



Kashmere Senior High School

Houston Independent School District

Teri Hampton, Principal

6900 Wileyvale Rd. | Houston, TX 77028 Phone: 713-636-6400

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School Action Plan – Needs Assessment 2026-2027

Needs Related to Student Achievement Data

- Increase the number of students who have started to plan and make informed decisions about their post-secondary pathways from **40% to 80%**.
- Increase students' overall attendance across all student groups in grades 9–12 to the range of **90% to 92%** through increased communication, student engagement, and community partnerships.
- Close the achievement gap between the district and campus STAAR EOC data by **5% at the Approaches and Meets levels**.

Needs Related to Improving the Quality of Instruction

- Ensure proper implementation of Special Education student services.
- Maintain overall student attendance of **90% or higher** throughout the **2026-2027** school year.
- Decrease implicit biases of teachers as measured by pre- and post-surveys, and strengthen PLC protocols to ensure equitable practices across classrooms.

System Evaluation (Philosophy, Processes, Implementation, Capacity)

- Daily readiness checks
- Calibration walks
- PLC protocols
- Professional development



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- Demo Days
- Athletics & extracurricular engagement
- Attendance systems

Key Action One: Increase the Academic Achievement of Students Who Receive Special Services

Indicators of Success:

- Increase the percentage of students demonstrating **10% growth in learning objectives** across core subjects, measured by district assessments by the end of **2026-2027**.
- **100% of teachers** will implement student accommodations and complete all compliance documentation within the prescribed time frame (every six weeks).

Specific Actions – School Leaders:

- Allocate resources to provide additional support staff, specialized instructional materials, and assistive technology for students in special populations (Math, Science, and ELA).
- Collaborate with parents and stakeholders to establish Individualized Education Plans (IEPs).
- Establish and communicate documentation deadlines to ensure accountability.

Specific Actions – Staff:

- Observe and monitor student performance in real-time during class and assessments; tie progress to SPOT observations.
- Engage in specialized training on inclusive teaching practices and differentiated instruction.
- Collaborate with Special Education teachers to create individualized instructional strategies.



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- Use formative assessments and progress monitoring to track growth.
- Collect student work samples over time to document achievement.
- Record student progress in Easy IEP.

Proposed Budget:

Item	Description	Amount
Staff Development	—	\$0
Materials/Resources	—	\$0
Purchased Services	—	\$0
Other	—	\$0
TOTAL		\$0

Funding Source: District Funding

Key Action Two: Increase Student Success in Post-Secondary Readiness

Indicators of Success:

- By June 2027, **15% of 11th-grade students** will demonstrate college readiness by earning dual credit through HCC, UT OnRamps, or Advanced Placement.
- **30% of 11th-grade students** will meet at least one CCMR indicator.
- **90% of 12th-grade students** will meet at least one CCMR indicator.

Specific Actions – School Leaders:

- Expand access to counseling staff, test prep resources, and fee waivers.
- Partner with local colleges, universities, and businesses for mentorships, career fairs, and internships.



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- Develop a college/career readiness curriculum integrated into core courses.
- Monitor PSAT/SAT data and implement targeted support using Kaplan resources in junior-level courses.

Specific Actions – Staff:

- Facilitate parent and student workshops on college, career, and financial aid.
- Provide individualized counseling sessions with action plans.
- Host college visits, guest speaker events, and job shadowing.
- CTE teachers will proctor Industry-Based Certifications (IBCs).
- Provide targeted math and reading interventions through English III and Algebra II.
- Implement ongoing progress monitoring in junior and senior courses.

Proposed Budget:

Item	Description	Amount
Staff Development	—	—
Materials/Resources	Kaplan	—
Purchased Services	—	—
TOTAL		

Funding Source: Division Budget

Key Action Three: Increase Teacher Capacity to Provide High-Quality Tier 1 Instruction

Indicators of Success:

- By January 2027 **80% of teachers** will score at least 6 points in purposeful instruction (Domain 2) on SPOT observations.



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- By May 2027, **90% of returning teachers** will meet this benchmark.

Specific Actions – School Leaders:

- Provide mandated NES professional development twice monthly for teachers, learning coaches, and apprentices.
- Conduct 15 weekly SPOT observations and feedback sessions.
- Build collaboration through weekly PLC protocols.
- Host cohort success and attendance committee meetings.
- Issue attendance contracts to students at risk of truancy.

Specific Actions – Staff:

- Engage in weekly campus/district PD on instructional strategies.
- Collaborate with colleagues to internalize and customize lessons with differentiation.
- Use formative assessment data to tailor instruction in real time.

Proposed Budget:

Item	Description	Amount
Staff Development	Attendance protocol training	—
Materials/Resources	—	—
Purchased Services	—	—
TOTAL		

Funding Source: Campus/District



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