be empowered to lead, succeed and persevere.

Performance Objective 3: Over 70% of our students will participate in an extra-curricular activity

Evaluation Data Sources: Campus tracking
Student Survey responses

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Create system for tracking participation rates for extracurriculars. **Strategy's Expected Result/Impact:** Increased efforts for promoting extracurriculars. **Staff Responsible for Monitoring:** Admin- Club Chairs **ESF Levers:** Lever 3: Positive School Culture				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Hargrave students will be empowered to lead, succeed and persevere.

Performance Objective 4: Over 77% of our graduating students will meet the College Readiness Indicator.

HB3 Goal

Evaluation Data Sources: Dual Credit Enrollment
SAT, ACT & TSI results
AP Test Course Enrollment and Test Registration

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Establish a monitoring mechanism to track as students earn their CCMR points as the year progresses. Monitor on a quarterly basis. **Strategy's Expected Result/Impact:** Increased awareness and targeted action to intervene and ensure students are earning their CCMR points. **Staff Responsible for Monitoring:** Campus Admin, Counselors and CTE director. **TEA Priorities:** Connect high school to career and college				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Hargrave students will be empowered to lead, succeed and persevere.

Performance Objective 5: 85% of Hargrave Classes will have evidence of consistent use of Language and Content objectives, visible, posted and aligned as measured by observation data.

Evaluation Data Sources: WT, Snapshot walks

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Teachers will post LO and COs daily using district created labels. **Strategy's Expected Result/Impact:** Increase student engagement and awareness of what is currently being taught. Increase teacher alignment on content objectives addressed in PLC and Planning. **Staff Responsible for Monitoring:** Admin, Academics team **Title I:** 2.5 **- TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: Hargrave staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 1: 80% of Hargrave teachers will achieve a proficient rating or higher in Domain 2 & 3 on their T-TESS Summative Evaluation.

Evaluation Data Sources: T-TESS data and Huffman ISD Coaching reflections

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Engage in Calibration activities among campus and district administrators to ensure alignment in evaluation process. **Strategy's Expected Result/Impact:** Increased capacity among all who participate in the TTESS evaluation process on understanding the markers of high quality instruction utilizing the TTESS rubric. **Staff Responsible for Monitoring:** Campus Admin, Academics team **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: Hargrave staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 2: Reduce Hargrave teacher turnover rate to less than 13%.

High Priority

Evaluation Data Sources: TAPR teacher turnover rate
Huffman ISD staff retention data

Goal 2: Hargrave staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 3: By the end of school year, Algebra 1 EOC data will reflect 80/50/20 thereby increasing the Meets and Masters rates for Algebra 1.

High Priority

Evaluation Data Sources: EOC data, DLA data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Utilize Intervention periods in HS to provide co-teach and targeted intervention time for students based on data. **Strategy's Expected Result/Impact:** Increased targeted instructional time for students to fill in gaps. **Staff Responsible for Monitoring:** Admin, Academics team **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Build teacher capacity in the area of data driven instruction. Engage in Data Dig PLCs **Strategy's Expected Result/Impact:** Increased teacher capacity in looking and analyzing student data and designing targeted instruction using data. **Staff Responsible for Monitoring:** Admin, Academics team. **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 3: Hargrave parents, guardians and community members will be informed, invited partners who are valued teammates in supporting our students.

Performance Objective 1: The number of parent involvement opportunities offered at Hargrave will increase to 15 for the school year.

Evaluation Data Sources: Track the number of parent committee meetings held during the school year.
Track the number of parent informational events held during the school year.

Goal 3: Hargrave parents, guardians and community members will be informed, invited partners who are valued teammates in supporting our students.

Performance Objective 2: The number of students participating in a community service project or activity increases to 64%

Evaluation Data Sources: Information from student survey instrument

Goal 4: Hargrave will address the academic, safety and social-emotional needs of all of our students.

Performance Objective 1: All Hargrave students will demonstrate academic growth across all grade levels.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Assessments
District Learning Assessments
SAT, ACT, TSIA
Universal Screeners

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Hargrave students will have access to targeted instruction through Intervention Periods. **Strategy's Expected Result/Impact:** Increased achievement. **Staff Responsible for Monitoring:** Admin, Academics team **TEA Priorities:** Build a foundation of reading and math				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Hargrave will address the academic, safety and social-emotional needs of all of our students.

Performance Objective 2: All Hargrave students will benefit from the opportunities the district provides in career education, technology integration and higher education information.

High Priority

Evaluation Data Sources: College and Career Readiness
CTE Course Enrollment
College Readiness

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Create tracking mechanism for monitoring participation in extracurricular and tracking ccmr rates. **Strategy's Expected Result/Impact:** increased ccmr rates and student perception. **Staff Responsible for Monitoring:** CTE- Admin **TEA Priorities:** Connect high school to career and college **- ESF Levers:** Lever 3: Positive School Culture				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Hargrave will address the academic, safety and social-emotional needs of all of our students.

Performance Objective 3: All Hargrave students will be aware of the social-emotional supports available to them provided by our district.

High Priority

Evaluation Data Sources: Tracking safe schools alerts
Tracking student participation with our student mental health team

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Hargrave will continue and strengthen supports for students in the area of mental health. **Strategy's Expected Result/Impact:** Increased student comfort at school, increased achievement. **Staff Responsible for Monitoring:** Mental health team, admin **ESF Levers:** Lever 3: Positive School Culture				

 No Progress  Accomplished  Continue/Modify  Discontinue