# Muenster JH-HS

## A Tradition of Success



# Campus Improvement Plan

## 2026-2027

Revised/Approved October 13, 2026

**Goal 1: Increase Academic Rigor Across All Subject Areas**

**Performance Objective:** ***Increase academic rigor on lessons in each subject area to include standards-aligned opportunities for students to analyze, evaluate, create, or solve complex problems.***

| Strategies / Action Steps | Persons Responsible | Resources Needed | Expected Result / Impact |
|---|---|---|---|
| Establish a shared definition of academic rigor and review lesson plans and student work each grading period across all subject areas, including electives and CTE. | Principal, Teachers | TEKS guides, lesson review rubric, PLC time | Consistent expectations for challenging, standards-aligned instruction |
| Provide professional development on higher-order questioning, complex tasks, academic discussion, and instructional scaffolding. | Principal, Teachers | Professional development funds, model lessons, coaching time | Teachers design challenging learning experiences accessible to all students |
| Incorporate tasks requiring students to explain reasoning, support claims with evidence, solve unfamiliar problems, and apply learning in authentic contexts. | Teachers | Subject-specific texts, problem sets, project materials, technology | Increased critical thinking, depth of understanding, and application of learning |
| Use PLCs each grading period to develop common rigorous tasks, score student work using | Principal, Teachers | PLC time, common assessments, scoring rubrics, | More consistent expectations and improved student |

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| shared rubrics, and adjust instruction based on results. | | student work samples | proficiency across subjects |
| Provide scaffolds and targeted support while maintaining challenging learning goals; offer extension opportunities for students ready for greater complexity. | Teachers, Principal | Differentiated materials, intervention resources, enrichment activities | Greater access to rigorous learning and continued growth for all students |
| Conduct monthly classroom walkthroughs and provide feedback on task complexity, questioning, student discussion, and evidence of independent thinking. | Principal | Walkthrough rubric, observation tools, feedback time | Increased implementation of rigorous instructional practices |
| Establish a fall 2026 baseline and monitor lesson review results and student proficiency each grading period, with a final evaluation in May 2027. | Principal, Teachers | Assessment software, tracking tools, common rubrics | Measurable progress toward rigor and proficiency targets in each subject area |

**2026-2027- Goal Status:** ***New***

**Goal 2: Improve School Progress and Maintain High Achievement**

**Performance Objective:** *Raise the School Progress domain rating from C to at least B and maintain 'A' in Student Achievement & Closing the Gaps.*

| **Strategies / Action Steps** | **Persons Responsible** | **Resources Needed** | **Expected Result / Impact** |
|---|---|---|---|

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| Use data tracking to monitor student growth year-to-year and identify students below expected growth early. | Principal, Teachers | Assessment software, dmac/lead4ward | Increased number of students meeting growth targets |
| Strengthen small group instruction and targeted interventions for students not meeting growth. | Teachers, Principal | PLC time, intervention materials | Improved STAAR progress scores |
| Implement STAAR Bootcamps to reinforce and review learning prior to the STAAR tests | Teachers, Counselor, Principal | Classtime, TEKS-based resources, | Improve STAAR scores by reviewing course content |
| Expand teacher professional development focused on growth-based assessment and differentiated instruction. | Principal | Professional development funds | Teachers equipped to differentiate effectively |
| Provide curriculum alignment audits and regular benchmark assessments to | Principal, Teachers | Benchmark assessments, TEKS guides | Improved student achievement across subjects |

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| ensure TEKS mastery. | | | |
| Engage parents with resources and communication to support learning outside of school. | Counselor, Teachers | Parent engagement funds, newsletters | Higher family engagement and student performance |

**2026-2027- Goal Status:** ***Continuing***

**Goal 3: Increase Advanced Placement/Dual Credit Participation and Success**

**Performance Objective:** *Increase AP/Dual Credit exam participation and passing rates.*

| **Strategies / Action Steps** | **Persons Responsible** | **Resources Needed** | **Expected Result / Impact** |
|---|---|---|---|
| Identify students with Advanced Placement/Dual Credit potential early and encourage enrollment. | Principal, Counselor, AP Teachers | AP Potential data, PSAT results | Increased enrollment in AP/Dual Credit |
| Provide AP options for science, computer science, and other subjects. | Principal, Counselor, Teachers | Access to AP curriculum and offerings | Increased opportunities in AP |
| Support peer study groups and offer teacher coaching sessions. | Principal, Teachers | Collaboration time | Students supported academically |

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| Monitor participation and passing rates each grading period to ensure growth. | Counselor, Principal | Tracking tools | Data-driven improvement in AP/IB outcomes |

**2026-2027- Goal Status:** ***Continuing***

**Goal 4: Reduce Chronic Absenteeism**

**Performance Objective:** *Reduce chronic absenteeism rates.*

| **Strategies / Action Steps** | **Persons Responsible** | **Resources Needed** | **Expected Result / Impact** |
|---|---|---|---|
| Monitor attendance data weekly and intervene early for at-risk students. | Principal | Attendance software, reports | Reduced chronic absenteeism |
| Communicate with parents promptly about attendance concerns. | Principal, Teachers, Counselor | Parent contact tools | Improved parent engagement on attendance |
| Provide attendance incentives and recognize students with strong attendance. | Principal, Teachers | Incentive funds | Better attendance rates |
| Address barriers to attendance through counseling and wraparound services. | Principal, Counselor | Community resources, counseling services | Students supported to attend regularly |

**2026-2027- Goal Status:** ***Continuing***

**Goal 5: Sustain Graduation and Eliminate Dropout**

**Performance Objective:** *Maintain 100% graduation rate and 0% dropout rate.*

| **Strategies / Action Steps** | **Persons Responsible** | **Resources Needed** | **Expected Result / Impact** |
|---|---|---|---|
| Implement early warning systems to flag students at risk of not graduating. | Counselor, Principal | Data dashboards, progress monitoring | Students identified early |
| Personalize intervention plans for credit recovery and support. | Principal, Counselor, Teachers | Credit recovery programs | Increased credit completion rates |
| Provide mentorship and counseling for students with academic or social-emotional needs. | Counselor, Mentors | Mentoring program | Improved student engagement |
| Monitor credit attainment each semester and adjust interventions as necessary. | Principal, Counselor | Grade reports, planning time | Sustained 100% graduation rate |

**2026-2027- Goal Status:** ***Continuing***

**2026-2027 Site-Based Decision-Making (SBDM) Team**

| Committee Role | Name | Position |
|---|---|---|
| **Campus Principal** | Dr. John Underwood | HS/JH Principal |
| **District-level Professional staff** | Jackie Reynolds | HS/JH Counselor |
| **Classroom Teacher** | Tanda Nasche | JH/HS ELA Teacher |
| **Classroom Teacher** | Jenni Lemons | JH/HS Math Teacher |
| **Classroom Teacher** | Rose Barnhill | JH/HS Science Teacher |
| **Classroom Teacher** | Daniel Lindenborn | JH/HS SS Teacher |
| **Classroom Teacher** | Haley Bowen | JH/HS SPED Teacher |
| **Classroom Teacher** | Tami Blythe | JH/HS ELA Teacher |
| **Classroom Teacher** | Rebecca Berend | JH/HS |
| **CTE Director** | Tyler Bruce | JH/HS CTE |
| **Parent** | Jami Fuhrmann | Parent |
| **Parent** | Jenn Bryson | Parent |