

Coldspring-Oakhurst CISD
Coldspring-Oakhurst High School
2025-2026 Campus Improvement Plan

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Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- 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
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Observation Survey results

Student Data: Student Groups

- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records

Employee Data

- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

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

Support Systems and Other Data

- Communications data
- Budgets/entitlements and expenditures data

Goals

Goal 1: All Coldspring-Oakhurst HS students will show noticeable academic performance growth in all academic courses.

Performance Objective 1: A: All students will show measurable growth on state assessments in all student accountability groups.





Evaluation Data Sources: English I-45%
 English II- 50%
 US History- 70%
 Algebra I- 25%
 Biology- 60%

Math Instructional Focus-Fridays

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct consistent monitoring of classroom instruction time by all campus administrators through facilitating regular and consistent walk through observations.</p> <p>Strategy's Expected Result/Impact: Higher test scores as a result of improved teaching and content delivery.</p> <p>Evidence of Implementation: STAAR/EOC</p> <p>Formative/Summative: Report cards, Standardized test scores, CBA data</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal ICS's</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Monitor full use of Texas TEKS Resource System in all four core subject areas</p> <p>Strategy's Expected Result/Impact: Higher Test Scores as a Result of Improved Teaching and Content Delivery</p> <p>Evidence of Implementation: Lesson plans/MSEs</p> <p>Formative/Summative: Report Card Grades; Standardized Test Scores</p> <p>Staff Responsible for Monitoring: Principal; Assistant Principal; Assistant Superintendent; Teachers; ICSs; ICFs</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will create lesson plans that include warm ups, clear learning objectives, higher level thinking questions, and differentiated instruction to increase student engagement.</p> <p>Strategy's Expected Result/Impact: Higher Test Scores</p> <p>Evidence of Implementation: Weekly Lesson Plans</p> <p>Staff Responsible for Monitoring: Principal; Teachers ICSs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Utilize writing/social studies coach to work with teachers to plan meaningful, weekly writing products, provide and review examples of writing, and develop a common rubric.</p> <p>Strategy's Expected Result/Impact: Higher success rates on the EOC; higher success on AP exams</p> <p>Evidence of Implementation: Student progress based on benchmark and EOC</p> <p>Formative/Summative: Benchmark; STAAR-EOC; AP Exams</p> <p>Staff Responsible for Monitoring: English ICS, English teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Create and implement embedded intervention and enrichment that target individual student needs including all special population groups such as Dyslexia, ESL, Migrant and Homeless.</p> <p>Strategy's Expected Result/Impact: Improved mid semester exam scores</p> <p>Evidence of Implementation: Inclusion teacher tracking/logs</p> <p>Formative/Summative: Six week assessments, State Assessment scores</p> <p>Staff Responsible for Monitoring: Principal Rtl/specialist</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Core subject departments will use data from EOCs and MSEs to collaboratively develop and select interventions using common shared documents</p> <p>Strategy's Expected Result/Impact: Higher scores on state assessments and more advanced scores for level 3</p> <p>Formative/Summative: State Assessment Scores</p> <p>Staff Responsible for Monitoring: Principal RtI specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Train all core teachers who teach Honors and AP/Dual Credit classes to address the needs of the G/T population.</p> <p>Strategy's Expected Result/Impact: G/T students will see gains in EOC and AP test scores.</p> <p>Staff Responsible for Monitoring: Director of G/T</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 1: All Coldspring-Oakhurst HS students will show noticeable academic performance growth in all academic courses.

Performance Objective 2: B: All students will meet the state graduation requirements on time by successfully completing one of the state approved high school plans and earn an industry based certification, attend dual credit courses or enlist in the United States military.

Strategy 1 Details	Reviews			
<p>Strategy 1: Effectively monitor course offerings and associated licensure programs in the Career and Technology Education program (CTE).</p> <p>Strategy's Expected Result/Impact: Number of Licenses</p> <p>Evidence of Implementation: Master Schedule</p> <p>Formative/Summative: June Review</p> <p>Staff Responsible for Monitoring: Principal Assistant Superintendent</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: - 199 PIC 22 State Career & Technical Ed (CTE)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Use State CTE funds to provide financial reimbursement to students who pass their certification tests/exams.</p> <p>Strategy's Expected Result/Impact: Number of Licenses</p> <p>Evidence of Implementation: Expenditure records</p> <p>Formative/Summative: June Review</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 199 PIC 22 State Career & Technical Ed (CTE) - \$1,500</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize APEX/online platform curriculum for student credit recovery services.</p> <p>Strategy's Expected Result/Impact: Graduation rate sustaining and improvement</p> <p>Evidence of Implementation: Student schedules</p> <p>Formative/Summative: Report Cards; Transcripts</p> <p>Staff Responsible for Monitoring: Principal Credit Recovery Teacher</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: SCE: APEX - 199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - \$12,500</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide safety and bullying prevention activities for the student body.</p> <p>Strategy's Expected Result/Impact: Discipline referral numbers/volume will decrease</p> <p>Evidence of Implementation: Scheduled activities</p> <p>Formative/Summative: ISS and DAEP placement records</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: - 255 Title II, Part A, TPTR - \$592.40, - 199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - \$437.50</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Ensure that all students have a four-year plan.</p> <p>Strategy's Expected Result/Impact: Graduation rates</p> <p>Evidence of Implementation: Student records, class/cohort visits by counseling department</p> <p>Formative/Summative: 4-year Plans</p> <p>Staff Responsible for Monitoring: School Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Evaluate transcripts yearly to ensure students are taking the courses needed for graduation.</p> <p>Strategy's Expected Result/Impact: Graduation records</p> <p>Evidence of Implementation: Student Transcripts</p> <p>Formative/Summative: Diplomas</p> <p>Staff Responsible for Monitoring: School Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Utilize the CCMR counselor to aid in the transition from high school to college, career or military options for post-high school.</p> <p>Strategy's Expected Result/Impact: Increase the readiness of graduates to pursue their next chosen path.</p> <p>Staff Responsible for Monitoring: CCMR counselor, Director of Special Programs, Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Use the COMPASS program to decrease the number of student dropouts.</p> <p>Strategy's Expected Result/Impact: Decrease in student drop outs.</p> <p>Staff Responsible for Monitoring: Counselor, Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: All Coldspring-Oakhurst HS students will show noticeable academic performance growth in all academic courses.

Performance Objective 3: C: COHS is committed to supporting the integration of technology in all facets of the educational system

Evaluation Data Sources: Campus- 1-1 Chromebooks, HQIM online resources

Strategy 1 Details	Reviews			
<p>Strategy 1: Assist our students in their exploration of colleges and careers through college interest surveys, pull out counseling and college and career day.</p> <p>Strategy's Expected Result/Impact: An increase in the number of students earning scholarships and college acceptance letters.</p> <p>Evidence of Implementation: Classroom visits</p> <p>Formative/Summative: Records from TSI, ACT, SAT, ASVAB testing. Records from college and/or trade school visits</p> <p>Staff Responsible for Monitoring: Principal Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Use online programs - such as Major Clarity and MyCollegeBoard.com - to explore college majors and career pathways.</p> <p>Strategy's Expected Result/Impact: College Enrollment; Student Survey</p> <p>Evidence of Implementation: Student records</p> <p>Formative/Summative: Semester Tracking</p> <p>Staff Responsible for Monitoring: School Counselors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 199 PIC 22 State Career & Technical Ed (CTE)</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to use Discovery Education and Google Apps for Education.</p> <p>Strategy's Expected Result/Impact: Improvement in student success</p> <p>Evidence of Implementation: Usage reports</p> <p>Formative/Summative: Usage Reports on Related Programs</p> <p>Staff Responsible for Monitoring: Principal Teachers Instructional Technology Specialist</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Use and maintain CTE labs to support the curriculum in science classes.</p> <p>Strategy's Expected Result/Impact: Improvement in student success</p> <p>Evidence of Implentation: Classroom visit</p> <p>Formative/Summative: Biology EOC scores; Report Cards</p> <p>Staff Responsible for Monitoring: Principal Assistant Superintendent Science Teachers</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 244 Perkins Career & Technical Ed (CTE)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Utilization of appropriate funding for students categorized as homeless to ensure the proper delivery of high quality instruction to them.</p> <p>Funding Sources: Title I Part A: Allocation - 211 Title I, Part A - \$125</p>	Formative			Summative
	Nov	Jan	Mar	June



No Progress



Accomplished







Continue/Modify



Discontinue

Goal 2: Coldspring-Oakhurst HS will improve parent and family engagement through effective communication and developing community partnerships.





Performance Objective 1: A: Increase parent and family engagement and attendance at district and campus events by 10%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct Open House/Curriculum nights for parents to meet teachers and see building facilities.</p> <p>Strategy's Expected Result/Impact: Parent and /or student survey</p> <p>Evidence of Implementation: Calendar of Events; Participation Records</p> <p>Formative/Summative: Survey results</p> <p>Staff Responsible for Monitoring: Counselor Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Use survey results to help with campus planning.</p> <p>Strategy's Expected Result/Impact: Parent and /or student survey</p> <p>Evidence of Implementation: Calendar of events</p> <p>Formative/Summative: Survey results</p> <p>Staff Responsible for Monitoring: School Counselor Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: Title II Part A: Improving Teacher Quality - 255 Title II, Part A, TPTR - \$188</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: Coldspring-Oakhurst HS will improve parent and family engagement through effective communication and developing community partnerships.

Performance Objective 2: B: COHS will effectively implement procedural guidelines efficiently with consistency and fidelity.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide regular communication with parents via School Reach calls, Parent Portal, Remind app, and weekly Newsletter correspondence from the campus Principal.</p> <p>Strategy's Expected Result/Impact: An increase in parent and family engagement</p> <p>Evidence of Implementation: School Reach records</p> <p>Formative/Summative: Minimum of one meeting per quarter, with calls being made for all upcoming events</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for students and parents to learn about career paths, graduation plans, scholarship applications, college readiness, and college financial aid; and conduct one scheduled parent financial aid meeting per school year. All other meetings will be as needed or requested.</p> <p>Strategy's Expected Result/Impact: Survey Results</p> <p>Evidence of Implementation: Calendar of Events; Participation Records</p> <p>Formative/Summative: Twice per year for parents; ongoing for students</p> <p>Staff Responsible for Monitoring: Principal School Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Conduct a school-wide informational seminar to inform students and parents on the value of Advanced Academics and Dual-Credit Courses.</p> <p>Strategy's Expected Result/Impact: Student Schedules</p> <p>Evidence of Implementation: Calendar of Events; Participation Records</p> <p>Formative/Summative Once per year</p> <p>Staff Responsible for Monitoring: Principal School Counselors AP Teachers</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Utilize the Parent and Family Engagement (PFE) Liaison to increase parent communication and involvement of parents with the school community.</p> <p>Strategy's Expected Result/Impact: Survey results will show an increase of parent and family satisfaction with the school as a whole.</p> <p>Staff Responsible for Monitoring: Parent and Family Engagement Liaison</p> <p>TEA Priorities: Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 2: Coldspring-Oakhurst HS will improve parent and family engagement through effective communication and developing community partnerships.

Performance Objective 3: ALL COHS programs, departments, clubs and organizations will utilize the REMIND communication platform to communicate with students, staff and community.

Goal 3: Coldspring-Oakhurst HS will continue fostering a positive, safe, nurturing and innovative learning environment that supports academic achievement.





Performance Objective 1: A: Maintain a safe, positive and educationally nurturing environment for all students and staff.

Strategy 1 Details	Reviews			
<p>Strategy 1: Bully-Free and Suicide Prevention Month: November Various activities - such as Anti-Bullying Safe and Healthy Students School Committee, along with access and required student activities provided by the district Health and Mental Wellness Counselor.</p> <p>Strategy's Expected Result/Impact: Decrease in the dropout rate</p> <p>Evidence of Implementation: Activity calendar</p> <p>Formative/Summative: Ongoing</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Maintain a DAEP campus to serve the educational needs of students who are removed from regular campus for disciplinary reasons.</p> <p>Strategy's Expected Result/Impact: Students who have behavior infractions that cause them to be removed from the regular campus will not have their education interrupted.</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Director, Teacher, and Instructional Aide - 199 PIC 24 State Comp Ed (SCE), Accelerated Ed</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize the School Threat Assessment Team's policy and procedures to help prevent school violence and enhance the learning environment.</p> <p>Strategy's Expected Result/Impact: Decrease in school safety incidents and an increase in student academic performance.</p> <p>Staff Responsible for Monitoring: Director of the School Threat Assessment Team</p> <p>TEA Priorities: Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Coldspring-Oakhurst HS will continue fostering a positive, safe, nurturing and innovative learning environment that supports academic achievement.

Performance Objective 2: B: Decrease the amount of prohibited substance referrals and related incidents by more than 10%

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize district police department in partnership with local police and drug dogs to randomly check school vehicles and lockers for tobacco, alcohol, and /or drugs.</p> <p>Strategy's Expected Result/Impact: A decrease in the number of drug- related offenses.</p> <p>Evidence of Implementation: District police department records</p> <p>Formative/Summative: Police reports and Campus referrals</p> <p>Staff Responsible for Monitoring: Principal; Assistant Principal Chief of Police</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Red Ribbon Week will be celebrated every October with an emphasis on Saying NO to Drugs, Alcohol, and Tobacco.</p> <p>Strategy's Expected Result/Impact: A decrease in the number of students using drugs and /or alcohol.</p> <p>Evidence of Implementation: Activity calendar</p> <p>Formative/Summative: Once per Year Student survey</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 3: Coldspring-Oakhurst HS will continue fostering a positive, safe, nurturing and innovative learning environment that supports academic achievement.

Performance Objective 3: C: All students will be taught and obtain relatable information specifically towards maintaining high quality health and wellness through our Health curriculum and additional professional awareness programs.

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct an annual fitness assessment of students.</p> <p>Strategy's Expected Result/Impact: Improved performance on fitness assessments</p> <p>Evidence of Implementation: Program records</p> <p>Formative/Summative: results</p> <p>Staff Responsible for Monitoring: Director of Health Services Director of Athletics</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct Awareness Campaigns, such as Childhood Cancer, Breast Cancer, Mental Health along with providing ample access to Health and Mental Wellness services.</p> <p>Strategy's Expected Result/Impact: Pink Out Pep Rally; Pep Rallies/student activities</p> <p>Evidence of Implementation: Activity Calendar</p> <p>Formative/Summative: Pink Out Pep Rally; Pep Rallies/student activities</p> <p>Staff Responsible for Monitoring: Cheerleading Coach/Drill Team Coach; Health Services</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Host Blood Drive/s</p> <p>Strategy's Expected Result/Impact: Event Records</p> <p>Evidence of Implementation: Activity Calendar</p> <p>Formative/Summative: Event Records</p> <p>Staff Responsible for Monitoring: HOSA Director</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Host Shattered Lives Program</p> <p>Strategy's Expected Result/Impact: Event Records</p> <p>Evidence of Implementation: Activity Calendar</p> <p>Formative/Summative: Event Records</p> <p>Staff Responsible for Monitoring: Counselor Health Services Program Chairperson Teachers</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Provide online training for staff on various safety programs.</p> <p>Strategy's Expected Result/Impact: No Violations</p> <p>Evidence of Implementation: Training Records</p> <p>Formative/Summative: No Violations</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: Title II Part A: Improving Teacher Quality - 255 Title II, Part A, TPTR - \$1,450</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 3: Coldspring-Oakhurst HS will continue fostering a positive, safe, nurturing and innovative learning environment that supports academic achievement.





Performance Objective 4: D. COHS will be responsive to student needs and promote social emotional learning for overall student well-being.

Evaluation Data Sources: Tier 1 SEL
GPS trainings for Staff

Goal 4: Coldspring-Oakhurst HS will actively recruit, retain & train quality certified staff, as well as provide sustained meaningful and intentional professional development.

Performance Objective 1: A: COHS will maintain a minimum of 95% high qualified and certified staff for all classroom teachers and instructional paraprofessional staff.

Strategy 1 Details	Reviews			
<p>Strategy 1: Verification of the status of all teachers will be monitored by central office and campus administrative staff.</p> <p>Strategy's Expected Result/Impact: Percent of teachers who are state certified</p> <p>Evidence of Implementation : Documentation of records</p> <p>Formative/Summative: teacher records</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Attend or host teacher job fair(s).</p> <p>Strategy's Expected Result/Impact: New teacher applications</p> <p>Evidence of Implementation: Campus Records</p> <p>Formative/Summative: Teacher Records</p> <p>Staff Responsible for Monitoring: Principal Designated Staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide support materials, training and release time to facilitate any non- state certified staff to become certified</p> <p>Strategy's Expected Result/Impact: TAPR Reports</p> <p>Evidence of Implementation: Certification</p> <p>Formative/Summative: 100% State Certified Staff</p> <p>Staff Responsible for Monitoring: HR C&I</p> <p>Funding Sources: Title II - 255 Title II, Part A, TPTR - \$1,400</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Coldspring-Oakhurst HS will actively recruit, retain & train quality certified staff, as well as provide sustained meaningful and intentional professional development.


Performance Objective 2: B: COHS will increase staff retention rate by 5%


Strategy 1 Details	Reviews			
<p>Strategy 1: Provide Mentor teachers for new teachers and support from the campus ICS. Strategy's Expected Result/Impact: Teacher morale and campus climate</p> <p>Evidence of Implementation: Teacher records Meetings with mentors. Sign-in sheets</p> <p>Formative/Summative: Teacher Retention statistics Staff Responsible for Monitoring: Principal; Human Resources Dept Assistant Superintendent of C and I Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - 255 Title II, Part A, TPTR - \$500</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Provide teaching stipends for teachers in areas of critical need: Math, Science, Spanish and Special Education. Strategy's Expected Result/Impact: Teacher Retention/Hiring Fully -staffed areas of critical need</p> <p>Evidence of Implementation: Personnel records Budget records</p> <p>Formative/Summative: Teacher Retention statistics</p> <p>Staff Responsible for Monitoring: Principal Human Resources Manager Business Manager</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p> <p>Funding Sources: - 255 Title II, Part A, TPTR - \$23,428.79</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide subject-specific training for all core teachers, as well as special education teachers and elective teachers Strategy's Expected Result/Impact: Improved teaching Walk-throughs and Teacher Evaluations</p> <p>Evidence of Implementation: Training records sign in sheets</p> <p>Formative/Summative: Teacher Retention statistics</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p> <p>Funding Sources: Title II Part A: Improving Teacher Quality - 255 Title II, Part A, TPTR - \$2,000</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: ICSs and/or administrators will hold weekly CBLC meetings to enhance classroom instruction with various instructional strategies.</p> <p>Strategy's Expected Result/Impact: Higher morale and Teacher Retention</p> <p>Evidence of Implementation: Meeting Agendas and sign in sheets</p> <p>Formative/Summative: Teacher Retention statistics</p> <p>Staff Responsible for Monitoring: ICSs ICFs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide staff with weekly campus informational updates</p> <p>Strategy's Expected Result/Impact: Higher morale and Teacher Retention</p> <p>Evidence of Implementation: Email records</p> <p>Formative/Summative: Teacher Retention statistics Teacher Survey</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide staff with timely, relatable and meaningful training.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: - 211 Title I, Part A - \$800</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue





Goal 4: Coldspring-Oakhurst HS will actively recruit, retain & train quality certified staff, as well as provide sustained meaningful and intentional professional development.

Performance Objective 3: COHS will foster an environment of support and growth through consistent mentor program, promote continued learning and growth through cluster based instructional meetings, continued support from campus administrative staff, and regular attendance at district educational enrichment opportunities.

Goal 5: Coldspring-Oakhurst HS will ensure fiscal responsibility through sound and transparent practices with our financial resources.

Performance Objective 1: A: Increase attendance rate to 95% or better.





Evaluation Data Sources: Attendance reports run each two weeks to recognize and celebrate students

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus Attendance initiative supported by weekly attendance committee meetings and counseling. Strategy's Expected Result/Impact: Improvement in attendance</p> <p>Evidence of Implementation: Committee meeting notes</p> <p>Formative/Summative: Daily Attendance Records Staff Responsible for Monitoring: Principal Assistant Principal Counselor</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Individual student attendance incentive program, where students are awarded prizes at the conclusion of each 9 week grading period for exemplary attendance (no more than 2 absences) Strategy's Expected Result/Impact: Improvement in attendance</p> <p>Evidence of Implementation: Attendance</p> <p>Formative/Summative: Daily Attendance Records Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Coldspring-Oakhurst HS will ensure fiscal responsibility through sound and transparent practices with our financial resources.

Performance Objective 2: B: Appropriate and intentional allocation of funding as it relates specifically to needs per department and content area.

Strategy 1 Details	Reviews			
<p>Strategy 1: Program evaluations will be held annually to re-evaluate staffing allocations and funding needs. Staff adjustment determinations are dependent on the pupil count and the intensity of staffing as determined by campus and program needs. Need will be derived from both LEA and TEA plan specifications and data elements indicative of a focused attention concern.</p> <p>Strategy's Expected Result/Impact: STAAR test results</p> <p>Evidence of Implementation: DEIC Meeting Agendas DEIC Meeting Notes</p> <p>Formative/Summative: Student Grade Reports Benchmarks</p> <p>Staff Responsible for Monitoring: Principal Human Resources Assistant Superintendent for C and I Special Programs Director Business Manager DEIC Committee</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Goal 5: Coldspring-Oakhurst HS will ensure fiscal responsibility through sound and transparent practices with our financial resources.

Performance Objective 3: COHS departments and organizations will participate in a minimum of one fundraiser per year, following district policy while doing so.

Campus Education Improvement Committee

Committee Role	Name	Position
Teacher	Jennifer LeBlanc	English Instructor
Teacher/Yearbook	Anne Gallmeier	English Instructor
Teacher	Skylar Holman	History Instructor
Parent	Shelly Sanchez	Parent
District Administration	Jennifer Rudloff	Specialized Learning Director
Community Member	Caitlin Hurst	Business Owner
Paraprofessional	Marna Gearhart	Credit Recovery Instructor
Teacher/StuCo	Hannah Brittingham	Math Instructor
Parent	Sabrina Baker	Parent
Business Owner/Community Member	Ila Bishop	Business Owner
Business Owner/Community Member	Rosie Franklin	Business Owner
Adminsitrator	Jessica Caso	Counselor
Administrator	Courtney Robison	Principal

Campus Funding Summary

199 PIC 22 State Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$0.00
1	2	2			\$1,500.00
1	3	2			\$0.00
Sub-Total					\$1,500.00
199 PIC 24 State Comp Ed (SCE), Accelerated Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	Director, Teacher, and Instructional Aide		\$0.00
Sub-Total					\$0.00
199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	SCE: APEX		\$12,500.00
1	2	4			\$437.50
Sub-Total					\$12,937.50
211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	5	Title I Part A: Allocation		\$125.00
4	2	6			\$800.00
Sub-Total					\$925.00
244 Perkins Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	4			\$0.00
Sub-Total					\$0.00
255 Title II, Part A, TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	4			\$592.40
2	1	2	Title II Part A: Improving Teacher Quality		\$188.00

255 Title II, Part A, TPTR

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	5	Title II Part A: Improving Teacher Quality		\$1,450.00
4	1	3	Title II		\$1,400.00
4	2	1			\$500.00
4	2	2			\$23,428.79
4	2	3	Title II Part A: Improving Teacher Quality		\$2,000.00
Sub-Total					\$29,559.19