

Louise Independent School District

Louise High School

2022-23 Campus Improvement Plan

District Mission Statement

Our students shall be academically prepared to fulfill their potential, self-assured, and motivated to excel.

Vision

Educate the Whole Child

2020-2021 Campus Planning Committee

Name	Position	Committee Role	Signature
Katrese Skinner	Principal	Principal	
Traci Harvey	Counselor	Counselor	
Ashley Zezual	Math Teacher	Teacher	
Haley Hughes	Math Teacher	Teacher	
Jonathan Hughes	Science Teacher	Teacher	
Keri Jones	Science Teacher	Teacher	
Venessa Gaona	Technology Teacher	Teacher	
Micah Swanson	English Teacher	Teacher	
Linda Bram	English Teacher	Teacher	
Joe Bill	AD/History Teacher	Teacher	
Manny Freeland	AD/ Special Education Teacher	Teacher	
Brittney Ross	Agriculture Sci & Tech	Teacher	
Megan O'Brien	Agriculture Sci & Tech	Teacher	
Ronny Wilson	Agriculture Sci & Tech	Teacher	
Joe Cardenas	Spanish Teacher	Teacher	
Adam Ardner	Band Teacher	Teacher	
Amber Miles	History Teacher	Teacher	

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Comprehensive Needs Assessment

Component	Summary	Strengths	Needs	Data Source(s)
Demographics	2021-22 Campus Size-160 Hispanic—92 Caucasian—61 African American—6 Native American- 0. Asian- 1 Teachers-15 Sped-8 EcoDis—98 ELL—16 Attendance—94.7	<ul style="list-style-type: none"> Limited Number of Groups for Accountability 2020-21 Campus Size-137 Hispanic—51.8% Caucasian—43.8% African American—3.6% Native American- 0.0 % Asian- .7 % Teachers-17 Sped-8 EcoDis—87 ELL—12 Attendance—93.7	<ul style="list-style-type: none"> Eco-Dis population is moderate. 	PEIMS
Student Achievement	2021-22 <ul style="list-style-type: none"> ELA I—67% ELA II—82% Algebra I—78% Biology—100% US History-88% 	<ul style="list-style-type: none"> ELA I slightly lower -5% Slightly lower-- 8% Lower -12% Excellent +5% Lower-9% 	<ul style="list-style-type: none"> Increase student achievement to meet/exceed state average on all STAAR EOCs. Institute on-line testing applications for all summative assessments/ 6 weeks exam 	<ul style="list-style-type: none"> Report generated by testing coordinator Walkthrough data Formative assessment data through Aware. Interim Assessments SAT/ACT, TSI scores Dual credit hours awarded to students

			<ul style="list-style-type: none"> ● Utilize new testing format questions provided in Eduphoria in ALL CORE subjects ● Provide professional development for teachers to increase content knowledge and questioning strategies. ● Provide opportunities for all CORE subjects to receive training on new EOC questions/ format. ● Increase the number of Dual Credit offerings 	
Culture and Climate	<p>A large percentage of teachers are either satisfied or happy with the High School.</p> <p>All teachers take on outside duties beyond their teaching schedule</p>	<p>New staff provide opportunities for new ideas.</p> <p>Staff is supportive of students/ campus activities</p>	<ul style="list-style-type: none"> ● Institute ROCKSTAR teacher recognition. ● Institute Student of the week award ● Provide fellowship opportunities: staff luncheon, 12 days of Halloween, 12 days of Christmas, birthday celebrations, appreciation lunches. 	<ul style="list-style-type: none"> ● Conversations ● Staff surveys ● When we have lunch celebrations, all the teachers attend. ● Teachers meet regularly to discuss students and curriculum needs. ● Discipline records

Staff Quality, Recruitment, and Retention	100% teachers are certified.	We are searching only for certified teachers.	<ul style="list-style-type: none"> ● Ensure that the teachers get support needed to achieve certification. ● Provide instructional and emotional support. ● Seek out housing and transportation assistance for those who travel. ● Provide meaningful district professional development opportunities ● 	Human Resources Records, and personal conversations.
Curriculum, Instruction, and Assessment	<p>PLCs are used to enhance instructional methods.</p> <p>Teachers are encouraged to use data to plan lessons and assess students progress.</p> <p>Math, Science, and ELA schedules are designed for common planning.</p> <p>Electives, Fine Arts, and History schedule PLC meetings once a week</p>	<ul style="list-style-type: none"> ● Teachers are using PLCs to help close gaps in instructional practices. ● ● 95% of students will graduate on the Foundation plan with an endorsement for 2018-2019. 	<ul style="list-style-type: none"> ● Increase accountability and monitoring. ● Prepare students to be career and college ready. ● All teachers need to have lesson plans in a location that is easily monitored ● Consistent and valuable feedback for teacher improvement ● Vertical Curriculum Alignment 	<ul style="list-style-type: none"> ● State ratings, CBA data, grades, six week test grades and maintaining pace with the Year at a Glance. ● Graduation Plans, how many students achieve each of the programs. ● Promotion/retention/course re-takes. ● Grades/Failure rates
Family and Community Involvement	Parent and Community events are well attended. Additionally, when we have students perform more parents attend.	Parents want to be involved when the activity includes demonstrating their excitement for their child's achievement.	<ul style="list-style-type: none"> ● Continue to increase parent involvement, not just attendance at events. 	<ul style="list-style-type: none"> ● Sign in sheets and personal observations.

School Context and Organization	Procedures and operations are specific and known by the person who does the job, however cross-training and organizational procedures need to be developed.	Staff is competent and meets the needs of students and staff.	<ul style="list-style-type: none"> • Develop and implement a discipline management strategy that will be consistently and fairly administered. Utilize restorative discipline practices. • Develop procedures for maintenance and operations throughout the school's staff. 	<ul style="list-style-type: none"> o Discipline records • Attendance record • Operational manuals and procedural documents developed and used.
Technology	Our school is technology rich and our teachers have worked with one another in order to utilize the technology to enhance instruction.	We have the hardware and software necessary to offer more rigorous instruction.	Offer appropriate training to help teachers learn how to develop project based strategies and technology integration within their lesson plans. Require teachers to indicate technology plans with lesson planning.	Personal conversations and observations as well as the STAR chart survey results. We averaged a 2 on the survey.

Goal	Improve Academic Achievement for All Students				<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs			
Objective	Create and implement a comprehensive curricular framework in all core subject areas for all students. Including special populations. Meet state average or above on all STAAR assessments.							
Evidence of Implementation	Review Master Schedule to determine interventions and acceleration of curriculum. Review student data, CPE, Lesson Plans, PLC meetings, and Professional development							
Evidence of Impact	Review report cards and six weeks exams as they relate to the Year at a Glance. Review of interim assessments.				<u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality			
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
College Prep courses in English and Math added to meet the needs of low performing Seniors on TSI, and STAAR	Katrese Skinner Traci Harvey	Teacher and Classroom	9/24/2022 11/5/2022 12/16/2022 2/11/2023 3/31/2023 5/17/2023	5/17/2023	199 from Central Office	\$0.00	RS	1, 5, 2
Implement PLC model for teacher collaboration	Katrese Skinner/ Mary Trochta	Schedule/ PLC calendar	2/14/23	5/18/2023	None needed		CP	1,7
Students who have not passed a STAAR EOC attend tutorials daily during Activity Period	Linda Bram, Joe Bill, Micah Swanson, Haley Hughes, Ashley Zezula, Kerri Jones	STAAR scores	9/24/2022 11/5/2022 12/16/2022 2/11/2023 3/31/2023 5/17/2023	5/17/2023			RS, AS	1, 2, 5, 7

	Katrese Skinner Traci Harvey	STAAR Data		5/17/2023	NA	\$0.00	RS, AS	1,2, 5,7
IPC for 9 th grade students that did not perform well on the 8 th grade STAAR Science test	Traci Harvey, Katrese Skinner	STAAR Data	9/24/2022 11/5/2022 12/16/2022 1/11/2023 3/31/2023 5/17/2023	5/17/2022	NA	\$0	RS,AS	1,2,5 7
Create Programs of Study to meet the requirements for Perkins.	Traci Harvey Katrese Skinner	CATE teachers	1/22/22 2/15/22 3/31/22 5/18/22	5/18/2021	199	\$0.00	HQ, AHQ	1
Attract and retain qualified teachers through: Job Fairs, Professional Development, Subject Area Stipends	Dr. Oliver, Katrese Skinner Manny Freeland Mary Trochta	Region III LISD Board	4/2023	5/27/2022	NA	\$0	NA, PD, AHQ, AA	1, 3, 6, 7
Administer Curriculum Based Assessments on a regular basis to determine the effectiveness of teaching strategies and to identify which students require additional support.	Classroom Teacher	Blooms Tax. Eduphoria	9/3/22 9/24/22 10/15/22 11/5/22 12/3/22 12/16/22 1/21/23 2/11/23 3/4/23 3/31/23 4/22/23 5/17/23	5/17/22	199	\$1,500	RS, AS	1, 2
Use the Texas Resource System as a Scope and Sequence and the Year At A Glance to determine the curriculum to be	Classroom teachers, Katrese Skinner	Texas Resource System	9/3/22 9/24/22 10/15/22 11/5/22 12/3/22 12/16/22 1/21/23	5/17/22	NA	\$0.00	RS, AS	

taught and when, to increase student performance.			2/11/23 3/4/23 3/31/23 4/22/23 5/17/23					
Students in the Blocked Algebra I class will use the CD Power Math to accelerate instructional deficits.	Haley Hughes Katrese Skinner	Power Math CD's	12/16/22 5/17/23	5/17/22	NA	\$0.00	RS, AA	1,2, 5

Goal	Improve Academic Achievement for All Students	<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality
Objective	Develop and support effective instruction that focuses on high performance of all students.	
Evidence of Implementation	Dual credit, CTE earned, teacher and student schedules, and SIOP training	
Evidence of Impact	3 weeks Progress Reports 6 weeks Report Cards CBA tests, Interim Assesments Unit tests, 6 weeks exams.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Meet with students and parents to explain dual credit on-line availability	Traci Harvey, Katrese Skinner	WCJC	3/2023	5/18/23	Technology budget	\$5,000	AS	1
Provide ELL/ESL students with appropriate support through a content based model by certified English teachers.	Katrese Skinner Traci Harvey	Linda Bram Micah Swanson	8/18/2022	5/17/22	NA	\$0	AA, AS, CP	1, 2
Place all students with disabilities in a regular classroom with certified teachers and inclusion specialist. Monitor the progress and maintain	Katrese Skinner, Manny Freeland Apolonia Guseman	Classroom teachers, Manny Freeland, Apolonia Gusman	9/3/22 9/24/22 10/15/22 11/5/22 12/3/22 12/16/22 1/21/23 2/11/23 3/4/23	5/18/21	NA	\$0	RS, PD, AA, AS, CP	1, 2

appropriate records on all students who are disabled.			3/31/23 4/22/23 5/17/23					
Provide certification opportunities to be workforce prepared.								
Google OSHA 30 Floral Certifications	Counselor, CTE teachers	Region III	8/9/2022	5/18/2023	NA	\$0	AS, CP	1
Establish a mechanism for expanding CTE goals and certification	Brittany Ross Ronny Wilson Katrese Skinner							
Teachers meet one-on-one with students to review Benchmark testing/ Interim Testing from TEA to discuss strengths and areas to improve.	Katrese Skinner EOC teachers	Lead4ward	12/2022 2/2023	5/18/2023	NA	\$0	AA, AS	1,3,6
High-quality professional development designed by teachers, principals, and other school staff to improve teaching and learning.	Katrese Skinner Mary Trochta Brady Peterson	Region III RSSP	8/5-17/2022	5/17/23	NA	\$0	NA, RS, PD	3, 6,7

Employ rigorous, engaging, student-centered activities including manipulatives, laboratory experiences, and project based learning to enhance student learning.	Katrese Skinner	Classroom teachers	8/18/22 through 5/17/23	5/17/23	NA	\$0	HQ, PD,RS	1,2,3, 7
Review data, plan, and maintain records of students who qualify under 504. Ensure that classroom and testing accommodations are followed, provide screening for dyslexia.	Katrese Skinner	Dyslexia Screeners, Classroom teachers	9/3/22 9/24/22 10/15/22 11/5/22 12/3/22 12/16/22 1/21/23 2/11/23 3/4/23 3/31/23 4/22/23 5/17/23	5/17/23	NA	\$0	CP	1
Goal	Improve Academic Achievement for All Students					<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs		
Objective	Ensure a safe environment in which all students and staff are accountable.							
Evidence of Implementation	Emergency procedures are posted and are practiced routinely. Appropriate crisis interventions are implemented. Students feel safe in sharing responses/discussions with instructors and peers.							
Evidence of Impact	Reduction of bullying incidents, lower number of students in ISS/DAEP. Consistent discipline management between administrators.					<u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality		

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Provide a speaker to discuss hazards of vaping/e-cigarettes	Administrators, School Medical Assistant	Crisis Center Officer Blake George, Community Health Advocates	11/1/22	5/17/23	NA	\$0	RS, CP	1, 3, 6
Drug Dogs	Administrators	Drug Dog	8/18/22	5/17/23	NA	\$0	NA, RS	3, 6
SRO will present various programs: vaping, and assists with resources	WCSO, LISD School Board, Dr. Oliver, Katrese Skinner	SRO Officer George	11/18/22	5/18/23	199	\$50,000	CP	4,6
Red Ribbon Week to decrease involvement in drugs and alcohol	Traci Harvey	SRO Officer George	10/24 through 10/28/22	10/28/2022	199	\$300	RS	1, 4, 6
Post and review emergency procedures	Administration and Teachers Brady Peterson	Procedures packet	8/10/22	8/17/2022	NA	\$0	NA, RS	3, 6, 7
Tweak Discipline Ladder for consistent Discipline Management	Katrese Skinner	Time to evaluate and update the Discipline Ladder with teachers	8/10/22	8/10/23	NA	\$0	NA	6
Active monitoring of Faculty and Staff through Walkthroughs, and Monitoring Hallways	Katrese Skinner Brady Peterson Mary Trochta Dr. Oliver	Walkthrough Data in Eduphoria	8/18/22	5/17/23	NA	\$0	NA, RS, AS	1, 3, 6, 7

Goal	Improve Academic Achievement for All Students				<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality			
Objective	Prepare all students to be college and career ready.							
Evidence of Implementation	Increase in Dual Credit Enrollment, increase in number of students taking CTE courses, increase in number of students who are signing with colleges/universities, and increase in certifications through CTE courses.							
Evidence of Impact	Review the number of students receiving college credit and the number of students graduating career and college ready.							
Expected Completion Date								
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Establish clear programs of study, including P-Tech to ensure industry and post secondary needs are met	Katrese Skinner Traci Harvey, CATE teachers	State standards	2/2023	5/18/2023	NA	\$0	CP	4
Attend WCJC Career and College Fair/ Workforce Event	Traci Harvey	WCJC	2/2023	2/2023	199	\$50	CP	4, 6
WCJC representative will speak to freshman and seniors	Traci Harvey	WCJC	9/2022	1/2023	NA	\$0	CP	4,6
University of Houston-Victoria speaks with seniors	Traci Harvey	U of Houston Vic	10/2022	2/202				

Texas A&M representative will speak to seniors	Traci Harvey	Texas A&M	10/2022	2/2023	NA	\$0	CP	4,6
The U.S. Army representatives speak with Seniors and students taking the ASVAB	Traci Harvey	Army representatives	10/2022	3/2023	NA	\$0	CP	4,6
Give TSI and SAT tests at Louise High School in an effort to allow more students accessibility to test	Traci Harvey	TSI and SAT representatives	11/2022 4/2023	5/18/23				
WIT College/Business Field Trips	WIT Leaders: Venessa Gaona Lindsey McMahan	Transportation, Texas A&M	4/2023	5/18/2023	WIT Sponsored	\$0	CP	1, 6
Enroll all students into Dual Credit classes that pass the TSI tests	Traci Harvey	Transportation Tuition Books	8/01/2022	12/18/2022	199	\$2,500	AS, CP	1, 4, 6
OSHA safety and Floral Design certifications will be available for students enrolled in CTE courses	Traci Harvey Ronnie Wilson, Brittney Ross	Consumable supplies	8/18/2022	5/17/2023	199	\$200	AS, CP	1, 6
FAFSA night	Traci Harvey Katrese Skinner	Computer Lab	10/2022	5/2023	NA	\$0	PI	4
Professional development for utilization of computer programs to narrow learning gaps	All teachers, Katrese Skinner Traci Harvey	Computer Lab	1/3/2023	5/17/2023	NA	\$0	RS, AS,CP	1, 5

Enhance writing skills by utilizing open ended questioning in all subjects for cross-curricular writing	Lori Heard, Katrese Skinner, Mary Trochta, Lead 4Ward Traci Harvey	Linda Bram, Micah Swanson	8/18/2022	5/17/2023	199	\$	NA, RS, PD, AS	1,2
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Goal	Ensure Efficient and Effective Operations					<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified		
Objective	Develop an accountability, monitoring, and reporting structure for all departments and schools.					PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs		
Evidence of Implementation	Walkthrough documentation and Observations completed. TSR I, II, and III, RSSP Instructional Rounds					AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs		
Evidence of Impact	Improve teacher quality and an increase in the use of data to make decisions.					<u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality		
Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Walkthroughs	T-TESS Appraisers/ RSSP	Eduphoria	8/18/22	5/17/2023	NA	\$0	RS, CP	1, 3, 7
Teacher Observations/Appraisals	T-TESS Appraisers	Eduphoria	10/1/2022	3/31/2023	NA	\$0	RS	1, 3, 7
Implement PLC Process for departments/campus	Katrese Skinner, Mary Trochta, Lorie Heard	PLC Department heads/ Instructional Coach/ RSSP	8/18/2022	5/17/2023	NA	\$0	HQ	3, 6, 7

Goal	Ensure Effective Communications	<u>Schoolwide Components</u> NA - Needs Assessment RS - Reform Strategies HQ - Highly Qualified PD - Professional Development AHQ - Attract Highly Qualified PI - Parental Involvement PK - Pre-K Transition Programs AA - Academic Assessments AS - Achievement Standards CP - Coordination of Programs <u>Critical Success Factors (CSF)</u> 1 – Improve Academic Performance 2 – Increase Use of Quality Data 3 – Increase Leadership Effectiveness 4 – Increase Family/Community 5 – Increase Learning Time 6 – Improve School Climate 7 – Increase Teacher Quality
Objective	Develop and implement a district-wide plan to maximize two-way communication among school, family, and community.	
Evidence of Implementation	Sign in sheets from Open House, Dual Credit Meetings, and School Messenger Messages	
Evidence of Impact	Increase in parent participation during Open House, Dual credit meetings, FAFSA.	

Strategy	Person(s) Responsible	Resource(s) Needed	Benchmark Timeline	Expected Completion Date	Funding Source	Funding Amounts	SW Comp	CSF
Utilize the School Messenger	Katrese Skinner	School Messenger	8/18/2022	5/17/2023	NA	\$0	PI	3, 4, 6
Improve student attendance 97% by contacting parents whose students are absent by phone, mail or home visits. Truancy charges may be filed in extreme cases.	Administration, Faculty and Staff	Incentives	9/24/2022 11/5/2022 12/16/2022 2/11/2023 3/31/2023 5/17/2023	5/17/2023	199 11	\$1,000	NA, AS	1, 5, 6
Encourage parents to sign up for SkyWard to access student grades, attendance, discipline and cafeteria information.	Sandra Holik-Tech; Donna Kutac, secretaries	SkyWard	8/12/21	12/16/21	NA	\$0	PI	3, 4, 6

District Registration	Katrese SkinnerTraci Harvey	NA	8/12/2022	8/31/22	NA	\$0	PI	3, 4, 6
Hold Open House	Katrese Skinner Dr. Oliver	NA	10/2022	10/2022	NA	\$0	PI	3, 4, 6
Hold Dual Credit meetings with Parents	Traci Harvey Katrese Skinner	NA	2/2023	4/2023	NA	\$0	CP, PI	3, 4, 6
Build an active social media presence on FaceBook	Katrese Skinner, Kathryn Peterson	Facebook.	8/18/22 5/17/23	5/17/23	NA	\$0	CP, PI	3,4,6
Contact parents and hold conferences when academic/behavior concerns arise	Katrese Skinner/ Traci Harvey	Classroom teachers	9/3/23 9/24/22 10/15/22 11/5/22 12/3/22 12/16/22 1/21/23 2/11/23 3/4/23 3/31/23 4/22/23 5/17/23	5/17/2023	NA	\$0	PI	1, 3, 4, 6
Present a musical Christmas Program and Spring Band Concert	Katrese Skinner	Adam Ardner	12/2022 5-2023	5/17/2022	NA	\$0	PI	1,3, 4, 6

State Compensatory Summary

	Does Not Apply to Louise High School		

*Direct cost requirement is 52%