Fredericksburg Independent School District

Gillespie County High School

2024-2025 Campus Improvement Plan

Accountability Rating: B

Mission Statement

Fredericksburg Independent School District Mission Statement

FISD will guide students to be the best version of themselves and achieve unlimited potential.

Vision

Fredericksburg Independent School District Shared Vision Statement

Fredericksburg ISD is inspiring excellence.

Goals

High Performing Students: Fredericksburg ISD will provide innovative and diverse learning programs to ensure high performing students.

Highly Engaged Staff: Fredericksburg ISD will provide a quality work environment so every employee is effective, high engaged and can perform at teh highest levels.

Strong Community Partnerships: Fredericksburg ISD community members will partner in the continuing improvement of the educational system.

Strategic Resource Management: Fredericksburg ISD will develop a sustainable financial model which provides the resources necessary to realize the district vision.

Core Beliefs

In Fredericksburg ISD we believe:

- Students will be challenged and engaged as creative and collaborative problem solvers with academic confidence.

- Parents and Families are engaged partners who both need and provide appropriate levels of support and good communication so that all partners can be accountable.

- Teachers build individualized relationships with students and families to strengthen academic confidence, inspire an ongoing desire to learn and to be a positive, contributing member of society.

- Campus Leaders are accountable to the community, staff, and students through active engagement, academic confidence, and team driven results.

- The Superintendent and Central Office Staff have a supportive role in the district, to facilitate, communicate, evaluate, and monitor all aspects of the district's goals.

- The School Board is the voice of the community by demonstrating accountability, instituting checks and balances, providing governance oversight, and bridging the gap between the community and the district.

Core Values

Respect

Integrity

Students First

Excellence

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Total Enrollment as of 10/15/2024: 22 students

Male: 12 students

Female: 10 students

At Risk: 21 student (95%)

Special Education: 5 students (23%)

504 Program: 3 students (14%)

Emerging Bilingual: 4 students (18%)

Age as of September 1, 2024: age 15 - 1 student; age 16 - 4 students; age 17 - 12 students; age 18 - 4 students; age 19 - 1 student

Race/Ethnicity: White - 11 students; White/Hispanic/Latino - 9 students; Multi Race - 1 student; American Indian/Hispanic/Latino - 1 student

Economically Disadvantaged: Free Code 01 - 5 students; Free Code 99 - 2 students; Reduced Code 02 - 4 students

Years in Education

Sarah Southard - 18 years

Cayle Koennecke - 10 years

Mike Myers - 31 years

TOTAL - 59 years combined experience

Demographics Strengths

We are a diverse campus with students that have unique backgrounds. Our students are grateful for the opportunity to complete graduation requirements and GCHS.

Problem Statements Identifying Demographics Needs

Problem Statement 1: 95% of our students are coded "At Risk" and require additional supports and encouragement to remain focused on coursework needed to meet minimum graduation requirements. **Root Cause:** We are a drop-out recovery, alternative high school that serves predominately "At Risk" population.

Student Achievement

Student Achievement Summary

GCHS students work in Imagine Edgenuity to complete graduation course requirements. Students participate in tutoring to meet STAAR/EOC requirements, and STAAR re-testers receive accelerated instruction. Students are exposed to trade school and career opportunities through trade school visits and campus presentations.

Student Achievement Strengths

GCHS has a 100% graduation rate.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Our students sometimes struggle with seeing the value of school and find it difficult to stay motivated. **Root Cause:** Our students have many factors within their home and personal lives that make focusing on school difficult.

School Culture and Climate

School Culture and Climate Summary

GCHS provides all students with a fresh start and the opportunity to find success. We provide an environment that is respectful, understanding, and encouraging.

School Culture and Climate Strengths

We have a welcoming classroom with flexible seating and spaces to help students stay focused and comfortable. We have two session times to accommodate students' schedules.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Some of our students struggle seeing the value in education and have negative attitudes toward school.   **Root Cause:** Many of our students had a negative experience in either elementary, middle, or high school that resulted in their negative attitudes towards school and teachers.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Our three staff members have a combined 59 years of experience in education.

Staff Quality, Recruitment, and Retention Strengths

Our staff are members of the Fredericksburg community and have a strong commitment to seeing the students of this campus and district succeed.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: GCHS is a small campus with minimal staff, but we still have all the responsibilities and duties to function as a high school. Our principal and counselor serve multiple roles in the district and across campuses. **Root Cause:** We have limited funding to support adding staff.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

We use Imagine Edgenuity online accredited curriculum. We provide STAAR/EOC tutoring and accelerated instruction. We administer the TSIA and the ASVAB.

Curriculum, Instruction, and Assessment Strengths

Our instructional strengths include a small, self-paced environment with the ability to offer a flexible schedule to accommodate students' schedules.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: With a self-paced online curriculum, students must be intrinsically motivated. Our campus struggles with CCMR accountability.   **Root Cause:** It is difficult to find ways for our students to earn the CCMR point because our students are only interested in graduating on the foundations only high school program, and the other ways to earn a CCMR point require extra coursework or high scores on the TSIA test.

Parent and Community Engagement

Parent and Community Engagement Summary

GCHS strives to build and maintain positive relationships with families and community members.

Parent and Community Engagement Strengths

GCHS uses SportsYou to communicate with students and families. A campus newsletter is sent out at least once per month to showcase campus accomplishments and list upcoming events. We partner with our community to find ways to support our campus.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Increase opportunities for family involvement.

School Context and Organization

School Context and Organization Summary

GCHS has implemented processes and systems to improve the quality of teaching and learning. Campus goals and expectations are communicated through weekly staff meetings.

School Context and Organization Strengths

GCHS Student Handbook

Admissions Application

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Continue refining and evaluating our systems and processes to maximize student success. Gillespie County

Technology

Technology Summary

GCHS is an online curriculum. Our campus utilizes laptops to access Imagine Edgenuity. Students have access to Bluetooth wireless noise-cancelling headphones.

Technology Strengths

Imagine Edgenuity is our online accredited curriculum with a vast selection of courses to meet the needs of high school students. Our students have the flexibility to work at their pace

at school and at home. This gives students the opportunity to meet their needs beyond school. They are able to work around the demands of family and jobs.

Problem Statements Identifying Technology Needs

Problem Statement 1: We currently operate one hundred percent online using laptops and wireless internet connection. If our internet or system is down, we lose valuable time. (Although this is on rare occasions) **Root Cause:** We solely rely on technology.

Priority Problem Statements

Goals

Goal 1: High Performing Students: Gillespie County High School will provide innovative and diverse learning programs to ensure high performing students.

Performance Objective 1: Gillespie County High School will provide an instructional environment that is aligned to state standards and that promotes student ownership and engagement.

Evaluation Data Sources: student achievement data, course completion, classroom observation

Strategy 1 Details	Formative Reviews		
Strategy 1: GCHS will utilize Imagine Edgenuity accredited online curriculum to meet state graduation requirements.	**Formative**		
Strategy's Expected Result/Impact: 100% graduation rate every year	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: GCHS Staff			

0% No Progress   100% Accomplished   ➡️ Continue/Modify   ❌ Discontinue

Goal 1: High Performing Students: Gillespie County High School will provide innovative and diverse learning programs to ensure high performing students.

Performance Objective 2: Gillespie County High School will build and utilize systems to ensure that each student makes measured progress and meets graduation requirements.

   Evaluation Data Sources: weekly student/teacher conferences, tracking folders with course progress reports and completed activities, course completion checklist

Strategy 1 Details	Formative Reviews		
Strategy 1: Complete credit check overview upon enrollment and create tracking folders to regularly monitor student coursework progress	**Formative**		
Strategy's Expected Result/Impact: Improved student achievement, student ownership, graduation	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: GCHS Staff			
Strategy 2 Details	Formative Reviews		
Strategy 2: GCHS teacher, Mike Myers, will meet with students weekly to track progress and success.	**Formative**		
Strategy's Expected Result/Impact: Continued progress and student awareness	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Mike Myers			

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: High Performing Students: Gillespie County High School will provide innovative and diverse learning programs to ensure high performing students.

Performance Objective 3: Gillespie County High School will prepare students for college, career, military, and life readiness and increase their ability to succeed after high school by providing them with opportunities to increase their knowledge of tools and resources available to them.

Evaluation Data Sources: student achievement data, student postsecondary readiness and outcome data, records of participation in targeted activities, accountability score

Strategy 1 Details		Formative Reviews		
Strategy 1: Students will be provided the opportunity to participate in the following assessments: ASVAB, TSIA, SAT School Day, College Bridge Math and English		**Formative**		
Strategy's Expected Result/Impact: Improved student participation in assessments and increased CCMR percentage **Staff Responsible for Monitoring:** GCHS Staff		**Jan**	**Mar**	**June**
Strategy 2 Details		**Formative Reviews**		
Strategy 2: Promote work experience and engage students through industry specific speakers and presentations		**Formative**		
Strategy's Expected Result/Impact: Postsecondary career readiness **Staff Responsible for Monitoring:** GCHS Staff		**Jan**	**Mar**	**June**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 2: Highly Engaged Staff: Gillespie County High School will provide a quality work environment so every employee is effective, highly engaged and can perform at the highest levels.

Performance Objective 1: Gillespie County High School will provide a safe and supportive environment for all students and staff.

    Evaluation Data Sources: Safety and facility evaluations

Strategy 1 Details	Formative Reviews		

Strategy 1: Gillespie County High School will provide safety training for staff and students including Standard Response Protocol emergency signage and training video.
    Strategy's Expected Result/Impact: An understanding of best practices to ensure campus safety
    Staff Responsible for Monitoring: GCHS Staff
	Formative		

	Jan	**Mar**	**June**

Strategy 2 Details	Formative Reviews		

Strategy 2: Gillespie County High School will provide monthly emergency evacuation safety drills with students and staff.
    Strategy's Expected Result/Impact: An understanding of best practices to ensure school safety
    Staff Responsible for Monitoring: GCHS Staff
	Formative		

	Jan	**Mar**	**June**

Strategy 3 Details	Formative Reviews		

Strategy 3: GCHS staff will routinely check exterior doors to ensure they are locked and secure at all times. The security guard regularly checks the doors throughout the day.
    Strategy's Expected Result/Impact: Ensure campus safety and security
    Staff Responsible for Monitoring: GCHS Staff
	Formative		

	Jan	**Mar**	**June**

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 3: Strong Community Partnerships: Gillespie County High School community members will partner in the continuing improvement of the educational system.

Performance Objective 1: Gillespie County High School will build a positive climate by utilizing multiple methods of communication to partner with and engage all stakeholders.

Evaluation Data Sources: Communication plans, community partnerships

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize district website and social media to promote campus happenings. Provide families with a monthly newsletter.	**Formative**		
Strategy's Expected Result/Impact: Improved stakeholder awareness	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: GCHS Staff			
0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue			

Goal 3: Strong Community Partnerships: Gillespie County High School community members will partner in the continuing improvement of the educational system.

Performance Objective 2: Gillespie County High School will promote community partnerships

Evaluation Data Sources: Communication plans, public feedback

Strategy 1 Details	Formative Reviews		
Strategy 1: GCHS will partner with and collaborate with community members.	**Formative**		
Strategy's Expected Result/Impact: Improved communication and collaboration with all stakeholders	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: GCHS Staff			

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 4: Strategic Resource Management: Gillespie County High School will develop a sustainable financial model which provides the resources necessary to realize the district vision.

Performance Objective 1: Effective and efficient operations and strong financial stewardship

Strategy 1 Details	Formative Reviews		
Strategy 1: Adhere to district processes and procedures when creating the GCHS budget	**Formative**		
Strategy's Expected Result/Impact: budgetary efficiency and needs met within the budget	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Sarah Southard			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue			

Campus Administrator

Committee Role	Name	Position
Principal	Sarah Southard	Principal