Hamshire-Fannett Independent School District

Hamshire-Fannett High School

2024-2025 Campus Improvement Plan

Mission Statement

It is the mission of HFHS to create an inclusive, collaborative school culture that focuses on problem-solving strategies, promotes integrity, mutual accountability, and intellectual curiosity in order to help our students find success in the classroom and beyond.

Vision

We believe that the most promising strategy for achieving the mission of our school is to develop our capacity to function as a professional learning community. We envision a school in which staff:

Collaborates to achieve student growth.
Models academic and personal integrity to our students.
Welcomes all students and responds to their needs.
Inspires intellectual curiosity.
Holds themselves and their students accountable to the values of the campus.

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Demographics

Demographics Summary

For the 2021-2022 school year, Hamshire-Fannett High School housed about 604 students and 58 staff members. Information is based on the last four years of TAPR reports. The current enrollment for the 2023-2024 school year is 623

	2022-2023 *report not released	2021-2022	2020-2021	2019-2020	2018-2019
Student Enrollment		604	582	577	557
African American		11.6%	10.8%	11.4%	7.7%
Hispanic		19.5%	17.7%	17.2%	17.4%
White		65.6%	68.0%	67.8%	71.3%
Eco. Dis.		32.3%	31.4%	54.6%	46.3%
EL		1.7%	2.2%	2.1%	1.6%
At-Risk		49.5%	43.5%	62.9%	52.4%
Sp. Ed.		6.8%	5.8%	5.9%	7.5%

Teacher Experience	2022-2023 *report not released	2021-2022	2020-2021	2019-2020	2018-2019
Beginning Teachers		6.0%	6.2%	15.0%	9.2%
1-5 Years		43.4%	42.4%	35.0%	40.2%
6-10 Years		9.5%	12.6%	14.3%	13.8%
11-20 Years		16.3%	13.0%	8.6%	9.2%
Over 20 Years		14.5%	25.9%	27.2%	27.6%

Hamshire-Fannett High School while showing steady growth has been consistent in enrollment numbers and percentages of different subgroup populations for the last three years.

Student Learning

Student Learning Summary

Percent of Students Approaching Grade Level

EOC Test	Campus 2022	Campus 2021	Campus 2019	Campus 2018	State 2022	State 2021	State 2019	State 2018
English 1	69%	74%	78%	70%	65%	67%	68%	65%
English 2	75%	77%	70%	78%	72%	71%	68%	67%
Algebra 1	83%	61%	82%	90%	76%	73%	85%	83%
Biology	91%	89%	89%	88%	83%	82%	88%	87%
US History	90%	90%	90%	93%	89%	88%	93%	92%

Percent of Students Approaching/Meeting/Mastering Grade Level

2023 EOC Test	Campus Approaches	State Approaches	Campus Meets	State Meets	Campus Masters	State Masters
English 1	78%	71%	61%	40%	11%	14%
English 2	82%	74%	32%	47%	10%	9%
Algebra 1	61%	78%	14%	45%	3%	24%
Biology	95%	89%	62%	35%	20%	22%
US History	97%	95%	54%	32%	17%	39%

	Campus Class of 2022 *Report not released	Campus Class of 2021	Campus Class of 2020	Campus Class of 2019	Campus Class of 2018	Campus Class of 2017	State Class of 2020	State Class of 2019	State Class of 2018	State Class of 2017
Graduated 4-Yr Rate Longitudinal		96.9%	94.8%	95.3%	96.7%	96.2%	90.3%	90.0%	90.0%	90.1%
FHSP, Recommended or Distinguished Plan Graduates		96.7%	98.4%	95.9%	97.4%	89.6%	87.8%	87.6%	86.8%	88.5%
College-Ready Graduates ELA		51.2%	62.9%	70.2%	73.3%	57.9%	59.7%	60.7%	58.2%	53.2%
College-Ready Graduates Mathematics		31.2%	28.8%	49.2%	50.0%	40.5%	47.9%	48.6%	46.0%	42.0%
Postsecondary Credit 9+ Hours		19.2%	27.3%	33.9%	30.2%	29.4%	24.6%	23.1%	20.7%	19.9%
CTE Coherent Sequence Graduate		40%	N/A	N/A	78.4%	55.6%	N/A	N/A	38.7%	50.5%
Average SAT Score All Subjects		971	1018	1067	1073	1022	1019	1027	1036	1019

	Campus Class of 2022 *Report not released	Campus Class of 2021	Campus Class of 2020	Campus Class of 2019	Campus Class of 2018	Campus Class of 2017	State Class of 2020	State Class of 2019	State Class of 2018	State Class of 2017
Average SAT Score ELA		500	527	546	546	520	513	517	521	512
Average SAT Score Mathematics		471	492	521	527	502	506	510	515	507
Average ACT Score All Subjects		22	20.8	21.7	22.5	20.5	20.2	20.6	20.6	20.3
Average ACT Score ELA		22.9	21.0	21.8	22.4	20.3	19.9	20.3	20.3	19.9
Average ACT Score Mathematics		20.9	19.2	21.0	21.7	20.2	20.1	20.4	20.6	20.4
Average ACT Score Science		22	21.3	21.6	22.9	20.9	20.5	20.8	20.9	20.6

The SAT is not required for college entrance. This criterion was removed during the COVID-19 pandemic and has not returned as a requirement.

	Campus Class of 2021 *will be released with the 22-23 TAPR report	Campus Class of 2020	Campus Class of 2019	Campus Class of 2018	Campus Class of 2017	Campus Class of 2016	State Class of 2019	State Class of 2018	State Class of 2017	State Class of 2016
Graduates Enrolled in TX Institution of Higher Ed.		63.6%	66.9%	62.9%	63.5%	56.4%	52.6%	53.4%	54.6%	54.7%
Graduates Enrolled in TX IHE Completing One Year Without Remediation		N/A	45.2%	64.8%	55.3%	62.7%	42.2%	60.7%	59.2%	55.7%

Student Learning Strengths

- Graduation 4-year longitudinal rate for the class of 2021 improved since 2020 to was 96.9% (6 points above state average)
- The 2023 STAAR scores improved in 4 of the 5 test from the previous year.
- 2021 graduated 61 senior identified as at-risk students, which was almost half of the graduating class

School Processes & Programs

School Processes & Programs Summary

Hamshire-Fannett High School curriculum is aligned with the Texas State Standards and 21st Century Learning requirements. Teachers are expected to to have all lesson plans on Eduphoria or google documents that use scope and sequence, common vocabulary, technology, real world analogies, and additional research based lessons. Teachers work collaboratively with their departments to vertically align courses, share educational resources, and exchange ideas on best practices for delivery of instruction.

Our district provides excellent support for special needs students and related services, such as physical therapy, occupational therapy, auditory impairment services, vision impairment services, speech therapy, and special education counseling. Parents of special needs students are provided access to materials and parent training seminars at no cost. We continue to provide targeted staff development in many areas, including autism, ADHD, discipline, ESL, and GT. Dyslexic students are serviced by a trained dyslexic teacher. 504 services and accommodations are provided to students who meet 504 criteria. A select group of teachers are also part of our Instructional Coaching program and work closely with our instructional coach to learn and refine the use of their instructional strategies to address the rigor in their area as well as classroom management techniques to ensure students are in an engaging, safe, and productive learning environment.

The district uses the TalentED recruiting program to advertise personnel openings. This is a web based program allowing people inside and outside of our area to review available positions and apply if interested. In addition to this program the campus and district uses Region 4 and Region 5 websites to review teachers that have applied through their system and contact them if they meet the certification requirements for open positions. The district and the campus principals attend area job fairs to find qualified teachers.

All new teachers to the campus are assigned a mentor teacher for support in the areas of discipline, academics and campus procedures. In addition, all teachers are expected to attend all district/campus staff development days during the school year. The campus uses outside resources, such as Region 5, when teachers have requested or are required to attend additional training.

Hamshire-Fannett ISD is committed to integrating Chromebooks and Google devices into the classroom. A Chromebook allows our students access to Google Apps for Education, Google Classroom, and many other web-based educational tools. In the 2018-2019 school year, the high school became a one-to-one campus with every student and teacher being issued a Chromebook to be used for instructional purposes including the use of digital textbooks. Additional training for staff has been conducted and will continue so teachers can effectively integrate technology into their lessons. The teachers have access to an instructional strategies library for teachers to gain professional development at their own convenience and pace.

School Processes & Programs Strengths

- TalentED recruiting program for application and staffing management.
- Strong CTE participation by students including adding 2 CTE organizations: TAFE & HOSA
- Mentor teacher program for new teachers.
- One-to-one student Chromebook distribution.
- Teacher Instructional Leadership program implemented with support from Region 5 in 2022. Moving forward, the instructional coach and principal will support teachers enrolled in the program by providing feedback to teachers in the TIL program based on the instructional framework designed by the service center.

Perceptions

Perceptions Summary

A district wide survey was available to staff members as well as parents of students. A survey was not conducted for the spring of 2020, 2021, 2022 nor 2023.

- The Survey was conducted in late spring of 2019.
- Staff and community members received a survey invitation via email, which contained a unique access code. Each access code could only be used once to take the survey.

Perceptions Strengths

Parent survey:

- **89% of parents agree that the district uses technology effectively to support teaching**
- **96% of parents agree that their child has a good relationship with at least one adult at school**
- **88% of parents agree that parent-teacher conferences provide productive communication**
- **81% of parents agree that their child feels safe at school**

Staff survey:

- **88% of staff believe that learning targets and curriculum objectives for their job assignment are clear**
- **81% of staff think the district offers high quality academic programs**
- **91% of staff are proud of our district**
- **91% of staff enjoy being involved in District affiliated activities outside the normal day**
- **92% of staff fell they have the flexibility to do their job the way they think is most effective**

*The department chairs and site-base members believe the communication goal is no longer needed. This goal was achieved by the principal utilizing a campus Remind to send text to the entire staff, group message with campus admin & department chairs on campus operations, six weeks newsletter to families, and Marla's Monday Message with key campus/staff information.

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)

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Local benchmark or common assessments data
- State-developed online interim assessments

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically disadvantaged / Non-economically disadvantaged performance 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
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Dyslexia data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Student surveys and/or other feedback
- Enrollment trends

Employee Data

- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data

Parent/Community Data

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

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: ACADEMIC ACHIEVEMENT: Hamshire-Fannett High School will obtain a rating of "B" or higher on state accountability reporting and increase the percentage of graduates that meet the criteria for CCMR to 88% by August 2025

Performance Objective 1: 60% of students score at the "Meets Grade Level" or higher on all STAAR/EOC assessments in high school.

Evaluation Data Sources: TAPR, TEA Accountability Data, Eduphoria, STAAR reports

Strategy 1 Details	Reviews			
Strategy 1: Identify Essential Standards using the R.E.A.L (Readiness, Endurance, Assessed, Leverage) Method. Use CFA's to identify strengths and weakness to identify areas that need to be addressed and celebrated. PLC agenda's will focus on the driving questions: 1. What do we want our students to be able to know and do (learn)? 2. How will we know they learned it? 3. What do we do when they don't? 4. What do we do when they do?	**Formative**			**Summative**
	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: STAAR reports, CFA's, TAPR, State and Federal report cards **Staff Responsible for Monitoring:** Core Area Teachers Counselor Administration **Funding Sources:** - 199 - State Compensatory Ed (SCE): State				

Strategy 2 Details	Reviews			
Strategy 2: Use Regional Service Centers (4 and 5) to train teachers in research based strategies for the classroom.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR reports, CFA's, TAPR, State and Federal report cards	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Administrators Teachers Department Heads				

Strategy 3 Details	Reviews			
Strategy 3: Continue sending AP and Honors teachers along with other core area teachers by rotation to AP-training to learn on how to use research based instruction and strategies in the classroom.	**Formative**			**Summative**
Strategy's Expected Result/Impact: STAAR reports, CFA's, TAPR, State and Federal report cards, state accountability index reports	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Administration Higher Ed Coordinator Counselors				

Strategy 4 Details	Reviews			
Strategy 4: The math department has identified 23 essential math concepts that students must master. The department is spiraling these concepts using weekly assessments to track their growth. Students will also be required to do these without a calculator due to calculator restrictions on the TSI and SAT exams.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Higher meets percentage on STAAR, increase college readiness on TSI math scores, increase SAT math scores.				

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

Goal 1: ACADEMIC ACHIEVEMENT: Hamshire-Fannett High School will obtain a rating of "B" or higher on state accountability reporting and increase the percentage of graduates that meet the criteria for CCMR to 88% by August 2025

Performance Objective 2: Maintain the 4 year Longitudinal Graduation Rate at 100%.

   Evaluation Data Sources: TAPR, State Accountability

Strategy 1 Details			Reviews		
Strategy 1: Offer tutorials, remediation classes and credit recovery.		**Formative**			**Summative**
Strategy's Expected Result/Impact: State reports, Accountability reports, Distinctions		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers Counselor					

Strategy 2 Details			Reviews		
Strategy 2: Market CTE programs and certification for students' varied interest.		**Formative**			**Summative**
Strategy's Expected Result/Impact: State reports, distractions, accountability reports		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: CTE teachers \Administration Counselor Higher Ed Coordinator					

Strategy 3 Details			Reviews		
Strategy 3: Teacher/Parent/Administrator conferences with parents whose students are absent more than 10% of a semester.		**Formative**			**Summative**
Strategy's Expected Result/Impact: State reports, accountability reports		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Attendance Clerk Attendance committee Counselor					

Strategy 4 Details		Reviews			
Strategy 4: Identify and enroll at-risk students in Teen Leadership class. Train all staff on Capturing Kids Hearts to use the EXCEL model in class.		**Formative**			**Summative**
Strategy's Expected Result/Impact: TAPR, State Accountability Reports **Staff Responsible for Monitoring:** Teachers Counselors Administration		**Oct**	**Jan**	**Mar**	**June**

Strategy 5 Details		Reviews			
Strategy 5: Continue providing Teen Leadership classes for At -Risk students at the high school campus.		**Formative**			**Summative**
Strategy's Expected Result/Impact: At-risk students will maintain engagement. **Staff Responsible for Monitoring:** Principal,		**Oct**	**Jan**	**Mar**	**June**

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

Goal 1: ACADEMIC ACHIEVEMENT: Hamshire-Fannett High School will obtain a rating of "B" or higher on state accountability reporting and increase the percentage of graduates that meet the criteria for CCMR to 88% by August 2025

Performance Objective 3: Maintain the Foundation High School Plan with Endorsement/Distinguished Graduation Plan annual rate of at least 95%.

   Evaluation Data Sources: TAPR, State Accountability

Strategy 1 Details	Reviews			
Strategy 1: Counselor and Higher Ed. Coordinator will monitor students' progress toward Distinguished Graduation Plan each year from 9th through 12th grade.	**Formative**			**Summative**
Strategy's Expected Result/Impact: State Accountability report	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Higher Ed Coordinator Counselor Teachers				

Strategy 2 Details	Reviews			
Strategy 2: Continue to require all students to take Algebra II as part of the graduation plan.	**Formative**			**Summative**
Strategy's Expected Result/Impact: State Accountability Report	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers Counselor Higher Ed Coordinator				

Strategy 3 Details	Reviews			
Strategy 3: Continue MTSS (Multi-Tiered Systems of Support) training for teachers to help remediation of students who are struggling with a specific course .	**Formative**			**Summative**
Strategy's Expected Result/Impact: State Accountability Report	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers Counselor				

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

Goal 1: ACADEMIC ACHIEVEMENT: Hamshire-Fannett High School will obtain a rating of "B" or higher on state accountability reporting and increase the percentage of graduates that meet the criteria for CCMR to 88% by August 2025

Performance Objective 4: Increase the percent of advanced placement tests student score of 3 or higher.

Evaluation Data Sources: TAPR, State Accountability

Strategy 1 Details				Reviews			
Strategy 1: Continue to offer AP classes to meet the needs of all students.				**Formative**			**Summative**
Strategy's Expected Result/Impact: State Accountability Reports				**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers Counselors Higher Ed Coordinator							

Strategy 2 Details				Reviews			
Strategy 2: All AP/Honors Teachers will attend advanced training to increase the rigor taught in the curriculum about research based instruction.				**Formative**			**Summative**
Strategy's Expected Result/Impact: State Accountability Report				**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers Counselor Higher Ed Coordinator							

Strategy 3 Details				Reviews			
Strategy 3: Use the Regional Service Centers to increase training for teachers for best practices and researched based instruction.				**Formative**			**Summative**
Strategy's Expected Result/Impact: State Accountability Report				**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration High Ed Coordinator Counselor							

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

Goal 1: ACADEMIC ACHIEVEMENT: Hamshire-Fannett High School will obtain a rating of "B" or higher on state accountability reporting and increase the percentage of graduates that meet the criteria for CCMR to 88% by August 2025

Performance Objective 5: Increase the percentage of college and career-ready graduates by meeting at least one of the seven criteria.

    High Priority

    Evaluation Data Sources: TAPR, State Accountability reports

Strategy 1 Details	Reviews			
Strategy 1: Give the TSI to all students before graduation to help met college ready standard in all subjects.	**Formative**			**Summative**
Strategy's Expected Result/Impact: State Accountability Report	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators Counselor Higher Ed Coordinator				

Strategy 2 Details	Reviews			
Strategy 2: Ensure students are aware of the SAT/ACT resources that are free including Khan Academy allowing students to have personalized instructional practice.	**Formative**			**Summative**
Strategy's Expected Result/Impact: SAT/ACT 3 % above state average and 6% above regional average	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Counselor Higher Ed Coordinator				

Strategy 3 Details	Reviews			
Strategy 3: Administer the SAT through SAT School Day to all juniors and provide SAT/ACT dates and deadlines along with other opportunities in the Longhorn Lookout, social media, Facebook page, Twitter and Class Google Classrooms.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Avg SAT/ACT scores	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Higher Ed Coordinator Counselor				

Strategy 4 Details	Reviews			
Strategy 4: Continuing to offer and pay for the PSAT to 10th and 11th graders to show growth as they prepare for the SAT.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Avg SAT/ACT scores **Staff Responsible for Monitoring:** Higher Ed Coordinator Counselor Administration	**Oct**	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			
Strategy 5: Utilize College Bridge in Statistics and English 4 courses to improve scores in TSI. Juniors will do a TSI prep Boot Camp in English 3 and Algebra 2 before taking the TSI.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase 5%-10% in College Ready Graduates **Staff Responsible for Monitoring:** Higher Ed Coordinator Counselor Administration	**Oct**	**Jan**	**Mar**	**June**

Strategy 6 Details	Reviews			
Strategy 6: Honors Algebra 2 students will enroll in Tarleton State dual enrollment for College Algebra credit	**Formative**			**Summative**
Strategy's Expected Result/Impact: By increasing the expectations and rigor of courses, students' understanding and knowledge of the content will improve. **Staff Responsible for Monitoring:** Honors Algebra 2 teachers Math department chair Instructional coach Counselor Higher Ed Coordinator Administration	**Oct**	**Jan**	**Mar**	**June**

Strategy 7 Details	Reviews			
Strategy 7: Continue to offer Program of Study courses aligned to an industry-based certification based on the approved list by TEA.	**Formative**			**Summative**
Strategy's Expected Result/Impact: A higher number of students completing POS to take the certification tests and earn the CCMR point. **Staff Responsible for Monitoring:** Higher Education Coordinator, Counselor, Principal **TEA Priorities:** Connect high school to career and college	**Oct**	**Jan**	**Mar**	**June**

Strategy 8 Details	Reviews			
Strategy 8: Partner with military representatives to allow them to come to campus to speak with students and collaborate to gain information.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Students will be more informed on career options after graduation in regards to the military branches. **Staff Responsible for Monitoring:** Higher Education Coordinator, Counselor, Principal **TEA Priorities:** Connect high school to career and college				

Strategy 9 Details	Reviews			
Strategy 9: Increase the percentage of students who complete 9 or more hours of post-secondary credit, or 3 hours in math or English of post-secondary credit.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Students will earn a CCMR point by taking dual credit courses. **TEA Priorities:** Connect high school to career and college				

Strategy 10 Details	Reviews			
Strategy 10: Use Region 5 personnel for training, information and updates. Continue to investigate and research other schools with higher IBC's.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Staying current with allowable IBCs by TEA will help the campus take the approved certification tests to earn CCMR credit. Visiting other schools will provide ideas for refining and improving our CTE department. **Staff Responsible for Monitoring:** Higher Education Coordinator, Counselor, CTE department chair, CTE teachers, Principal **TEA Priorities:** Connect high school to career and college				

Strategy 11 Details	Reviews			
Strategy 11: Offer student incentives and rewards for earning CCMR points (grad cords)	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Students will want graduation cords and take appropriate steps to ensure they earn them. **Staff Responsible for Monitoring:** Higher Education Coordinator, Counselor, Principal, CTE department chair, CTE teachers **TEA Priorities:** Connect high school to career and college				

Strategy 12 Details	Reviews			
Strategy 12: Juniors and seniors will have the opportunity to take the ASVAB at least twice a year.	Formative			Summative
Strategy's Expected Result/Impact: Students will learn about their strengths and help them determine a career. **Staff Responsible for Monitoring:** Higher Education Coordinator, Counselor	Oct	Jan	Mar	June

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

Goal 1: ACADEMIC ACHIEVEMENT: Hamshire-Fannett High School will obtain a rating of "B" or higher on state accountability reporting and increase the percentage of graduates that meet the criteria for CCMR to 88% by August 2025

Performance Objective 6: Increase high school attendance rate to 96% or higher for the school year.

    Evaluation Data Sources: TAPR, State Accountability Reports

Strategy 1 Details	Reviews			
Strategy 1: Implement New Truancy laws	**Formative**			**Summative**
Strategy's Expected Result/Impact: TAPR, State Accountability reports	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration				

Strategy 2 Details	Reviews			
Strategy 2: Continue and increase parent involvement with conferences and send home attendance letters to discuss student(s) who are continually absent.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: TAPR, State Accountability reports **Staff Responsible for Monitoring:** Administration				

Strategy 3 Details	Reviews			
Strategy 3: Implemented higher criteria to meet the exam exemption incentives for high school students that meet the campus attendance and academic guidelines for exemptions.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: TAPR, State Accountability **Staff Responsible for Monitoring:** Administration Teachers				

Strategy 4 Details	Reviews			
Strategy 4: Immediate parent notifications of students who are absent and tardy receive an email from Skyward.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increasing school and parent communication will prompt better student behavior when both are involved.	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Attendance Clerk Counselor Administration **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction				

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

Goal 2: OPERATIONAL: Hamshire-Fannett High School will provide a safe and secure environment for all students and staff.

Performance Objective 1: Train 100% of the staff on EOP procedures and processes.

   Evaluation Data Sources: Sign- sheets, certificates ,

Strategy 1 Details		Reviews			
Strategy 1: Plan Staff Development Days to reinforce EOP procedures and process at the high school campus.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Staff morale will increase as a result of clear expectations in possible crisis.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration					
Strategy 2 Details		**Reviews**			
Strategy 2: Include local law enforcement when training for EOP.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Cooperation will extend feeling of preparedness which makes people feel safe and prepared for a situation.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration					
Strategy 3 Details		**Reviews**			
Strategy 3: Implemented interior door directive to keep classroom doors locked. This is above the state requirement of keeping exterior doors locked.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Safer campus		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All Campus Staff					
Strategy 4 Details		**Reviews**			
Strategy 4: Implemented and trained staff on our silent panic alert technology program, RAPTOR.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved, clear and concise communication as a campus to provide a more safe campus.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All Campus Staff					

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

Goal 2: OPERATIONAL: Hamshire-Fannett High School will provide a safe and secure environment for all students and staff.

Performance Objective 2: The number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use will be reduced by 3% as measured by PEIMS and number of discipline referrals.

    Evaluation Data Sources: Sign in sheets, PEIMS data, Skyward data

Strategy 1 Details	Reviews			
Strategy 1: Provide training for faculty in the areas of how to recognize potentially violent situations and procedures to follow to prevent violence.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Decrease incidents of violence on school campuses	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Superintendent Campus Principals				

Strategy 2 Details	Reviews			
Strategy 2: Establish line of communication between the school administration and students to encourage reporting of possible or potential helpful information to prevent violent incidents. P3 TIPS is our Crime Stoppers App for students or parents to make reports.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Decrease incidents of violence on school campuses	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: School administration				

Strategy 3 Details	Reviews			
Strategy 3: Increase presence of law enforcement agencies/officers on campus at both predictable and unpredictable days and events.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Reduce the number of incidents involving violence to include even Dating Violence, tobacco, Alcohol, and Other Drug use as measured by PEIMS and number of discipline referrals.	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: School Administration				

Strategy 4 Details	Reviews			
Strategy 4: Enforce HFISD policy FFH (local) that prohibits dating violence along with other types of harassment for students and employees.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Maintain low incidence of dating violence, increase awareness of dating violence issues, reduce harassment issues and increase the feeling of safety by the students.	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration				

Strategy 5 Details	**Reviews**			
Strategy 5: Students caught with tobacco and illegal substances assigned to DAEP will complete the Catch My Breath course in Google Classroom. This course was designed by the Texas School Safety Center and personalized for HFHS students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Students will receive substance abuse coursework to understand the effects of substance abuse. Students will discontinue use. **Staff Responsible for Monitoring:** DAEP Teacher HS Administration				

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

Goal 2: OPERATIONAL: Hamshire-Fannett High School will provide a safe and secure environment for all students and staff.

Performance Objective 3: Incidences of bullying will continue to decrease. Utilize the bullying forms provided by Walsh Anderson Law Firm.

    Evaluation Data Sources: PEIMS reports, discipline referrals

Strategy 1 Details				Reviews			
Strategy 1: A bullying report form will be placed on the HF school website.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase awareness of student behavior and feeling of safety at the school by students and parents as indicated on Spring community survey.				**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Technology							

Strategy 2 Details				Reviews			
Strategy 2: Continue Teen Leadership classes.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Number of incidents involving violence including dating violence, tobacco, alcohol, and other drug use will be reduced by 3% as measured by the PEIMS report along with discipline referral.				**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Curriculum department Administration							

Strategy 3 Details				Reviews			
Strategy 3: Bring in anti-bulling programs to help reduce the number of incidents involving violence including dating violence, tobacco, alcohol, and other drug use.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Number of incidents involving violence including dating violence, tobacco, alcohol, and other drug use will be reduced by 3% as measured by the PEIMS report along with discipline referral.				**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration							

Strategy 4 Details				Reviews			
Strategy 4: Utilizing the P3 Crimestoppers app to anonymously report bullying and/or other substance abuse or violence on campus.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Investigating reports will help address problems on campus.				**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal							

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

Goal 3: LEADERSHIP: Hamshire-Fannett High School will establish a positive campus culture.

Performance Objective 1: Hamshire-Fannett HS will increase the email and electronic communications to parents, staff and community members concerning school events, grading periods, positive notifications, and all pertinent information.

    Evaluation Data Sources: Keep log of Blackboard messages, campus & district Facebook, and the number of parents that ask to be removed from the list.

Strategy 1 Details	Reviews			

Strategy 1: Notify parents of progress reports and report card day; notify parents of extracurricular activities involving the community;school calendar changes.
    Strategy's Expected Result/Impact: Increase communication with parents, staff, and community members which will better results on next year survey.
Increase participation at all events at the high school.
    Staff Responsible for Monitoring: Administration
	Formative			**Summative**

	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			

Strategy 2: Recognize teams, organizations and groups for their achievements on the school website, Facebook, Twitter and Instagram.
    Strategy's Expected Result/Impact: Increase pride and tradition in our school and with our students. Increase parent, staff, and student participation in these events. Build positive connections with community members.
    Staff Responsible for Monitoring: Administration
Sponsors of organizations, teams, and groups.
	Formative			**Summative**

	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			

Strategy 3: Continue to be visible on the campus and have an open door policy for teachers, community, parents, and administrators to collaborate on ideas for the district.
    Strategy's Expected Result/Impact: Increase pride and tradition in our school and students. Increase parent, staff, and community participation in all events building positive connections.
    Staff Responsible for Monitoring: Administration
	Formative			**Summative**

	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Maintain communication with families to improve student success. This includes the Longhorn Minutes, which is our six weeks family newsletter covering campus activities and celebrating classroom and co-curricular achievements.	**Formative**			**Summative**
	Oct	Jan	Mar	June

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

Goal 3: LEADERSHIP: Hamshire-Fannett High School will establish a positive campus culture.

Performance Objective 2: A majority of HFHS staff will have a positive view on how discipline is handled on campus.

Evaluation Data Sources: District staff survey data.

Strategy 1 Details	Reviews			
Strategy 1: Student discipline will be addressed in a consistent manner taking into account the specific details of each discipline infraction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Staff survey perception will improve. **Staff Responsible for Monitoring:** Principal Assistant Principal	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Staff were trained on how to enter discipline referrals in Skyward to address behaviors more timely. Parents can also see discipline notes to support efforts to reduce behaviors.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved classroom behaviors **Staff Responsible for Monitoring:** Teachers Administration	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Staff receive monthly campus discipline reports to inform them of behaviors being seen and addressed on campus.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Staff will feel supported in administration efforts to decrease classroom disruptions. **Staff Responsible for Monitoring:** Principal, Assistant Principal **ESF Levers:** Lever 3: Positive School Culture	Oct	Jan	Mar	June

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

Goal 3: LEADERSHIP: Hamshire-Fannett High School will establish a positive campus culture.

Performance Objective 3: HFHS will increase the staff quality, recruitment, and retention of teachers.

Evaluation Data Sources: TAPR report, T-TESS, State assessment results

Strategy 1 Details		Reviews			
Strategy 1: Pay for professional development opportunities for staff members.		**Formative**			**Summative**
Strategy's Expected Result/Impact: TAPR, T-Tess, retention and support of staff		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration					

Strategy 2 Details		Reviews			
Strategy 2: Mentor and support new staff members at HFHS.		**Formative**			**Summative**
Strategy's Expected Result/Impact: TAPR, T-Tess, Mentoring Guidelines		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Higher Ed Coordinator Counselor					

Strategy 3 Details		Reviews			
Strategy 3: High school administration will attend job fairs to recruit certified and highly qualified teachers.		**Formative**			**Summative**
Strategy's Expected Result/Impact: recruit and maintain \certified teachers and staff		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration					

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

Goal 3: LEADERSHIP: Hamshire-Fannett High School will establish a positive campus culture.

Performance Objective 4: Implement tier 1 social-emotional learning program, Capturing Kids Hearts.

Evaluation Data Sources: Office referrals

Strategy 1 Details	Reviews			
Strategy 1: Classroom walkthroughs will ensure the SEL program is implemented with fidelity.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Continuous administration seen in the classroom will increase the use of CKH strategies and teacher accountability of using the program.	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers				
ESF Levers: Lever 3: Positive School Culture				

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

Goal 4: LEADERSHIP: Hamshire-Fannett High School will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

Performance Objective 1: Continue to increase the participation of students in all Academic UIL activities.

Evaluation Data Sources: Members of UIL academic teams

Strategy 1 Details	Reviews			
Strategy 1: Advocate for the various programs and encourage participation.	**Formative**			**Summative**
Strategy's Expected Result/Impact: More participation in UIL events- UIL district, regionals and state competition	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers UIL Sponsors UIL Department head				

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

Goal 4: LEADERSHIP: Hamshire-Fannett High School will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

Performance Objective 2: Continue to increase participation rates of students in all Athletic UIL.

    Evaluation Data Sources: Member of UIL sports teams

Strategy 1 Details	Reviews			
Strategy 1: Continue to offer summer programs to keep athletes around the campus during the summer and involved with the coaching staff.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased participation in all athletic events. **Staff Responsible for Monitoring:** Athletic Director Coaching Staff	**Oct**	**Jan**	**Mar**	**June**

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

Goal 4: LEADERSHIP: Hamshire-Fannett High School will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

Performance Objective 3: Continue to increase students advancing to various regional and state competition.

Strategy 1 Details		Reviews			
Strategy 1: Provide opportunities for more students to participate in competitions held in the fall and spring.		**Formative**			**Summative**
Strategy's Expected Result/Impact: There will be students who participate in the actual events on UIL competition days.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers UIL Sponsors UIL Department head Various sponsors					

Strategy 2 Details		Reviews			
Strategy 2: Make all students aware that they will qualify to apply for TILF Scholarships only if they qualify at the state level of UIL.		**Formative**			**Summative**
Strategy's Expected Result/Impact: There will be students who participate in the actual events on UIL competition days.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration Teachers UIL Sponsors UIL Department head Various sponsors					

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

Goal 4: LEADERSHIP: Hamshire-Fannett High School will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

Performance Objective 4: Continue to increase participation in CTE organizations throughout the campuses.

    Evaluation Data Sources: Number of students in each CTE organization

Strategy 1 Details		Reviews			
Strategy 1: Continue to provide funding for competitive events to include travel and entry expenses.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student opportunities for CTSOs. **Staff Responsible for Monitoring:** Administration CTE teachers		**Oct**	**Jan**	**Mar**	**June**

Strategy 2 Details		Reviews			
Strategy 2: Continue to provide memberships for teachers/ sponsors for professional educator organizations related to their assignments.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student opportunities for college and career readiness, personal growth, and career success. **Staff Responsible for Monitoring:** Administration CTE teachers		**Oct**	**Jan**	**Mar**	**June**

Strategy 3 Details		Reviews			
Strategy 3: Continue to provide funding for CTSOs conferences, workshops and conventions.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student opportunities for CTSOs. **Staff Responsible for Monitoring:** Administration CTE teachers		**Oct**	**Jan**	**Mar**	**June**

Strategy 4 Details		Reviews			
Strategy 4: Continue to provide funding for teacher/sponsors to attend district, area, and state in-service related to their teaching assignment and CTSOs.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Provide professional development for training dedicated, enthusiastic CTSO sponsors. **Staff Responsible for Monitoring:** Administration CTE teachers		**Oct**	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			
Strategy 5: Continue to provide funding for certification fees for students	**Formative**			**Summative**
Strategy's Expected Result/Impact: Higher number of certification test.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: CTE Sponsors Principal District Adm **TEA Priorities:** Connect high school to career and college				

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

Goal 4: LEADERSHIP: Hamshire-Fannett High School will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

Performance Objective 5: Continue to increase the participation rate in band on campus.

Strategy 1 Details	Reviews			
Strategy 1: Work on increasing the band's knowledge of intonation, balance, and precision so that they can attain the goals that they set as individuals along with the group. This will spark more interest to join the HFHS band to be part of an award-winning organization.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in band enrollment and the retention for year after year. **Staff Responsible for Monitoring:** Band director Band teacher Principal				

Strategy 2 Details	Reviews			
Strategy 2: Maintain the band budget so that we can make yearly purchases of instruments to replace and increase inventory to be able to have more and offer students who are not able to purchase an instrument one to use during the school year.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in band enrollment and the retention for year after year. **Staff Responsible for Monitoring:** Band director Band teacher Principal				

Strategy 3 Details	Reviews			
Strategy 3: Work on increasing knowledge about band scholarships opportunities in college and how to obtain them. Help build rapport that is needed for auditions and how to get the most amount for the effort so everyone has a better opportunity for higher education after graduation.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in band enrollment and the retention for year after year. **Staff Responsible for Monitoring:** Band director Band teacher Principal				

Strategy 4 Details	Reviews			
Strategy 4: Continue band officers and leadership positions within the band to create more student involvement and ownership of the band.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in band enrollment and the retention for year after year. **Staff Responsible for Monitoring:** Band director Band teacher Principal				

Strategy 5 Details	Reviews			
Strategy 5: Locate workshops and clinics for band members to participate in to increase participation in ATSSB,TMEA, and UIL events.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in band enrollment and the retention for year after year. **Staff Responsible for Monitoring:** Band director Band teacher Principal				

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

Goal 4: LEADERSHIP: Hamshire-Fannett High School will increase the quality of extra- and co-curricular programs as measured by participation, diversity of programs, and funding.

Performance Objective 6: Continue to increase the participation rate in choir on campus.

Strategy 1 Details				Reviews			
Strategy 1: Recruit by performing for intermediate and middle schools to show the types of music learned in choir class and have members of the class answer questions to learn more about the choir.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in choir enrollment and the retention for year after year. **Staff Responsible for Monitoring:** Administration Choir director/teacher				**Oct**	**Jan**	**Mar**	**June**

Strategy 2 Details				Reviews			
Strategy 2: Provide ample opportunities of performances at school and in the community where students can see and hear the choir. Answer any question that students might have about the program so that they can also be involved.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in choir enrollment and the retention year after year along with UIL events and community performances. **Staff Responsible for Monitoring:** Administration Choir director/teacher				**Oct**	**Jan**	**Mar**	**June**

Strategy 3 Details				Reviews			
Strategy 3: Place fliers and signs around the campus for maximum exposure.				**Formative**			**Summative**
Strategy's Expected Result/Impact: More participation in UIL events- UIL district, regionals and state competition. **Staff Responsible for Monitoring:** Administration Teachers UIL Sponsors UIL Department head Various sponsors				**Oct**	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Encourage students to help with recruiting at events.	**Formative**			**Summative**
Strategy's Expected Result/Impact: More participation in UIL events. UIL district, regionals and state competition **Staff Responsible for Monitoring:** Administration Teachers UIL Sponsors UIL Department head Various sponsors	**Oct**	**Jan**	**Mar**	**June**

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

Campus Funding Summary

199 - State Compensatory Ed (SCE): State					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			$0.00
				Sub-Total	$0.00