

**Wylie Independent School District
Harrison Intermediate School
2024-2025 Campus Improvement Plan**



Mission Statement

Working together to build character and academic success.

Vision

Unified for Excellence

Every Campus Every Classroom Every Child Every Day

All Means All

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Demographics:

Student Body – 1085

African American – 14.4%

Asian – 10.8%

Hispanic – 26.2%

Native American – 0%

Native Hawaiian - .2%

White – 42.9%

Two or more races – 5.5%

Economically Disadvantaged – 33.7%

ELL – 18.1%

At Risk – 30.1%

GT – 11.5%

Special Ed – 21.3%

Demographics Strengths

Campus becoming more diverse with growth and growing programs.

Student Learning

Student Learning Summary

Historically, Harrison students beat the state average on STAAR by 10% or more.

BOY MAP data shows that students are coming in strong.

Math progress and science are where the overall data shows the greatest need for intervention.

Student Learning Strengths

Overall achievement

5th science leading the area

No target support groups

6th reading achievement growth

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data
- Local Accountability Systems (LAS) data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data

- Study of best practices
- Action research results
- Other additional data


Goals


Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 1: By June 2025, 100% of HIS students will have participated in guidance lessons on Character Development and Anti-Bully Education each semester.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide training for all staff in accordance with board policy Strategy's Expected Result/Impact: Professional Development Records, Bully Documentation Forms, Compliance Courses Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide learning to all students in accordance with board policy including reporting and response. Strategy's Expected Result/Impact: Bullying documentation reports Staff Responsible for Monitoring: Administrators and teachers	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Implement Character Development, Drug Resistance, and Anti Bully Education training for all students through classroom guidance and counseling programs. Strategy's Expected Result/Impact: Counselor Log and materials Staff Responsible for Monitoring: Counselor and Teachers	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Small groups will be formed to work on social skills and to address life challenges. Strategy's Expected Result/Impact: Number of office referrals Staff Responsible for Monitoring: Counselor	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
Strategy 5: Teachers will implement weekly Relational Skills lessons. Strategy's Expected Result/Impact: Number of office referrals, bully reports Staff Responsible for Monitoring: Counselor	Formative		
	Dec	Mar	June

 No Progress





 Accomplished

 Continue/Modify

 Discontinue





Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 2: By June 2025, 100% of HIS students will be exposed to the Core Values of the Wylie Way.

Strategy 1 Details	Formative Reviews		
Strategy 1: Principal/Assistant Principals will recognize students who exhibited Wylie Way Core Values. Golden Sword, Raising of Ship Flag, Buccaneers of the Week, and Jimmy John's Student of the Week Strategy's Expected Result/Impact: The number of students recognized. Staff Responsible for Monitoring: Administrators, Family Teachers	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: A Positive Behavior Management Support System will continue to be implemented to guide student behavior choices. Strategy's Expected Result/Impact: Number of office referrals Staff Responsible for Monitoring: Teachers, Staff, and Administrators	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Administrators and teachers will document student behaviors, keep an intervention log, and contact parents. Strategy's Expected Result/Impact: Feedback from teachers Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: School-wide participation with District Wylie Way calendar events. Strategy's Expected Result/Impact: Lesson Plans, Reflections, Surveys Staff Responsible for Monitoring: Teachers, Staff, Counselors, and Administrators	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			


Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 3: Increase the opportunity for parents and other community members to be a part of the school environment.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Continue to improve communications with parents through the use of Parent Square, Facebook, Peachjar, email, and the district website as effective ways to communicate with parents.</p> <p>Strategy's Expected Result/Impact: The number of updates and posts made each week.</p> <p>Staff Responsible for Monitoring: Webmaster, teachers, and Administrators</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Host parent meeting for Adventure Camp to encourage parents to volunteer to attend.</p> <p>Strategy's Expected Result/Impact: Agendas, Records of Meetings</p> <p>Staff Responsible for Monitoring: Administrators Teachers</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue to increase parent participation in events such as Buc Bash, PTA, Adventure Camp, Field Day, and Book Fair Family Night by promoting volunteer opportunities frequently through Parent Square.</p> <p>Strategy's Expected Result/Impact: increase in volunteers</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Provide Mentors opportunities to work with student needs. Use Parent Square and the Smore Newsletter to recruit and encourage mentors to join.</p> <p>Strategy's Expected Result/Impact: more students served</p> <p>Staff Responsible for Monitoring: Administration, Counselors</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 4: From the results of the campus character survey, we will enhance/remediate the Wylie Way core values.

Strategy 1 Details	Formative Reviews		
Strategy 1: Establish "families" where students participate in celebrations and team building. Strategy's Expected Result/Impact: Observations and feedback Staff Responsible for Monitoring: "Family" teachers and administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Incorporation of guidance lesson centered around Wylie Way Core Values. Strategy's Expected Result/Impact: Lesson Plans and feedback Staff Responsible for Monitoring: Wylie Way Writing Team teachers, Counselors, and Administrators	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Teachers will create intentional plans for students social/emotional needs shared in the survey.	Formative		
	Dec	Mar	June
			


Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 5: Prepare students for transitioning to new campus to ensure student success. (4th to 5th and 6th to 7th)

Strategy 1 Details	Formative Reviews		
Strategy 1: Campus visit for 4th to 5th transition, including parent meeting. Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Campus visit for 6th to 7th transition to Junior High School. Staff Responsible for Monitoring: Administration, Counselors	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Promote Harrison's activities at elementary campuses. Strategy's Expected Result/Impact: Visibility of Harrison students to future Buccaneers	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Promote Burnett activities to Harrison students. Strategy's Expected Result/Impact: Opportunities for Harrison students to see/interact with Burnett Staff Responsible for Monitoring: Administration, Counselors	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
Strategy 5: Provide combined camps, parties, performances, and opportunities for 6th-grade elective students to interact with junior high elective programs. Strategy's Expected Result/Impact: Continued involvement in fine arts in junior high school Staff Responsible for Monitoring: Elective Staff	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Foster a strong sense of community & ethical values in our students.

Performance Objective 6: Improve attendance rate to 97.1.

Strategy 1 Details	Formative Reviews		
Strategy 1: The attendance committee will meet with students, as needed. Staff Responsible for Monitoring: Assistant Principal Attendance Committee	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Teachers will call parents after two consecutive days of absence. Strategy's Expected Result/Impact: classroom teachers Registrar	Formative		
	Dec	Mar	June
			


Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.


Performance Objective 1: All STAAR tested subject areas will beat the state by 10% on STAAR Reading, Math, and Science.

Evaluation Data Sources: STAAR

Strategy 1 Details	Formative Reviews		
Strategy 1: Identify learning standard misconceptions and use this information to redesign targeted instruction using MAP data Strategy's Expected Result/Impact: Unit Assessments STAAR Results Benchmarks Staff Responsible for Monitoring: Teachers	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Evaluate current resources and adapt using STAAR-released questions. Strategy's Expected Result/Impact: Unit Assessments STAAR Results Staff Responsible for Monitoring: Teachers	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide professional development in higher-order thinking skills and questioning techniques including based on Question 4 in the learning cycle.	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Implementation of Fundamental Five. Strategy's Expected Result/Impact: Observations and lesson plans Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
Strategy 5: Encourage involvement in extracurricular activities to enhance character development and academic success. Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 2: Encourage involvement in extracurricular activities to enhance character development and academic success.

Evaluation Data Sources: STAAR





Strategy 1 Details	Formative Reviews		
Strategy 1: Teachers will tighten the level of questioning to increase rigor with each skill per unit. Strategy's Expected Result/Impact: Unit Assessments, MAP, and STAAR Results Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Teachers will use MAP data to find students who need and would benefit from extension activities to increase rigor. Strategy's Expected Result/Impact: Ongoing formative assessments Walk-throughs Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Offer advanced classes in reading, math, and science. Place students based on parent request or 60th percentile on MAP or STAAR. Strategy's Expected Result/Impact: Grades Unit Assessments STAAR Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Teachers will utilize seed questions during lesson implementation, for frequent small group purposeful talk and critical writing. Strategy's Expected Result/Impact: Observations, Walk-throughs, and Evaluations Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June

Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Reading strategies training for science and social studies subject areas.</p> <p>Strategy's Expected Result/Impact: increase rigor of questioning when reading any text in any subject</p> <p>Staff Responsible for Monitoring: Administration Reading Teachers</p>	Formative		
	Dec	Mar	June
<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: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 3: One hundred percent of core classes will use instructional strategies that reflect differentiation and increased levels of student engagement.





Evaluation Data Sources: Reduction of students who do not pass STAAR

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide strategies for intervention and quality small group instruction for targeted learners. -Targeted Support Strategy Strategy's Expected Result/Impact: Unit Assessments, Walk-throughs, Observations Staff Responsible for Monitoring: Learning Specialist, Administrators	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide targeted professional development to address reading, math, and science needs. Strategy's Expected Result/Impact: Unit Assessments, Walk-throughs, Observations Staff Responsible for Monitoring: Teachers, Learning Specialist, and Administrators	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Use of small group instruction to target students and SEs. Strategy's Expected Result/Impact: Observations, Walk-throughs, and evaluations Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Provide daily Intervention Time. Strategy's Expected Result/Impact: increased STAAR achievement and growth Staff Responsible for Monitoring: Administration Core Curriculum Teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.





Performance Objective 4: One hundred percent of students failing to meet state standards during the previous school year will be provided additional time and support for an increased level of student achievement.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Assess progress through formal and informal assessment. Identify students not showing growth within each skill and scaffold learning through small group instruction.</p> <p>Strategy's Expected Result/Impact: Unit Assessments RTI STAAR</p> <p>Staff Responsible for Monitoring: Teachers</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide tutoring directed towards academic interventions during the school day targeting students at risk of dropping out.</p> <p>Strategy's Expected Result/Impact: STAAR growth measure</p> <p>Staff Responsible for Monitoring: STAAR growth measure</p>	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Consistently implement systemic strategies to address specific learning needs through differentiation using MAP data and district processes.</p> <p>Strategy's Expected Result/Impact: Unit Assessments RTI STAAR MAP</p> <p>Staff Responsible for Monitoring: Administrators RTI Coordinators Teachers</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Implementation of district RtI processes.</p> <p>Strategy's Expected Result/Impact: MAP, Unit Assessments, STAAR</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative		
	Dec	Mar	June

Strategy 5 Details	Formative Reviews		
Strategy 5: Support ELL students through inclusion and RTI services. Strategy's Expected Result/Impact: STAAR, MAP Staff Responsible for Monitoring: Administrators, ELL staff	Formative		
	Dec	Mar	June
Strategy 6 Details	Formative Reviews		
Strategy 6: Special Education resource students will be provided Read 180 or Core (System 44), to improve reading skills to benefit both reading and science STAAR. Strategy's Expected Result/Impact: Meet State System Safeguards for STAAR Reading and Science Staff Responsible for Monitoring: Administration, Special Education Staff	Formative		
	Dec	Mar	June
<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: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.





Performance Objective 5: One hundred percent of HIS staff will actively participate in weekly PLT meetings to increase student achievement.

Strategy 1 Details	Formative Reviews		
Strategy 1: Focus on data analysis, best practices, and intervention. Strategy's Expected Result/Impact: Focus on data analysis, best practices, and intervention. Staff Responsible for Monitoring: Administrators, Curriculum leaders, and teachers	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: PLT focus 2024-25: -Celebrations -Harrison Campus Priorities -Data -Fundamental 5 (Critical Writing/FSGPT) -Intervention Time Strategy's Expected Result/Impact: PLC Agendas Staff Responsible for Monitoring: Administration, Team Leaders	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: 5th and 6th ELAR will follow the district's literacy plan with fidelity- -Targeted Support Strategy Strategy's Expected Result/Impact: increase in pass and advanced rates on STAAR Staff Responsible for Monitoring: Administration, ELAR Specialist, ELAR Teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.





Performance Objective 6: A dyslexia program will be offered, for all students who qualify, to increase success on reading assessments.

Evaluation Data Sources: Reading STAAR score

Strategy 1 Details	Formative Reviews		
Strategy 1: Students will use Take Flight and MTA to address their dyslexia needs. Staff Responsible for Monitoring: Dyslexia Therapist, Special Education Teacher, Administrator	Formative		
	Dec	Mar	June
<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: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 7: The district will meet the needs of the McKinney-Vento Act students, through the availability of Title I, Part A set-aside funds, and the TECHY grant.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide staff development session for district counselors and teachers.	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Utilize data to increase the awareness and needs of the McKinney-Vento Act students.	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize funds to assist with school supplies, standardized clothing, tuition, credit recovery, and other items specific to grant guidance.	Formative		
	Dec	Mar	June
<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: Maximize academic achievement for every student by cultivating collaborations among families, curriculums, and educational programs.

Performance Objective 8: Meet all federal targets for all student groups on Reading and Math STAAR in 2024-25.

Strategy 1 Details	Formative Reviews		
Strategy 1: Create monitor groups for each student group. Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Focused conversations during PLC about monitor groups and interventions. Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Tutoring groups based on data to support students in need before, during, and after school. Strategy's Expected Result/Impact: Identify and help students struggling with reading and math Staff Responsible for Monitoring: Administration RTI Teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 3: Encourage involvement in extracurricular activities to enhance character development and academic success.

Performance Objective 1: By June 2025, 100% of HIS students will increase performance by at least 10% on the fitness gram.

Strategy 1 Details	Formative Reviews		
Strategy 1: Design highly engaging lessons and activities that increase physical activity, coordination, balance, and agility. Strategy's Expected Result/Impact: Lesson plans Staff Responsible for Monitoring: PE teachers	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Progress monitor student performance changes through goal setting with each student. Strategy's Expected Result/Impact: Individual performances per grading period Staff Responsible for Monitoring: PE teachers	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Incorporate food nutrition lessons with each unit. Strategy's Expected Result/Impact: Lesson plans Staff Responsible for Monitoring: PE teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			


Goal 3: Encourage involvement in extracurricular activities to enhance character development and academic success.

Performance Objective 2: By June 2025, 100% of HIS students will have the opportunity to participate in Student Council or campus service projects that address character development, leadership, and service.

Strategy 1 Details	Formative Reviews		
Strategy 1: Recognize students who receive the Shining the Way award for character development. Strategy's Expected Result/Impact: Number of students recognized each grading period Staff Responsible for Monitoring: Character Education Coordinator	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: School participation in Christian Care Center, campus, and district service projects. Strategy's Expected Result/Impact: The number of items donated and students who participate Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Recognize students who provide campus leadership and service every Friday with Student of the Week and Jimmy John's awards. Strategy's Expected Result/Impact: Number of students recognized each grading period Staff Responsible for Monitoring: Administrators and teachers	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 3: Encourage involvement in extracurricular activities to enhance character development and academic success.

Performance Objective 3: Students will be provided opportunities for academic competition and growth.

Strategy 1 Details	Formative Reviews		
Strategy 1: District UIL academic competition will be offered for students to participate. Staff Responsible for Monitoring: UIL Coordinator Administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Students will be provided the opportunity to create student interest groups. Staff Responsible for Monitoring: Teachers Administration	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Allow vendors space to provide after-school enrichment programs for Harrison students. Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June
			





Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 1: By August 2024, ensure all new and returning teachers keep certifications current to meet the requirements of being highly qualified for their job assignment.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Coordinate with HR Department's teacher records, to ensure certification requirements are in order and update during hiring process.</p> <p>Strategy's Expected Result/Impact: Certification Records</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			





Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 2: By June 2025, ensure all teachers demonstrate effective instructional and assessment practices using best practices for teaching and learning in various disciplines.

Strategy 1 Details	Formative Reviews		
Strategy 1: Assess teacher Professional Development needs through instructional observations and training aligned with campus and district initiatives and PLC. Strategy's Expected Result/Impact: Teacher evaluations, Classroom Observations, and Walkthroughs Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Complete T-TESS walkthroughs and observations within proper timelines. Strategy's Expected Result/Impact: Performance Review Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 3: By June 2024, ensure all teachers participate in professional development opportunities to fulfill WISD and campus expectations.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide training for all staff in accordance with WISD Board Policy. Strategy's Expected Result/Impact: Professional development records, Compliance courses Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
<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: Attract, retain, develop, and value a quality staff.

Performance Objective 4: The District shall make appropriate training and other activities available to district employees in order to promote enjoyable, life-long physical activity for District employees and students.

Strategy 1 Details	Formative Reviews		
Strategy 1: Create a district-level and campus-level staff wellness committee. Strategy's Expected Result/Impact: CAT committee Nurse Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June
<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: Attract, retain, develop, and value a quality staff.


Performance Objective 5: By the end of the 2024-25 school year, Harrison will lead the climate survey for the district.

Evaluation Data Sources: district climate survey

Strategy 1 Details	Formative Reviews		
Strategy 1: Utilize a panel of teachers for hiring of new staff.	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Team building with staff at the beginning of school and monthly.	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Show appreciation of staff through PTA, notes, gifts, and actions.	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Weekly staff celebrations.	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
Strategy 5: Award a Crystal Apple to a staff member of each term.	Formative		
	Dec	Mar	June
Strategy 6 Details	Formative Reviews		
Strategy 6: Mini staff survey to check-in at least one time each term.	Formative		
	Dec	Mar	June

 No Progress





 Accomplished

 Continue/Modify

 Discontinue




Goal 4: Attract, retain, develop, and value a quality staff.

Performance Objective 6: By the end of the 24-25 school year, all language arts teachers who teach EL students will have their ESL Supplemental Certification.

Strategy 1 Details	Formative Reviews		
Strategy 1: The campus administration team will audit RLA teachers to determine who is in need of the ESL certification.	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Work in collaboration with Special Services, for non-ESL certified teachers, to obtain their ESL certification. The district will cover the costs associated with the assessment.	Formative		
	Dec	Mar	June
<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: Manage growth in a way that provides functional equity, financial responsibility, & assurance for all student needs.

Performance Objective 1: Teachers will have access to equitable resources and technology across classrooms.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide all classrooms opportunities to extend learning through web-based resources. Staff Responsible for Monitoring: Administrators and Technology	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Increase the effective use of technology as a tool to access, organize, create, and produce lessons to accomplish learning. Strategy's Expected Result/Impact: Lesson plans for embedding technology Staff Responsible for Monitoring: Administrators and Professional Development Office	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Continue to support the 1 to 1 district initiative. Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 5: Manage growth in a way that provides functional equity, financial responsibility, & assurance for all student needs.

Performance Objective 2: Students will have equitable access to resources and technology across classrooms.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide all classrooms opportunities to extend learning through web-based resources. Strategy's Expected Result/Impact: Student Products Staff Responsible for Monitoring: Teachers and Administrators	Formative		
	Dec	Mar	June
<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: Manage growth in a way that provides functional equity, financial responsibility, & assurance for all student needs.

Performance Objective 3: Class sizes will be maintained at a reasonable size that ensures effective instruction and monitoring.

Strategy 1 Details	Formative Reviews		
Strategy 1: Monitor class sizes to ensure reasonable student-to-teacher ratios. Strategy's Expected Result/Impact: Master Schedule Staff Responsible for Monitoring: Administrators and Counselor	Formative		
	Dec	Mar	June
<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 6: Prepare students for a successful life beyond high school through experiences that prepare them for the future workforce.

Performance Objective 1: By June 2025, increase opportunities for all students to use technologies and web tools to express ideas, solve problems, share information, and create products representing their learning.

Strategy 1 Details	Formative Reviews		
Strategy 1: Use of Google classroom for communication and collaboration among students and staff. Staff Responsible for Monitoring: Administration Teachers	Formative		
	Dec	Mar	June
<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 6: Prepare students for a successful life beyond high school through experiences that prepare them for the future workforce.

Performance Objective 2: College and Career Readiness will be emphasized with students.

Strategy 1 Details	Formative Reviews		
Strategy 1: Mapping your Future Monday, during reading classes to promote career choices and opportunities. Staff Responsible for Monitoring: Principal Science Keyboarding Teacher	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: 5th grade students will receive instruction, during Keyboarding class to explore colleges and careers. Staff Responsible for Monitoring: Principal Teacher	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: College week will be celebrated and emphasized in March. Staff Responsible for Monitoring: Counselors	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: District-wide Think College Thursday will be celebrated with staff and students. Staff Responsible for Monitoring: Administration Counselor	Formative		
	Dec	Mar	June
<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 7: Celebrate our excellence.

Performance Objective 1: Celebrate our Buccaneers each term at Buc Bash.

Strategy 1 Details	Formative Reviews		
Strategy 1: Publicly recognize students for character and performance in the classroom. Staff Responsible for Monitoring: Student Recognition Committee Administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Teachers will recognize teachers at each Buc Bash with the Crystal Apple. Staff Responsible for Monitoring: Administration Teachers	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Facebook live stream the assembly for maximum participation. Read comments left by parents to students. Staff Responsible for Monitoring: Administration	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			





Goal 7: Celebrate our excellence.

Performance Objective 2: Students will be recognized weekly for performance.

Strategy 1 Details	Formative Reviews		
Strategy 1: Classroom teachers will pick a student of the week to be recognized at the end of the day Friday. Staff Responsible for Monitoring: Classroom teachers Administration	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Teachers will use Family Time to recognize students within their ship. Staff Responsible for Monitoring: Classroom Teachers	Formative		
	Dec	Mar	June
<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 7: Celebrate our excellence.

Performance Objective 3: Teachers will celebrate students with an end-of-the-year event.

Strategy 1 Details	Formative Reviews		
Strategy 1: Field Day will be used as a celebration for all students. Staff Responsible for Monitoring: PE Teachers Classroom Teachers PTA Administration	Formative		
	Dec	Mar	June
<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 8: Continuously improve and prioritize safety measures to ensure the well-being and security of students and staff.

Performance Objective 1: By June 2025, 100% of HIS students will have participated in school safety drills in accordance with board policy.

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct regular safety, disaster, obstructed and unobstructed fire drills, and intruder drills as scheduled intervals. Strategy's Expected Result/Impact: Disaster drill log Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide training for all staff in accordance with board policy. Strategy's Expected Result/Impact: Professional Development records, Compliance Courses Staff Responsible for Monitoring: Administrators	Formative		
	Dec	Mar	June
			

Goal 8: Continuously improve and prioritize safety measures to ensure the well-being and security of students and staff.

Performance Objective 2: Provide Harrison with a Campus Security Officer.

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct door checks daily.	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Be visible to students, staff, and the community.	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Build relationships with students to help receive concerns.	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
Strategy 4: Assist with exterior transitions, recess, and outdoor activities for maximum safety.	Formative		
	Dec	Mar	June
<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 8: Continuously improve and prioritize safety measures to ensure the well-being and security of students and staff.

Performance Objective 3: Utilize the Burnett/Harrison Student Resource Officer.

Strategy 1 Details	Formative Reviews		
Strategy 1: Inform students about important campus safety issues that may impact them directly.	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Be visible to students, staff, and the community.	Formative		
	Dec	Mar	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Build relationships with students to help receive concerns.	Formative		
	Dec	Mar	June
