

## Highland Park High School- Campus Improvement Plan 2026-2027

### Comprehensive Needs Assessment Description

For the Needs Assessment, the following data was discussed and considered: Fall 2025 School Experience survey, Spring 2026 STAAR EOC scores, 2026 AP Exam scores, 2025 PSAT Writing data, grades, student work, 2025-2026 school year walkthrough Observation data, master schedule analysis, student discipline data, attendance data, general demographic data, teacher retention data, and school process data (bell schedules, instructional minutes, etc.). We acknowledge the need to establish alignment between the campus improvement plan with the need for alignment with the balanced scorecard, frameworks, and district improvement plan.

## Well-Educated & Well-Rounded Students

### HPISD Balanced Scorecard:

1.1 Increase academic growth and mastery in all content areas;

1.2 Provide a well-rounded offering of arts and extracurricular activities that enhance the development of character and community;

1.3 Protect the physical and emotional well-being and safety of students

Goals and Key Action Steps		Progress Monitoring			Summative
Academics & Growth	<b>Academic Achievement and Growth Goal 1a: Math</b> - By the spring of 2027, students will demonstrate increased mastery of concepts and skills in math indicated by increased Masters averages on Spring 2027 STAAR Algebra I EOC assessments from 51% to 55%.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Document implementation of HPISD curriculum guides and frameworks including explicit instruction and appropriate use of the gradual release model through walkthrough observations.				
	Key Action 2: Work with district assessment staff to analyze and design instruction based on EOC data and develop a spring Algebra 1 Benchmark Assessment based on student learning data and aligned to Algebra 1 Standards / TEKS.				
	Key Action 3: Using spring benchmark data, design and deliver a data-informed and standards-aligned EOC instructional review leading up to the spring Algebra 1 EOC.				
	<b>Academic Achievement and Growth Goal 1b: Reading, Writing, Grammar</b> - By the spring of 2027, students will demonstrate increased mastery of concepts and skills in reading, writing, and grammar indicated by increasing Masters averages on Spring 2027 STAAR English II EOC assessments from 28% to 38%. Increase the mean PSAT 10th grade reading and writing scores specifically standard English Conventions on the Fall 2026 PSAT assessment from 34% to 40%, and the percentage of students achieving a 25 or better on the 11th grade WRAP assessment increases from 48% to 50%.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Ensure explicit instruction in writing and grammar, including the writing process and use of the Bedford Handbook. Professional development will align to needs determined through the walkthrough data.				
	Key Action 2: Monitor implementation of best practice literacy strategies detailed in the HPISD Literacy Framework. Professional development will align to needs determined through the walkthrough data.				
	Key Action 3: Using previous year EOC scores, English 2 teachers will design and implement lessons and instruction that is aligned to standards, based on curricula trends, and data-informed.				
	Key Action 4: Working with English 1 and 2 teachers, we will work to integrate PSAT skill profile skills into planning, lessons, and instruction.				
	<b>Academic Achievement and Growth Goal 1c: Science</b> - By the spring of 2027, the number of students scoring in the masters range on the Spring 2026 STAAR Biology EOC will increase from 82% in 2025 to 85% in 2027.	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Document implementation of HPISD curriculum guides and frameworks including explicit instruction and appropriate use of the gradual release model through walkthrough observations.				
	Key Action 2: Work with district assessment staff to analyze and design instruction based on EOC data that is standards-aligned and aligned to the HPISD curriculum documents and resources including the Biology textbook.				
	Key Action 3: Design and develop a data-informed and standards-aligned EOC instructional review to be utilized leading up to the Biology EOC assessment.				
<b>Academic Achievement and Growth Goal 1d: Social Studies</b> - By the spring of 2027, students will demonstrate increased mastery of concepts and skills in social studies indicated by increased Masters averages on Spring 2027 STAAR U.S. History EOC assessments from 83% to 85%.	November 2026	January 2027	April 2027	June 2027	

	Key Action 1: Document implementation of HPISD curriculum guides and frameworks including explicit instruction and appropriate use of the gradual release model through walkthrough observations.				
	Key Action 2: Work with district assessment staff to analyze and design instruction based on EOC data that is standards-aligned and aligned to the HPISD curriculum documents and resources including social studies text books.				
	Key Action 3: Design and develop a data-informed and standards-aligned EOC instructional review to be utilized leading up to the U.S. History EOC assessment.				
Technology	<b>Technology Goal 1: Cell Phone Usage - By the spring of 2026, the percentage of parents indicating that HPHS has and enforces a cell phone policy that supports a healthy social and learning environment will increase from 62% to 75% on the 2027-2028 Spring School Climate Survey.</b>	November 2026	January 2027	April 2027	June 2027
	Key Action 1: Teachers will maintain a designated area where students are required to turn in their phones during the beginning of class where they will remain during instructional time.				
	Key Action 2: Campus administrators will clearly communicate to all teachers and staff the cellphone and personal communications device practices and continually monitor and supervise staff and students to ensure that cell phones are put away. Campus lead team and school leadership team will develop and implement a progressive discipline matrix for violation of cell phone procedures.				
	<b>Technology Goal 2: Technology Usage Minutes - By the spring of 2027, teachers and staff will implement the HPISD Technology Framework as monitored on the walkthrough observation forms including the integration triangle and technology minutes based on guidelines and expectations in the framework.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Ensure training and implementation of the HPISD Educational Technology Framework for teachers, staff, and students.				
	<b>Key Action 3:</b> Provide training and support to students regarding appropriate educational technology use based on the HP Technology Framework and guidelines for appropriate technology integration.				
Physical & Emotional Safety	<b>Physical Safety Goal 1: Safety - By the spring of 2028, the percentage of students, staff, and parents indicating that the school is safe will increase from 89%, 90%, and 89% respectively to 92% for students, staff, and parents based on 2027-2028 spring school climate survey results.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Train staff and students on safety protocols using Standard Response Protocol.				
	<b>Key Action 2:</b> Ensure campus safety plan is followed.				
	<b>Key Action 3:</b> Provide programming and support for students to protect their emotional well-being and safety.				
	<b>Emotional Wellness Goal 1: Wellness - Well-being - The percentage of students indicating that there is a teacher, counselor, or staff member available to help them when they have a school problem will increase from 77% in 2026 to 90% based on 2027-2028 school climate survey results.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Evaluate and improve the new student welcome and check-in system throughout the year to ensure their connection to adults and resources in the building.				
	<b>Key Action 2:</b> Develop a system for teachers and staff to work collaboratively in identifying and providing tiered support for students who need additional support.				
<b>Key Action 3:</b> Identify students who are not involved in any extracurricular programs and provide opportunities to engage them.					
<b>Exemplary &amp; Committed Staff</b>					
<b>HPISD Balanced Scorecard:</b>					
<b>2.1 Improve the culture and retention of current staff while recruiting exemplary new hires;</b>					
<b>2.3 Invest in staff development and continuous improvement</b>					
	<b>Goals and Key Action Steps</b>	<b>Progress Monitoring</b>			<b>Summative</b>
	<b>Staff Goal 1: Staff Retention - By the spring of 2028, the percentage of staff who indicate that overall they feel engaged in their work will remain above 90% based on spring 2027-2028 school climate survey results.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Weekly, a variety of teachers will be honored for their excellent work in the classroom through awards and shoutouts in newsletters and on social media.				
	<b>Key Action 2:</b> Core teachers will be given opportunities to attend weekly department and planning meetings to support and encourage collaboration and team planning.				
	<b>Key Action 3:</b> Administrators will provide positive feedback to the teachers they supervise at least once per nine weeks.				

Staff Culture, Retention & Recruitment	<b>Staff Goal 1: <i>Staff Engagement</i> - By the spring of 2027, at least 80% of teachers and staff will sign contracts and commit to returning for the 2027-2028 school year.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Through attendance at conferences and professional development, teachers and administrators will make connections with other educators who might make great additions to our team.				
	<b>Key Action 2:</b> Administration will work with Human Resources to ensure quick recommendations, which will lead to quick offers and contract extensions.				
	<b>Key Action 3:</b> Administrators will conduct midyear "stay" interviews to understand staff needs, motivations, and concerns.				
	<b>Staff Goal 2: <i>Staff Appraisal</i> - By the spring of 2027, all teachers will receive coaching and feedback based on a minimum of 3 walkthrough observations throughout the school year.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Administrators will follow up with feedback after walkthrough observations by sharing the completed walkthrough form or by personal contact.				
	<b>Key Action 2:</b> Teachers who need coaching or improvement will be connected with resources to help them grow and will be checked on to update supports at least every 3 weeks.				
	<b>Key Action 3:</b> Administrators will conduct 8 or more walkthrough observations weekly to provide coaching and feedback for teachers.				
	<b>Key Action 4:</b> Teachers will set a SDAS goals that includes a student academic achievement growth that can be tracked and measured.				
	<b>Staff Goal 3: <i>Professional Development</i> - By the spring of 2027, 100% of staff will have the opportunity to engage in meaningful professional development at the campus, district, and outside-of-district levels.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Professional development will be embedded in all staff gatherings.				
	<b>Key Action 2:</b> Department meetings will include a opportunities to share best practices, learn through PD, and share data.				
	<b>Key Action 3:</b> When teachers attend professional development outside of HPIISD, they will be given the opportunity to present new learning to their colleagues.				
	<b>Staff Goal 4: <i>Support and Mentoring</i> - By the spring of 2027, 100% of all new teachers and professionals will have multiple opportunities to work with and receive support from mentor teachers.</b>	November 2026	January 2027	April 2027	June 2027
<b>Key Action 1:</b> Administrators and mentors will plan and conduct quarterly meetings to collaborate and support new teachers.					
<b>Key Action 2:</b> Administrators will provide monthly communications to mentors with timely topics of coaching and feedback for new teachers.					
<b>Key Action 3:</b> Provide feedback to teachers in regards to walkthrough data and alignment to the frameworks.					

## Engaged Parents & Community

**HPISD Balanced Scorecard:**  
**3.1 Improve parent and community satisfaction;**  
**3.2 Strategically leverage and engage with community partners**

	Goals and Key Action Steps	Progress Monitoring			Summative
Parents & Community	<b>Parent/Community Goal 1: <i>Family Involvement</i> - The number of parents indicating that they know what is being taught in their child's class on a regular basis and what textbook or primary and supplementary resources we can use for additional help. will increase from 43% to 60% based on the 2027-2028 school climate survey results.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> Teachers will send communication via email blast to all parents enrolled in their course at least once per nine weeks to give parents information and materials to help their students at home and extend learning.				
	<b>Key Action 2:</b> Campus Instructional Technologist will create videos or tutorials to show parents where and how to access resources available to them through teachers or the school.				
	<b>Key Action 3:</b> Instructional materials including textbooks will be available to all students.				
	<b>Parent/Community Goal 2: <i>Communication</i> - The number of parents indicating that teachers inform them about their student's academic progress will increase from 52% to 80% based on the 2027-2028 school climate survey results.</b>	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> The campus will schedule reminders in Skyward to notify parents of upcoming grade reports with information about how to access the information in Skyward.				

<b>Engaged Part</b>	<b>Key Action 2:</b> Teachers will be required to notify parents when students are not meeting standards after a every nine week grading period.				
	<b>Parent/Community Goal 3: <i>College &amp; Academic Counseling</i></b> - The number of parents indicating that they agree HPHS provides high quality college and academic counseling will improve from 36% for college and 52% for academic to 70% for both areas based on the 2027-2028 school climate survey results.	November 2026	January 2027	April 2027	June 2027
	<b>Key Action 1:</b> The counseling department will plan and communicate college visits.				
	<b>Key Action 2:</b> The counseling department will plan and implement weekly college and academic counseling meetings with students during lunch periods about a variety of college application and academics topics. There will be videos of students and counselors discussing college admissions and application process.				
	<b>Key Action 3:</b> The counselors will consistently meet with and communicate with students and parents about college and academic topics. Communications with parents will include requests for ideas and feedback to improve practices.				

### Campus Leadership Council Information

Roster		Dates of Meetings			
Name	Position				
Dr. Kevin Hunt	Principal				
Dr. Erica Redman	Associate Principal				
Troy Gray	Assistant Principal				
Michelle Shumate	Assistant Principal				
Annuar Ortiz	Assistant Principal				
Dr. Katie Navickas	Assistant Principal				
Mindy McMinn	Lead Counselor				
Jennifer Whitaker	504 Coordinator				
Josh Schiling	SPED Coordinator				
Beth Tallant	Teacher				
Amy Aldrete	Teacher				
Meredith Townsend	Teacher				
Jessica Caviness	Teacher				
Rachel Pullen	Teacher				
Rena Bowden	Teacher				
Neal Patel	Teacher				
Geoffrey Orsak	MAPS Director				
Jean Streepy	MAPS Teacher				
Amy Brown	CIT				
Skip Moran	Non-teaching Campus or District Staff				
	Business Representative				
Nicole Brewer	Community Member				
	Community Member				