

Denison Independent School District
Pathways High School
2019-2020 Campus Improvement Plan



Mission Statement

The mission of Pathways High School is to ensure quality learning for all students...so that upon graduation they will be prepared to assume the roles and responsibilities of productive adult citizens in our society.

Vision

The vision of Pathways High School is to inspire, enable, and encourage all students to learn, grow, and to succeed in a global society.

Core Beliefs

WE BELIEVE: Our students are unique and valuable individuals capable of higher levels of learning.

Therefore, our commitment is to:

Maintain high expectations so that students take responsibility for their learning.

Design learning experiences to accommodate students' mastery of tasks in different ways and at different times.

Expect students to assume responsibility for behaviors and actions.

Provide each student the information, assistance, and support that enable him or her to develop educational and career goals.

WE BELIEVE:

Every employee of this district has the responsibility to provide and support quality learning experiences for student success.

Therefore our commitment is to:

Focus on our core business - student learning.

Provide clear and compelling understanding of what students are expected to know and be able to do.

Design rigorous, engaging work that leads students to higher levels of learning.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Half of our staff are Denison High School graduates and 2 others are from neighboring cities. The entire staff has been in this area for over 20 years. We are fully engaged with the community, participating in community-wide activities and events, as well as taking part in Denison ISD community events, as well as church activities.

Demographics Strengths

Our staff is comprised of different ethnicities and age groups which enables us to better interact with our students. There is a wide span of teaching experience among the teachers and the entire staff brings other job experiences to better relate to students and families.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Large number of at risk students **Root Cause:** we only take at-risk students

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SAT and/or ACT assessment data
- Running Records results

Student Data: Student Groups

- STEM/STEAM data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data

Employee Data

- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional data

Goals


Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 1: Improve all students' academic performance


Evaluation Data Source(s) 1: STAAR Exams
AYP expectations

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) 1)Disaggregate data for all students including at-risk.	Teachers Rebecca Downing Lance San Millan					




= Accomplished



= Continue/Modify



= No Progress



= Discontinue


Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 2: Improve students' mathematical concepts and skills and prepare students for STAAR math exams and TAKS test


Evaluation Data Source(s) 2: STAAR test data

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Provide extra time for struggling students	Staff Lance San Millan					




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 3: Prepare students for writing expectations on state assessments

Evaluation Data Source(s) 3: STAAR writing exam

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) To improve teaching strategies for improving expository writing skills	Lance San Millan Drew Kirshman					

Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 4: Improve students' science concepts and skills and prepare students for STAAR science exams

Evaluation Data Source(s) 4:

STAAR tests

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Evaluate and modify the common assessments for each course as needed	Lance San Millan Rina Hamilton					

Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 5: Prepare Students for Social Studies Expectations including STAAR social studies

Evaluation Data Source(s) 5:

STAAR test

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Evaluate and revise the common assessments for each unit to align with new expectations	Lance San Millan Drew Kirshman					


Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 6: Improve students reading abilities and prepare students for STAAR reading/English exams.

Evaluation Data Source(s) 6: STAAR reading exams

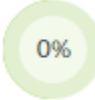
Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Assess and monitor reading skills of each student	Lance San Millan Drew Kirshman					



= Accomplished

➔



= No Progress

✗

= Discontinue

Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 7: Prepare students for college readiness skills

Evaluation Data Source(s) 7: Number of students graduating and working towards helping them get into college
 Number of students working towards financial aid and scholarships\
 college entrance exams

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Provide SAT/ACT prep courses during the school day	Lance San Millan Rebecca Downing					


Goal 1: Every employee of the campus will work to provide quality learning experiences for student success

Performance Objective 8: Integrate career preparation course.


Evaluation Data Source(s) 8: Number of students completing career prep courses.

Summative Evaluation 8:

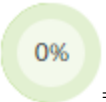
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Career Awareness	Lance San Millan Kay Huggins					




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 2: Create a campus-wide culture that is characterized by students who are responsible for their own learning, behaviors, and actions.

Performance Objective 1: Encourage respect for one another



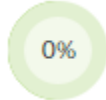

Evaluation Data Source(s) 1: Students take ownership of their learning

PEIMS records

Transcript reviews consultation with tracking teachers

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Continue the Rachel's Challenge Program and forming teams in the Choice Program	All Staff					

	= Accomplished		= Continue/Modify		= No Progress		= Discontinue
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Goal 2: Create a campus-wide culture that is characterized by students who are responsible for their own learning, behaviors, and actions.

Performance Objective 2: Improve Student Attendance

Evaluation Data Source(s) 2: State Performance Report

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Maintain campus counseling services	Lance SanMillan Rebecca Downing	Referrals to counselor				
2) Provide resources for parent training	Lance San Millan Rebecca Downing					
3) Monitoring of attendance by district truant officer	Lance San Millan Cathy Scott Odis Luper	Calls made daily for attendance and records kept.				
4) Incentive programs to encourage attendance	All Staff					

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue


Goal 2: Create a campus-wide culture that is characterized by students who are responsible for their own learning, behaviors, and actions.

Performance Objective 3: Reduce the number of student offenses


Evaluation Data Source(s) 3: PEIMS report to state

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Inform all students, parents, guardians, and staff of the expected behaviors as stated in the District/Campus Code of Conduct	All Staff	Discipline Referrals				
2) Continue to provide an alternative setting for students with severe and/or persistent misbehavior.	Lance San Millan	Discipline Referrals				
3) Incentive programs to encourage positive behaviors.	All Staff	Discipline Referrals				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue


Goal 3: Provide a safe and orderly school climate that is conducive to learning.

Performance Objective 1: Provide Safe Campus Environment


Evaluation Data Source(s) 1: Incident Reports

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Continue to implement the campus emergency operation plan	Lance San Millan	Data from security audit				
2) Maintaining safe drop-off and pick-up zones for campus	Lance San Millan All Staff	No injuries or deaths reported. No complaints made.				
3) Educate Staff, parents and students of bullying prevention, policies and procedures	All Staff	Parent Meetings				
4) Continue to provide an alternative setting for students with severe and/or persistent misbehavior	Lance San Millan DAEP Staff	District referrals to DAEP				
5) Monitoring and safety systems of the campus.	All Staff	Working cameras and video and electronic doors as well as a panic button installed and working.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 4: Collaborate with families, businesses, education and governmental agencies to develop a partnership between the community and the campus.


Performance Objective 1: Improve Parent Communication

Evaluation Data Source(s) 1: Report Card completed

Letters to Parents

Minutes from intake minutes and orrientation meetings

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Meetings will be conducted with parents and teachers and encouragement to parents and community to be more involved.	All Staff	Open houses Scheduled meetings Phone converstations Home Visits				
						

Goal 4: Collaborate with families, businesses, education and governmental agencies to develop a partnership between the community and the campus.

Performance Objective 2: Encourage Parent Involvement

Evaluation Data Source(s) 2: Parrents Comments and minutes from meetings and orrientations

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
1) Continue to involve Parents in campus meetings, intake meetings, and open houses.	All Staff	More Parents involved in campus meetings.				

Goal 5: To improve upon the math and English results in the area of STAAR testing of our students.


Performance Objective 1: Teachers will strive to improve the scores of each student that has failed in the areas of Algebra I and English for STARR testing.


Students taking Algebra I and English state testing will work with objective areas that need improvement. A schedule will be set that is a requirement for them to drill in those objectives that they are lacking in.


Evaluation Data Source(s) 1: Pre-assessment scores as well as post-assessment scores will be reviewed and broken down for each student to make a new plan if there is not success.


Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
Comprehensive Support Strategy Additional Targeted Support Strategy 1) Implementation of required math objective training using the STARR packets that will pre-assess and prescript each student in their areas of weakness for the choice program.	Lance San millan Rina Hamilton Drew Kirshman Kay Hugghins					

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue





Goal 6: Update instructional resources of A+ and packet modules.

Performance Objective 1: Update A+ curriculum for math in order to create additional courses and to insure current courses meet state standards.

To add paper module tests to schoology in order to streamline the course efficiency.

Evaluation Data Source(s) 1: Try to have in place by the end of the first semester.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	May
Comprehensive Support Strategy Additional Targeted Support Strategy 1) To provide a higher quality and user friendly service to our students.	Rina Hamilton Drew Kirshman Kay Huggins Vinny Rhodes Ken Hurley					
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
5	1	1	Implementation of required math objective training using the STARR packets that will pre-assess and prescript each student in their areas of weakness for the choice program.
6	1	1	To provide a higher quality and user friendly service to our students.

State Compensatory

Budget for Pathways High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199 002 24 6100	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$257,875.00
6100 Subtotal:		\$257,875.00
6200 Professional and Contracted Services		
199 002 24 6200	6216 Professional Services - Locally Defined	\$6,450.00
6200 Subtotal:		\$6,450.00
6300 Supplies and Services		
199 002 24 6300	6399 General Supplies	\$18,750.00
6300 Subtotal:		\$18,750.00
6400 Other Operating Costs		
199 002 24 6400	6410 Travel, Subsistence and Stipends	\$2,300.00
6400 Subtotal:		\$2,300.00

Personnel for Pathways High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Cathy Scott	Secretary	Choice/DAEP	1.0
Drew Kirshman	Teacher	Choice	1.0
Ken Hurley	Teacher	DAEP	1.0
Lance San Millan	Principal	Choice/DAEP	1.0
Rebecca Downing	Counselor	Choice/DAEP	1.0
Rina Hamilton	Teacher	Choice	1.0

2019-2020 Campus Site-Based Committee

Committee Role	Name	Position
Committee Chair	Lance San Millan	Principal
Paraprofessional	Cathy Scott	Administrative assistant
Classroom Teacher	Drew Kirshman	Choice Teacher
Classroom Teacher	Kay Huggins	Choice SPED/Teacher
Classroom Teacher	Ken Hurley	DAEP/Teacher
Counselor	Rebecca Downing	Counselor
Classroom Teacher	Rina Hamilton	Choice Teacher
Classroom Teacher	Vinny Rhodes	DAEP SPED/Teacher
Non-classroom Professional	Lynn Burkhead	Non-Classroom Professional
Community Representative	Scott Marr	Community Rep
Administration	Henry Scott	Superintendent