Palacios Independent School District

Secondary School

2024-2025 Campus Improvement Plan

Mission Statement

The Palacios Independent School District is dedicated to keeping students first. We will ensure all students acquire the knowledge and skills necessary to reach their full potential through staff who are effective, supportive, and committed for the ultimate benefit of our multi-cultural community.

Vision

Every student prepared for a successful future.

Value Statement

Fairness and Equity:

- All students, parents, and staff will be treated with consideration, integrity, and respect.
- We will foster an environment built on consistency, transparency, and mutual trust.

Professionalism:

- We will serve as positive role models for our community, students, and staff.
- We will carry out our roles and responsibilities with a high level of commitment, diligence, and skill.

Accountability and High Expectations:

- We are responsible for the academic performance of every student.
- We believe that all student can learn, perform, and achieve at high levels.

Positive Environment:

- We are responsible for establishing a safe and secure environment for all.
- We will support a dynamic atmosphere based on teamwork, communication, and collaboration.

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Goals

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 1: By the end of the 2024-25 school year, 90% of students will meet their projected ELAR growth goal as predicted by NWEA testing.

Evaluation Data Sources: NWEA Reports, Mindplay Reading Reports, STAAR/EOC Reading Scores (Meets) and ECR Results

Strategy 1 Details	Formative Reviews		
Strategy 1: Students will participate in Mindplay during Advisory classes on Tuesdays and Thursdays. **Strategy's Expected Result/Impact:** Students will increase in reading performance (comprehension and fluency) as measured in the Mindplay program online. **Staff Responsible for Monitoring:** Campus Administrators and Advisory Teachers	Formative		
	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
Strategy 2: Secondary ELAR teachers will meet in PLC's to find strategies to address the ECR on STAAR, review data, and track student progress in conjunction with department goals. **Strategy's Expected Result/Impact:** The number of students receiving a rating greater than 5 on the ECR will increase. **Staff Responsible for Monitoring:** Campus Administrators and ELAR teachers.	Formative		
	Dec	Feb	Apr

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 2: By 2025, 80% of students will be Algebra ready by the end of 8th grade.

Evaluation Data Sources: STAAR performance at Meets standard

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Math teachers will meet in PLCs to evaluate student performance, review 6th-8th grade scope and sequence, and monitor student progress as it relates to increasing student performance as measured by NWEA throughout the year and STAAR progress at the end of the year. **Strategy's Expected Result/Impact:** Student performance on STAAR at the end of the 2024-25 school year will reflect student growth for at least 90% of students tested. **Staff Responsible for Monitoring:** Campus Principals and Math Teachers			

Strategy 2 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 2: Algebra 1 teachers will work with the Math PLC to evaluate data and make instructional changes to increase the performance of high school Algebra 1 students by 5% at the masters grade level as measured by Algebra 1 EOC in 2024-25. **Strategy's Expected Result/Impact:** High school Algebra 1 students will show an increase in performance at the masters level on Algebra 1 EOC. **Staff Responsible for Monitoring:** Campus principals and Algebra 1 teacher (with Math Department)			

No Progress



Accomplished


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Discontinue

Goal 1: Academic Achievement for ALL - PISD will inspire individual excellence through collaboratively building a safe, respectful, and inviting learning community where every student's story matters.

Performance Objective 3: All students in grades 9-12 will have established a sequence in a CTE program of studies.

Evaluation Data Sources: CCMR Tracker for MOY and EOY PEIMS Data Reports, Program Tracker

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Monthly CCMR Meetings **Strategy's Expected Result/Impact:** The monthly check-in meeting will allow a dedicated time to discuss relevant changes to the CCMR criterion, review the CCMR tracker, review and update CTE programs of study, and collectively approach campus obstacles as a team. **Staff Responsible for Monitoring:** Secondary Principal, High School Counselor, CCMR Specialist			

Strategy 2 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 2: Continue to add OnRamps courses onto the high school campus, specifically math. **Strategy's Expected Result/Impact:** Increase the opportunity of college level courses for students at multiple grade levels in various subjects. **Staff Responsible for Monitoring:** Principal, CCMR Specialist, OnRamps Teacher			

No Progress



Accomplished


Continue/Modify


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Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 1: Increase participation in non-athletic extra-curricular activities by increasing awareness of current organizations and adding more opportunities for students to get involved.

Evaluation Data Sources: Club roster reports, student surveys

Strategy 1 Details	Formative Reviews		
	Formative		
Strategy 1: Increase awareness of student organizations and opportunities to participate. **Strategy's Expected Result/Impact:** Secondary club night, increase the level of visibility of student organizations on campus during the school day through hallway TVs, lunch talks, Advisory, and surveys. **Staff Responsible for Monitoring:** Campus Administrators, Club Sponsors	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
	Formative		
Strategy 2: Increase the number of opportunities for students to participate by adding new organizations and including JH branches to HS organizations. **Strategy's Expected Result/Impact:** More students will be involved in after school and extra-curricular activities. **Staff Responsible for Monitoring:** Campus Administrators, Club Sponsors	Dec	Feb	Apr

No Progress


Accomplished

Continue/Modify

Discontinue

Goal 2: Educating the WHOLE Child - PISD will support the whole student by providing them with rich opportunities. The district will provide effective professional development for staff which will support student growth in academics, conflict resolution, character building, and post high school career aspirations.

Performance Objective 2: Student growth in non-academic areas such as soft skills, character education, and student leadership opportunities are supported by PISD.

Evaluation Data Sources: Group sessions with the counselor, Monday character lessons, and increased leadership opportunities as measured by student surveys, AVID activities, and community partnerships.

Strategy 1 Details	Formative Reviews		
Strategy 1: Develop a calendar of events for Advisory that includes character lessons, counselor chats, student surveys, and student leadership opportunities.	Formative		
Strategy's Expected Result/Impact: Students will use Advisory as a campus resource. **Staff Responsible for Monitoring:** Campus Administrators, Advisory Teachers	Dec	Feb	Apr

Strategy 2 Details	Formative Reviews		
Strategy 2: Continue AVID cohorts through grade levels.	Formative		
Strategy's Expected Result/Impact: Cohort will include grades 6-11, more teachers will be trained on the AVID strategies, and more students will participate in the program. **Staff Responsible for Monitoring:** Campus Administrators, AVID Teachers	Dec	Feb	Apr

Strategy 3 Details	Formative Reviews		
Strategy 3: Expand program implemented in GT Advisory at the JH.	Formative		
Strategy's Expected Result/Impact: Increased engagement in the secondary GT program. **Staff Responsible for Monitoring:** Campus Administrators, GT Interventionist, Advisory Teacher	Dec	Feb	Apr

No Progress


Accomplished

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Goal 3: Human Capital - Cultivate an inclusive, professional environment that supports, provides opportunities for growth and development, and empowers all employees.

Performance Objective 1: The secondary campus has an appropriate Teacher Retention Rate for the current school year.

Evaluation Data Sources: Local documentation on staffing retention, transfer, and resignations

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Campus Administrators will attend Job Fair events and collaborate with District Administrators to ensure teachers are correctly placed in teaching assignments. **Strategy's Expected Result/Impact:** Teacher recruitment will be more effective and their subsequent teaching assignment will be more aligned to their certifications/strengths. **Staff Responsible for Monitoring:** Campus Administrators with Director of Administrative Services			

Strategy 2 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 2: The campus will establish a Joy Committee to help increase teacher morale by creating opportunities for teachers to interact outside of the classroom both on and off campus. **Strategy's Expected Result/Impact:** Teachers will enjoy a stronger professional network to rely on for collaboration and support. **Staff Responsible for Monitoring:** Campus Administrators, Joy Committee			

No Progress


Accomplished

Continue/Modify

Discontinue

Goal 3: Human Capital - Cultivate an inclusive, professional environment that supports, provides opportunities for growth and development, and empowers all employees.

Performance Objective 2: PISD will work with our non-certified teaching staff to get them certified and with non-teaching staff to earn their degree.

Evaluation Data Sources: Documentation of contact with non-certified teaching staff and handouts for additional certification.

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Continuous follow-up with non-certified teachers regarding progress on Alternative Certification program, assist with study materials if needed, and provide for sub coverage to take required exams. **Strategy's Expected Result/Impact:** Non-certified teachers will become SBEC certified. **Staff Responsible for Monitoring:** Campus Administrators and Director Administrative Services			

Strategy 2 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 2: Regularly scheduled check ins to determine study plan and schedule certification testing. **Strategy's Expected Result/Impact:** More staff eligible to become certified teachers. **Staff Responsible for Monitoring:** Campus Administrators and Director of Human Services			

No Progress



Accomplished


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Discontinue

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 1: The campus will establish mechanisms for parent, community, and business involvement in the schools and encourages participation.

Evaluation Data Sources: Documentation of meetings/events with flyers, pictures, and sign-ins.

Strategy 1 Details	Formative Reviews		
	Formative		
	Dec	Feb	Apr
Strategy 1: Scheduled Campus Improvement Meetings, PJSH Career Fair, Secondary Club Night, FAFSA Night, AVID Family Nights, Dual Enrollment Parent Night, Group Travel Opportunities for Families (EF Tours), Veteran's Day Breakfast, Blood Drives, Graduation Activities and Baccalaureate, FFA Chili Supper and Banquet, Scholarship Ceremony, Athletic Banquet **Strategy's Expected Result/Impact:** Increase in parent involvement **Staff Responsible for Monitoring:** Campus Administrators, Club Sponsors, Athletic Director			

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Parent and Community Partnership - Palacios ISD will provide information and establish multilingual input and feedback avenues to build inclusive partnerships where all family and community members are actively involved.

Performance Objective 2: The campus partners with other governmental entities and community organizations to meet the needs of students and the community in a coordinated manner.

Evaluation Data Sources: Documentation of meetings/events with flyers, pictures, and sign-ins.

Strategy 1 Details	Formative Reviews		
Strategy 1: Secondary Campus will work with Community in Schools the Palacios Chamber of Commerce, Rotary Club, local businesses, and others to support and recognize students.	Formative		
Strategy's Expected Result/Impact: Increase in student recognition and opportunities to be visible in the community.	Dec	Feb	Apr
Staff Responsible for Monitoring: Campus Administrators, CIS Staff, CTE Teachers			

Strategy 2 Details	Formative Reviews		
Strategy 2: The Secondary Campus will work with the HUB to partner in a community Job Fair.	Formative		
Strategy's Expected Result/Impact: Students and local businesses will learn about each other.	Dec	Feb	Apr
Staff Responsible for Monitoring: Campus Administrators, CCMR Specialist, CTE Teachers			

No Progress


Accomplished

Continue/Modify

Discontinue

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Student Welfare: Discipline/Conflict/Violence Management	Dr. Brian Williams	6/30/2025	Jared Duncum	10/14/2024
Job Description for Peace Officers, Resource Officers & Security Personnel	Dr. Brian Williams	6/30/2025	Jared Duncum	10/14/2024