



**GANADO HIGH SCHOOL  
CAMPUS IMPROVEMENT PLAN  
2024 - 2025**

# **GHS Strategic Priorities**

1. Attendance
2. School Safety & Climate
3. High Academic Performance and Student Success
4. Campus Climate & Culture
5. Community Engagement

## **GHS Planning and Decision Making Committee**

<b>Name</b>	<b>Position</b>
Bryan Martin	Principal
Krysta Frazier	Secondary Counselor
Daniela Vazquez-Paniaqua	HS English Teacher
Dr. Yusuke Yahagi	HS Science Teacher
Sarah Ardner	HS Art Teacher
Albert Diaz	HS CTE Teacher
Joel Mejias	HS Math Teacher
Joann Hernandez	9th/11th Grade Parent
Jayne Bures	10th Grade Parent
Amy Hurt - Hurt Wastewater	Business Representative
Nathan Besler	Community Representative

## Ganado High School Campus Improvement Plan 2024 - 2025

### GHS Strategic Priority #1: Attendance

#### TEA Strategic Priority 4: Improve Low Performing Schools

- **GHS Goal 1.1** Ganado High School will strive for a 98% attendance rate.
- **GHS Goal 1.2** Ganado High School will provide and promote a positive, high achievement-based climate and positive culture that is safe and conducive to maximized, data-driven student instruction and learning
- **GHS Goal 1.3** Ganado High School will regularly recognize and celebrate student attendance through campus incentives.
- **GHS Goal 1.4** Ganado High School will establish a strong partnership with all student families to maximize learning and to establish a consistent collaboration between school staff and home support systems.
- **GHS Goal 1.5** Ganado High School will effectively track student attendance to keep parents informed on their students attendance.

STRATEGIES/ACTIVITIES	FUNDING SOURCE	PERSON(S) RESPONSIBLE	PERSON(S) SUPPORTING	EVIDENCE TO DEMONSTRATE SUCCESS
1. Continue implementation and consistent use of GHS Discipline Management Plan, PBIS system, and Student Code of Conduct.	Local funds	Bryan Martin, Principal	Counselors, Teachers, and Staff	Minimal office referrals, monthly student recognition, positive reinforcement
2. Initiate and implement campus Incentive program involving earned "BOW bucks" for positive behaviors and high attendance records.	Local funds	Bryan Martin, Principal	Counselors, Teachers and Staff	Reduction in Disciplinary Referrals; Consistent Positive Reinforcement of students
3. Initiate and implement "free time" or "reward days" for good attendance and positive behaviors displayed consistently.	Local funds	Bryan Martin, Principal	Counselors, Teachers, and Staff	Consistent monitoring of attendance records, communication with parents, announcements with students.
4. Send regular communications to educate parents about the importance of attendance and how it impacts academic success.	Local funds	Bryan Martin, Principal	A. Petrash, Counselors	Emails, letters, and phone calls to parents informing them of student attendance.
5. Develop a system to identify and intervene with students at risk of poor attendance, using data to trigger early interventions such as calls home or counseling.	Local funds	Bryan Martin, Principal	Angela Petrash, Counselor	Reduction in absences and tardies across the campus

## Ganado High School Campus Improvement Plan 2024-25

### GISD Strategic Priority #2: School Safety and Climate

#### TEA Strategic Priority 1: Recruit, support, and retain teachers and principals

- **GHS Goal 2.1** Ganado High School will provide and promote a positive, high achievement-based climate and positive culture that is safe and conducive to maximized, data-driven student instruction and learning.
- **GHS Goal 2.2** Ganado High School will regularly recognize and celebrate student academic and social performance. GHS will consistently recognize and celebrate teachers who exhibit exceptional instructional skills and dedication.
- **GHS Goal 2.3** Ganado High School will establish a strong partnership with all student families (face-to-face learners and virtual learners) to maximize learning and to establish a consistent collaboration between school staff and home support systems.
- **GHS Goal 2.4** Ganado High School will follow the GISD Comprehensive Safety Plan to ensure the utmost safety and health of its students at all times.
- **GHS Goal 2.5** Ganado High School will use resources developed by TEA for Trauma Informed Care and provide counseling options, and will also train staff handling discipline in restorative justice practices.

STRATEGIES/ACTIVITIES	FUNDING SOURCE	PERSON(S) RESPONSIBLE	PERSON(S) SUPPORTING	EVIDENCE TO DEMONSTRATE SUCCESS
1. Upgrade and maintain physical security infrastructure, including security cameras, improved lighting, and ensuring all entry points are monitored and secure.	Local Funds, SAFE Grant, Community Sponsor	Dr. J. Szymanski, Superintendent	Bryan Martin, Principal Bert Skoruppa Jorge Hernandez	Reduction in security incidents, improved response times due to better monitoring, monitoring system effectiveness by ensuring all cameras are operational, and compliance with security standards.
2. Conduct regular emergency drills and update emergency response plans to ensure staff and students are well-prepared for various scenarios.	Local Funds; Title 4 Funds	Bryan Martin, Principal	Sabrina Taylor Teachers and Staff	Completion and frequency of drills, improved response times, assessment of staff and student preparedness, and review and updating of emergency response plans with collaboration from local authorities.
3. Develop and promote programs focused on mental health, bullying prevention, and conflict resolution to support a positive school culture.	Local Funds; Title 4 Funds	Krysta Frazier, Counselor	Bryan Martin, Principal	Reduction in bullying and conflict incidents, improvement in mental health metrics, increased participation in mental health and conflict resolution programs, and an improved school climate and culture.
4. Counseling classes focusing on character, behavior, and healthy life choices will be provided to all students.	Local Funds	Krysta Frazier, Counselor Krysta Frazier, Counselor	Bryan Martin, Principal	Improved student behaviors and discipline, positive feedback from students and parents, increased student engagement and participation, long-term impact on academic and social success.
5. Participate in Red Ribbon Week activities			Bryan Martin, Principal	

## Ganado High School Campus Improvement Plan 2024-25

**GISD Strategic Priority #3: High Academic Performance and Student Success**

**TEA Strategic Priority 2: Build a Foundation of Reading and Math**

**TEA Strategic Priority 3: Connect High school to Career and College**

- **GHS Goal 3.1** Ganado High School will provide a quality instructional program to meet the needs of all students. GHS will increase academic achievement for all students while closing the achievement gap between student groups and students of special populations.
- **GHS Goal 3.2** Ganado High School will implement programs that enable Special Education, Dyslexic, and 504 students to demonstrate progress as defined by federal, state, district, and campus guidelines.
- **GHS Goal 3.3** Ganado High School teachers will consistently implement Carnegie and TCMPC curriculum 100% of the time in the creation of lessons and delivery of instruction.
- **GHS Goal 3.4** Ganado High School will ensure our Tier I, II, and III Instruction enables our students to make a minimum one-year's growth on Reading, Math, Social Studies, and Science STAAR scores in Grades 9-11; Scores will increase by 2% from scores in 2024.
- **GHS Goal 3.5** Ganado High School will consistently implement and provide Career and Technical Education pathways for students to earn Industry-Based Certifications; Seniors of class of 2025 will be over 70% College, Career, and Military Ready.

STRATEGIES/ACTIVITIES	FUNDING SOURCE	PERSON(S) RESPONSIBLE	PERSON(S) SUPPORTING	EVIDENCE TO DEMONSTRATE SUCCESS
1. The High Quality Instructional Material (HQIM) and TCMPC will be followed in all core content areas to ensure vertically and horizontally aligned curricula.	Local Funds LASO	Bryan Martin, Principal	Melanie Chambless, Curriculum Director	Adherence to HQIM; Increase in state assessment scores; Evidenced in documented Admin observations/ walkthroughs.

2. High School teachers will teach all grade level & subject area TEKS during the school year.	Local Funds LASO	Bryan Martin, Principal	Melanie Chambless, Curriculum Director Core-Content Teachers	Increased student performance in reading and math; growth in diagnostic scores; improvement in grades and state assessments scores
3. Purchase supplemental materials to assist students with reading, math, social studies, and science	Local Funds LASO	Bryan Martin, Principal	Dr. J. Szymanski, Superintendent; W. Nixon, GISD Business Manager	Consistent utilization of supplemental materials
4. Improve the Master Schedule to maximize time for instruction and intervention supports. A 30 minute Enrichment/Intervention time for Grades 9-11 will be incorporated into the daily schedule to ensure adequate time is spent providing instructional support and/or enrichment for ALL students daily.	Funding not required	Bryan Martin, Principal	Core-Content Teachers	Increased student performance in reading and math; growth in diagnostic scores; improvement in grades and state assessments scores
5. Weekly PLC's will have set agendas and will use data tracking tools to monitor student performance to ensure data-driven instruction.	LASO	Bryan Martin, Principal	Melanie Chambless, Curriculum Director NIET	PLC Agendas reflecting consistent data talks/instructional strategies discussions; Improvement of State scores and diagnostic scores
6. Develop and implement a campus T-TESS calendar, with administrative walkthroughs and observations occurring frequently to ensure instructional excellence.	Local Funds	Bryan Martin, Principal	Core-Content Teachers	Successful adherence to schedule and minimum number of observations for each teacher met and performed
7. Provide accommodations for instruction and assessments as appropriate, and focus on differentiated instruction to meet the needs of various student populations (SPED, ELLs, GT, 504, Migrant, Dyslexia, and At-Risk students).	Title II, and III Funding; Local Funds; SPED Funding GT Funds Dyslexia Funds LASO	Bryan Martin, Principal	Sabrina Taylor, Special Programs Director T. Gresham Dyslexia Coordinator; SPED teacher on campus; Melanie Chambless, Curriculum Director Core-Content Teachers	Documented Differentiation strategies in Tier I Instruction, as well as Tier II/III Instructional strategies
8. Implement Career and Technical Education pathways that focus on career pathways and certifications that are relevant to careers within the community and for our students.	Local Funds, Perkins Funds	Bryan Martin, Principal	Melanie Chambless, Curriculum Director; Krysta Frazier, Secondary Counselor; CTE teachers	Regular planning and monitoring of program implementation of CTE pathways.

## Ganado High School Campus Improvement Plan 2024-25

### GISD Strategic Priority #4: Campus Climate & Culture

#### TEA Strategic Priority 1: Recruit, support, and retain teachers and principals

#### TEA Strategic Priority 4: Improvement of Low-Performing Schools

- **GHS Goal 4.1** Ganado High School administration and teachers will create and maintain a school culture where students, staff, and families feel valued, supported, and included through diverse programs and events.
- **GHS Goal 4.2** Ganado High School will strengthen communication between staff, administration, and families by establishing clear communication protocols and regular feedback loops.
- **GHS Goal 4.3** Ganado High School will consistently recognize and celebrate teachers who exhibit exceptional instructional skills and dedication.
- **GHS Goal 4.4** Ganado High School will increase student engagement and academic success by offering a strong PBIS (Positive Behavior Interventions and Supports) framework.
- **GHS Goal 4.5** Ganado High School will develop leadership capacity within the school by offering leadership development opportunities for 20% of the staff.

STRATEGIES/ACTIVITIES	FUNDING SOURCE	PERSON(S) RESPONSIBLE	PERSON(S) SUPPORTING	EVIDENCE TO DEMONSTRATE SUCCESS
1. Initiate and implement campus incentive program involving earned "BOW Bucks" for positive behaviors exhibited across the campus by teachers/staff to be used at the "BOW Store".	Local Funds;	B. Martin, Principal	K. Frazier, Counselor PBIS Committee Teachers and Staff	Consistent Positive Reinforcement of teachers Reduction in disciplinary referrals and fewer conflict incidents
2. Introduce monthly parent Facebook posts and weekly staff newsletters, set up regular staff meetings focused on collaboration.	Local Funds	B. Martin, Principal	K. Frazier, Counselor	Increased parent engagement with the posts, positive feedback from parents on communication efforts, increased awareness of school initiatives
3. Create a staff appreciation program, provide regular wellness check-ins, and offer professional development opportunities that align with staff interests and goals.	Local Funds, Title II funds	B. Martin, Principal	Melanie Chambless, Curriculum Director	Increased staff morale and job satisfaction, higher staff retention, improved staff well-being, improved job performance and skill development
4. Implement student leadership opportunities, provide extracurricular opportunities, including clubs and associations.	Local Funds	B. Martin, Principal	Teachers and Staff	Increased student participation and engagement, improved student leadership and academic performance

5. Offer mentorship programs, provide leadership training sessions, and create committees where staff can take on leadership roles in school initiatives.	Local Funds, Title II funds	B. Martin, Principal	Teachers and Staff	Increased staff participation and engagement in leadership roles, improved staff leadership skills and confidence.
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## Ganado High School Campus Improvement Plan 2024-25

### GISD Strategic Priority #5: Community Engagement

#### TEA Strategic Priority 1: Recruit, support, and retain teachers and principals

#### TEA Strategic Priority 4: Improvement of Low-Performing Schools

- **GHS Goal 5.1** Ganado High School will provide consistent communication (in both English and Spanish) to parents and guardians regarding their students' academic and social achievements and needs.
- **GHS Goal 5.2** Ganado High School will update and follow the campus Parent and Family Engagement Plan to continue to build a strong partnership with parents and family members throughout the school year.
- **GHS Goal 5.3** Ganado High School will increase parent and family communications in order to create a climate of trust and collaboration in decision making across the campus.
- **GHS Goal 5.4** Ganado High School administrators, teachers, and instructional staff will monitor their Google Classroom and email to ensure continual communication and collaboration between school and parents in regards to student expectations and performance.

STRATEGIES/ACTIVITIES	FUNDING SOURCE	PERSON(S) RESPONSIBLE	PERSON(S) SUPPORTING	EVIDENCE TO DEMONSTRATE SUCCESS
1. Regular communications with parents in both English and Spanish, via Facebook, email, or Finalsite explaining any upcoming events.	Local Funds, Title III Funds	Bryan Martin, Principal	Krysta Frazier, Counselor; Teachers and Staff	Positive Feedback and feedback of consistent communications with Spanish-speaking families.
2. Regular outreach to parents/guardians through messaging, email and phone calls from teachers about student progress.	Local Funds	Bryan Martin, Principal	Krysta Frazier, Counselor; Teachers and Staff	Documentation from teachers showing regular communication.
3. Positive posts and shoutouts for students and staff through the multiple achievements earned throughout the year.	Local Funds	Bryan Martin, Principal	Krysta Frazier, Counselor; Teachers and Staff	Facebook posts, documentation of contact with family.
4. Regular communication of opportunities offered by Ganado High School for students to participate, such as TSI, ACT, SAT tests	Local Funding;	Bryan Martin, Principal	Krysta Frazier, Counselor, Dyslexia Coordinator; Teachers and Staff	Successful events and documentation of events
6. Public recognition of teachers and students, as well as regular postings of campus events and happenings.	Local Funds	Bryan Martin, Principal	Krysta Frazier, Counselor; Teachers and Staff	Awards and Recognition records throughout the school year; Weekly postings completed by campus throughout the school year

# **COMPREHENSIVE NEEDS ASSESSMENT**

## **Demographics**

Ganado High school is a 9th through 12th grade school located in Ganado, Texas and is a campus of approximately 222 students.

### **Summary of Demographics**

Total High School Enrollment: 222 students (9th grade - 53; 10th grade - 64; 11th grade - 49; 12th grade 56)

Gender Percentages: 47% Male, 53% Female

222 Full-Day students

114 (51.5%) Identified Economically Disadvantaged

Ethnicity Breakdown: 2.5% African American; 54.5% Hispanic/Latino; 41% White; 2% 2 or More Races

At-Risk Population: 35.5%

Special Populations: 26 (11.71%) ESL/LEP

16 (8%) SPED

0 (0%) Migrant Students

Gifted/Talented Program: 16 students

### **Demographic Strengths**

- SPED rate is below 10%.
- Average class size is below state recommended 22:1 Student to Teacher Ratio.
- Attendance Rates are higher than state average.

### **Demographic Needs**

- Reading/Math Performance of ELL and Special Education students

## **Data Sources Reviewed**

### **Demographics**

Enrollment by grade and gender  
Enrollment by ethnicity  
Enrollment by student pop/program  
PEIMS student data  
Mobility data TAPR  
PEIMS Attendance

### **Student Achievement**

State Accountability Reports  
Benchmark Results  
TELPAS Report  
STAAR Results  
Promotion/Retention Rates  
Student Success Initiative Data

### **School Culture and Climate**

PEIMS Discipline Summary  
School Climate Surveys  
PEIMS Discipline Reports  
Parent Conferences/Meetings

### **Staff Quality, Recruitment and Retention**

Teacher Certifications  
Paraprofessional Qualifications  
Teacher FTE by Gender and Ethnicity  
Teacher Yrs. Experience/Years in ISD  
Staff Mobility/Stability  
Teacher/Student Ratios  
Special Program Qualifications  
Professional Development Data  
Recruitment/Retention Strategies

### **Curriculum, Instruction and Assessment**

TEKS Resource System Documents  
Unit Assessments/Benchmarks  
Instructional Resources/Class Materials  
School/Special Program Schedules  
Enrichment Resources  
Lesson Development  
Instr. Delivery Strategies/ Techniques  
Professional Development Surveys

### **Family and Community Engagement**

Family/Community Participation Logs  
Parent Volunteer Information  
Parent Activity Evaluations/Feedback  
Event and/or Meeting Calendars  
Parental Participation Logs  
Community Agencies/Support Services

### **School Context and Organization**

School Structure (Teams, etc.)  
Decision-Making Committee(s)  
Mentor Teachers  
Duty Rosters  
Schedule for Student Support Services  
Campus Communication  
School Map & Physical Environment  
Extracurricular/School Program Services

### **Technology**

Technology Plan  
Technology Professional Development  
Technology Policies and Procedures  
Resource Allocations

## **Summary of Findings**

### **Student Achievement**

GT) Target student performance rates lower than state and federal standards.  
Behavior Improve performance of SPED students on STAAR Reading, Math, Science and Writing  
Communities Improve performance of EL students on STAAR Math, Reading, Science, and Writing  
Improve performance of Hispanic students on STAAR Math, Reading, Writing and Science  
thinking Improve performance of Economically Disadvantaged students on STAAR Reading, Math, Science, and Writing  
resources Improvement performance on STAAR in 4th grade Writing scores strategies  
Continue training on effective instructional strategies for tiered instruction across all Continue improvement on RtI process including consistent progress monitoring  
modalities Continue utilizing PLC's to discuss students' progress and data-driven instructional strategies.  
Improve academic growth status in math and reading opportunities  
Increase the number of students at the meets performance standard on of data on all STAAR assessments information

### **School Culture and Climate**

Training for and implementation of a Positive Behavior Strategy system  
Raise awareness to support safety of all students  
Additional training on anti-bullying and character education  
Attendance incentives for students and staff  
Continue to survey staff and parents about the campus  
child Increase staff morale with teacher incentives and communication volunteers

### **Staff Quality, Recruitment and Retention**

Need for bilingual certified teachers  
Increase diversity in staff

Additional training for special programs (ESL, Bilingual,  
Additional training for RTI, ELPs, Reading, Positive  
supports  
Increase opportunities for Professional Learning

### **Curriculum, Instruction and Assessment**

Designation and planning time for staff development  
Lesson development and planning for higher order of  
Differentiation of instruction  
Bilingual educational  
Training on ELPS  
Training on implementation of writing and literacy  
disciplines  
Increase level of student engagement through multiple  
Time and resources for building common  
assessments/benchmarks  
Vertical planning  
Training and disaggregation  
College and career readiness

Use backwards design for planning content instruction

### **Family and Community Engagement**

Increase parent engagement including parents of EL and low SES  
students  
Parental information sessions on state assessments and strategies  
they can use at home with their  
Need for more parent  
Spanish Regular updates to campus and teacher webpages

### **School Context and Organization**

Disaggregation and dissemination of data  
Improvement of Teacher Mentor Program  
Clear lines of communication  
Collaborative team/department planning  
Time for professional development meetings

### **Technology**

Continued Allocations for technology resources  
Continued Training on how to implement instructional technology in the classroom  
Continued Technology Apps  
Training Teacher webpages training  
Data disaggregation and dissemination training  
Utilization of educational software for progress monitoring  
Maintain updated campus website