

# ***West Rusk High School***

## **“Campus Improvement Plan”**

Board Approved: **October 20, 2025**



# ***2025-2026***

# **West Rusk High School Campus Plan of Action 2025 - 2026**

**With leadership from our principal, this plan has been collaboratively developed by the district site-based decision making committee, which represents all district stakeholders. All performance goals identified in No Child Left Behind legislation have been adopted by the district and are reflected in this Plan of Action.**

**The following funding sources support the objectives and strategies implemented to address identified student needs: Titles I, IIA, III, V1B subpart 2, Special Education, State Compensatory Education, Career and Technology Education, District Foundation Grants.**

**It is the policy of WRCCISD to not discriminate on the basis of race, religion, color, national origin, sex, age or disability in providing educational services, activities, and programs, and employment, in accordance with the Title VI of the Civil Rights Act of 1064 as amended; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act. The following has been designated to coordinate compliance with these legal ramifications: Gwen Gilliam (903) 392-7850 ext. 1111**

**\* This plan contains the ten components of a school wide campus.**

**West Rusk High-School 2025 - 2026**  
**Campus Site-Based Committee**

Teacher: Cynthia Duncan ([duncanc@westruskisd.org](mailto:duncanc@westruskisd.org))

Teacher: David Woods ([woodsd@westruskisd.org](mailto:woodsd@westruskisd.org))

Community/Business: Kathy Hlavaty: ([khlavaty2001@yahoo.com](mailto:khlavaty2001@yahoo.com))

Community/Business: Lisa Rogers (New London Museum and Cafe)

Parent: Taryn Hunley ([tarynhunley@gmail.com](mailto:tarynhunley@gmail.com))

Parent: Shaena Osteen ([sosteen15@yahoo.com](mailto:sosteen15@yahoo.com))

Administrator: Jake Jackson ([jacksonj@westruskisd.org](mailto:jacksonj@westruskisd.org))

CTE director: Leisha Smith ([smithl@westruskisd.org](mailto:smithl@westruskisd.org))

## **Comprehensive Needs Assessment \*1**

**West Rusk High School is 70% economically disadvantaged and is a school wide campus. The following information sources provided data for the comprehensive needs assessment:**

- \*Longitudinal AEIS data**
- \*Longitudinal academic performance information for non-AEIS student groups**
- \*TELPAS, STAAR, STAAR-A, ACT/SAT**
- \*Program Evaluations**
- \*Staffing Needs**
- \*Benchmark (CBA) test, Teacher checklists**
- \*Norm-referenced test data**
- \*Discipline Data**
- \*Drop-Out Rate**
- \*Attendance Rate**
- \*Performance Based Monitoring Report**
- \*Promotion/Retention**
- \*Community, Staff, & Student Surveys**

**An in-depth review and disaggregation of data by the campus site-based committee led to the development of the goal(s), objectives, and strategies included in this Plan of Action.**

### **Findings to be addressed in 2025-2026**

- \*Improve Math (Algebra 1) STAAR (EOC) Scores**
- \*Improve Science (Biology) STAAR (EOC) Scores**
- \*Improve U.S. History STAAR (EOC) Scores**
- \*Improve English/Language Arts (ELA 1 and ELA 2) STAAR (EOC)**
- \*Continue to close the gap in performance scores between economically disadvantaged, African American, Special Ed. Hispanic and other student groups**
- \*Increase STEM Endorsement Graduates, Distinguished level graduates.**
- \* Increase the number of students graduating College, Career and Military Ready (CCMR)**
- \*Increase Dual Credit Enrollment**
- \*Increase CTE certifications (IBCs) and enrollment in CTE pathways**

Goal 1: By 2025-2026, all students will reach high standards, at a minimum attaining proficiency or better in English/language arts, math, social studies and science.

Objective: Students in each group will meet or exceed expectations for STAAR (EOC) tested content areas as identified by the Academic performance Chart.

Summative Assessment: State Assessment

| Strategy                                                                                                                                                                                                                                                                   | Personnel Responsible                                         | Resources                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Timeline                                                                      | Formative Assessment                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Content Mastery and inclusion support will be provided for 504 and Sp. Ed. Students *9                                                                                                                                                                                  | Content Mastery personnel, Sp Ed personnel, Inclusion support | Sp Ed and Local Funds                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Aug. - May                                                                    | Benchmark Assessment, Progress Reports, Report Cards, Common Assessments (CBA)                                                                                              |
| 2. West Rusk High School will use SCE funds to enhance the Title I program. These funds will be coordinated with other Title, Local and Special Ed funds to implement the 10 components of the school wide program and support Title I School wide purposes and strategies | Campus Admin/Principal Program Director                       | Salaries, services, supplies, and fees<br><b>Comp Ed</b><br>Salary \$141,380.45<br>Cont. Services \$20,859.00<br>Gen. Supply Fees/Dues<br>Total \$162,239.45<br>FTE – 5.5<br><b>Title I</b><br>Salary -<br>Cont. Services \$7,732.00<br>Gen Supply<br>Total \$7,732.00<br>FTE – 0<br><b>Title II</b><br>Salaries \$20,446.60<br>Cont. Service \$1,370.10<br>Total \$21,816.70<br>FTE – 7<br><b>Title IV</b><br>Cont. Service \$12,499.50<br>Fees/Dues<br>Total \$12,499.50<br><b>Title V</b><br>Cont. Services<br>Total<br><b>Immigrant</b><br>Gen Supply | Aug 2023 through June 2024<br><br><br><br><br><br><br><br><br><br>Sept. - May | Students, district-wide, will meet and exceed the state and federal requirements.<br><br><br><br><br><br><br><br><br><br>100% At-Risk students will meet expected standards |
| 3. WR High School will coordinate Title 1A, Title 2A, IV, V, IVB Subpart 2, SCE, Local Funds, and Sp Ed Funds for implementing the school wide program *10                                                                                                                 | Principal Program Director                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Sept. - May                                                                   | 100% students will meet expected standards                                                                                                                                  |

|  |  |                            |  |  |  |
|--|--|----------------------------|--|--|--|
|  |  | \$189.12<br>Total \$189.12 |  |  |  |
|  |  |                            |  |  |  |

| Strategy                                                                                                                                              | Personnel Responsible                                        | Resources                          | Timeline                  | Formative Assessment                                                                               |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|------------------------------------|---------------------------|----------------------------------------------------------------------------------------------------|--|
| 4. Increase STAAR EOC scores with curriculum enriched with technology                                                                                 | Principal                                                    | Title II A<br>Title VIB Sub-Part 2 | Sept, Nov, Dec, Feb, Mar. | All students increasing test scores on Benchmark, CBA tests, and STAAR/EOC                         |  |
| 5. Teachers will use STAAR data to provide personalized instruction during Raider Period and in class time for students who have not passed STAAR. *8 | All Teachers                                                 | None                               | Sept, Nov, Dec, Feb, Mar. | 6 weeks grades, benchmark test, STAAR (EOC)                                                        |  |
| 6. Students who do not pass all STAAR Tests will receive remediation through summer tutorials and/or additional courses the following school year. *9 | Math, Science, Social Studies and ELA teachers and Principal | Comp. Ed. Title I                  | June and July             | End of Course (STAAR) exams                                                                        |  |
| 7. GT students will be challenged to explore additional applications of their learning *9                                                             | Math, Science, Social Studies, and English                   | GT Funds, Local Title I            | Aug. - May                | 100% students fulfilling requirements                                                              |  |
| 8. Paraprofessional Staff will assist classroom teachers to allow intensive instruction for at-risk, 504, and Sp Ed students.                         | Teachers, Principal                                          | SCE Funds                          | Aug - May                 | Improved STAAR scores, increase number of Sp. Ed students in regular classrooms                    |  |
| 9. Continue Content Mastery to serve all struggling students                                                                                          | Teacher, Aid, Principal                                      |                                    | Aug - May                 | Lower failure rates, Improve 6 week grades, Improve CBA scores, Improve performance on STAAR (EOC) |  |
|                                                                                                                                                       |                                                              |                                    |                           |                                                                                                    |  |
|                                                                                                                                                       |                                                              |                                    |                           |                                                                                                    |  |
|                                                                                                                                                       |                                                              |                                    |                           |                                                                                                    |  |

| Strategy                                                                                                                                                                 | Personnel Responsible                                           | Resources                                | Timeline                           | Formative Assessment                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| 10. Professional Development to improve instruction in core subjects. (Math, Science, SS, ELA)                                                                           | Teachers<br>Principal<br>Assistant Superintendent<br>Region VII | Local Funds<br>Region VII<br>Ruth Meggs  | Fall/Spring<br>Current school year | Improvement on CBA (6 weeks test) and TAKS/STAAR Track Data/Info through DMAC                                                         |
| 11. Use of a district wide, vertically aligned curriculum “TEKS Resource System”                                                                                         | Teachers<br>Principal<br>Asst. Superintendent                   | Title Funds<br>Local Funds               | Aug – June<br>Current summer       | CBA performance throughout school year. Track Data/Analyze Results in DMAC                                                            |
| 12. Professional Development on cultural diversity and best classroom practices                                                                                          | Teachers<br>Principal                                           | Local Funds<br>Title Funds<br>Region VII | Summer<br>Fall<br>Spring           | Teacher Evaluations<br>T-TESS Teacher Goal Setting/Self-Report Forms                                                                  |
| 13. Improve Parent involvement and in school activities by making phone calls, mailing home important info and by offering Open House/Meet the Teacher, All-Call system, | Teachers<br>Principal                                           | Local Funds                              | Local Funds                        | Parent Survey Results<br>Site-based Committee discussions.<br>Attendance Records for Parent/Guardian Attendance at school activities. |
| 14. Provide New teachers with mentor teacher to align curriculum and remain consistent with procedures and policies                                                      | Teachers<br>Principal                                           | Local Funds                              | Fall<br>Spring                     | Faculty feedback on results of mentor program.<br>Teacher Surveys/Discussion<br>Teacher Retention Rate                                |

Goal 2: All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts, math, social studies and science.

OBJECTIVE: Students in ESL will meet or exceed expectations for TELPAS, RPTE, and/or TAKS as identified by LPAC committee for each individual student.

SUMMATIVE ASSESSMENT: State Assessments

| Strategy                                                                                                                                              | Personnel Responsible                        | Resources   | Timeline  | Formative Assessment           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------|-----------|--------------------------------|
| 1. The Language Proficient Assessment Committee (LPAC) will identify English Language Deficient students and provide modifications and monitoring. *9 | LPAC Committee                               | Local Funds | Aug., May | Progress Reports, Report Cards |
| 2. A quality ESL curriculum will ensure 100% of ESL students will become English proficient before their senior year.                                 | ESL Teachers, Principal, Curriculum Director | ESL Funds   | Aug., May | STAAR (EOC), TELPAS Tests      |

GOAL 3: Ensure that all students continue being taught by highly qualified teachers.

OBJECTIVE: Ensure that all staff is certified and engage in quality staff development.

SUMMATIVE ASSESSMENT: 95% of staff is considered Highly Qualified. \*3

| Strategy                                                                                                                                        | Personnel Responsible           | Resources             | Timeline        | Formative Assessment                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------|-----------------|-------------------------------------------------------------------------|
| 1. Insure that teachers that teach advanced/honors core courses are trained. *5                                                                 | Principal, Teachers, Counselor  | Title 1<br>Title II A | August          | Increase number of advanced courses offered                             |
| 2. Make training available through ESC 7 for faculty in TEKstar, and DMAC to better track student progress and to disaggregate test results. *1 | Curriculum Director, Principal  |                       | August          | Scores on State Tests: STAAR/EOC TELPAS                                 |
| 3. Require annual update training for all teachers to ensure quality instruction. *4                                                            | Teachers, Principal             | Title I<br>Title II A | August          | T-TESS<br>Teacher evaluations                                           |
| 4. Provide Staff Development based on campus recommendations and administrative needs assessment. *8                                            | Principal, Curriculum Director, | Title II A,           | August, January | 90% Classroom Implementation Documented through classroom observations. |
| 5. Encourage and support teachers to take TExES in additional fields. *5                                                                        | Principal, Teachers             | Title I, Part A       | Each Semester   | Additional Certifications                                               |

GOAL 4: All students will be educated in learning environments that are safe, drug-free and conducive to learning.

OBJECTIVE: Provide a safe and secure environment by involving parents and encouraging all students to refrain from drug and alcohol use through safe and drug free schools. \*6

SUMMATIVE ASSESSMENT: Discipline referrals and drug dog alerts will decrease by 50%

| Strategy                                                                                         | Personnel Responsible                               | Resources                         | Timeline              | Formative Assessment               |
|--------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------|-----------------------|------------------------------------|
| 1. Random drug testing                                                                           | Principal                                           | SWC                               | Sept, Nov, Feb, Mar.  | Students tested will be drug free. |
| 2. Enlist Drug Dog to sniff for drugs.                                                           | Principal, Rusk County/Local Police Force Drug Dogs | Local (county) resources/agencies | Aug. - May            | Number of students in possession.  |
| 3. Incorporate Character Development Program                                                     | Principal/Asst. Principal                           | Guest Speakers                    | Aug. - May            | Observation, discipline referrals  |
| 4. Each campus will have staff members who will have training for Nonviolent Crisis Intervention | Principal, Staff Train                              | Sp. Ed. Funds, Local              | June, August, January | Number of physical interventions   |

| Strategy                                                                                                        | Personnel Responsible                | Resources   | Timeline  | Formative Assessment                                                              | Notes |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------|-----------|-----------------------------------------------------------------------------------|-------|
| 5. Provide newsletters, flyers, course information and Financial Aid information in both English and Spanish *6 | Principal, Counselor                 | Local       | Aug - May | Increased parental Involvement<br>Documented by sign-in sheets, call logs, etc... |       |
| 6. Organize active booster clubs *6                                                                             | Parents, Staff                       | Fundraisers | Aug - May | Increased parental Involvement                                                    |       |
| 7. Consistent Parent Contact for discipline and behavior                                                        | Principal<br>Asst. Prin.<br>Teachers | Local       | Daily     | Discipline referrals                                                              |       |

GOAL 5: All students will graduate from high school prepared for postsecondary readiness.  
(CCMR)

OBJECTIVE: Prepare students with skills to earn credits needed for high school graduation.

SUMMATIVE ASSESSMENT: 0% drop out rate.

| Strategy                                                                                                                                                 | Personnel Responsible       | Resources                            | Timeline                           | Formative Assessment                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|--------------------------------------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| 1. Counselor reviews Texas Grant and other financial aid with all seniors and with all 8 <sup>th</sup> and 10 <sup>th</sup> graders during conferences*7 | Counselor(s)                | Local                                | October, February                  | Data Sign-in sheets<br>Counselor documentation                                                                                         |
| 2. Up-grade computers and software to offer students/staff up-to-date applications *3                                                                    | Principal, Staff            | Local Funds<br>High School Allotment | Aug. - Oct                         | All students increase test scores                                                                                                      |
| 3. Offer Saturday school for excessive absences                                                                                                          | Principal, PEMS Coordinator | Local                                | 4 Saturdays before end of semester | Increase in number of students attending and maintaining class credits<br>Saturday school attendance sheets and parent call log sheets |

| Strategy                                                                                                                                                                                            | Personnel Responsible                                          | Resources         | Timeline     | Formative Assessment                                                                 |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|-------------------|--------------|--------------------------------------------------------------------------------------|--|
| 4. Each student will have a personal graduation plan. *7                                                                                                                                            | Principal, Counselor                                           | Local             | August       | Number of students graduating                                                        |  |
| 5. Provide Pregnancy Related Services (see addendum)                                                                                                                                                | Principal, Counselor, Home Instruction Teacher                 | Local             | August - May | Drop-out rates, Attendance Rates                                                     |  |
| 6. Inform students of local summer schools and offer math, English and Social Studies at West Rusk. *7                                                                                              | Principal, Counselor, Teachers                                 | Comp. Ed.         | May, June    | Number of students participating and earning credits.                                |  |
| 7. Students will be encouraged to move beyond the foundation high school endorsement programs and pursue the STEM Endorsement, and other Endorsments to prepare them for post-secondary success. *7 | Counselor, Principal                                           | None              | May          | Increase in number of seniors completing these programs.                             |  |
| 8. Continue to incorporate CATE options in the curriculum with additional articulation agreement with local colleges *2, *7                                                                         | Principal, Counselor, Special Programs Director, CATE Teachers | CATE Funds, Local | August       | Additional CATE courses, completed articulation agreements, Tech Prep survey results |  |

| Strategy                                                                                                                                                                                                                                                                              | Personnel Responsible               | Resources                           | Timeline  | Formative Assessment                                          |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-----------|---------------------------------------------------------------|--|
| 9. Update and evaluate annually a plan to communicate to students and parents the state graduation requirements and available opportunities and scholarships to assist students in completing high school and transitioning into post-secondary education and/or the workplace.<br>*2 | Counselor and Principal             | Local                               | October   | Up-dated plan                                                 |  |
| 10. Graduate 95% of students with a CCMR accountability point.                                                                                                                                                                                                                        | Counselor, Principal, CTE personnel | ICEV, TSI tests<br>Dual Credit (KC) | April/May | Certification exams<br>Student transcripts<br>Graduation Rate |  |