

Waco Independent School District

Waco High School

2018-2019 Goals/Performance Objectives/Strategies



Mission Statement

Through the consistent application of high quality instruction and proactive communication with all WHS stakeholders, WHS professional educational staff will secure student success and empower students and staff via modeling positive behaviors as WHS becomes an Exemplary campus.

Waco High School Where Pride Runs Deep

P ersonal Responsibility

R espect

I ntegrity

D etermination

E xcellence

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Goals

Goal 1: Waco High School will increase the capacity of all stakeholders to support identified student needs.

Performance Objective 1: Increase student and staff attendance, lower referrals and increase the academic success of all students.


Evaluation Data Source(s) 1: 6 Weeks Attendance Data

6 Weeks Discipline Data

6 Weeks Academic Data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 7 1) Train teachers to increase rigor and to use scaffolding techniques that will help more students reach the A/AB Honor Roll.	2.5	WHS leadership Team and Instructional Specialists	Increased number of students making the A/AB Honor Roll				
	Problem Statements: School Processes & Programs 1						
Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 6 2) Offer teachers professional development on classroom management throughout the year.		WHS Leadership Team and the Instructional Specialists	Reduced number of referrals				
	Problem Statements: School Processes & Programs 1						
Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7 3) Train the WHS faculty in AVID methodologies that develop students' critical thinking, literacy, and math skills across all content areas. Implement an AVID tutoring program to ensure student success.		WHS Leadership Team and Instructional Specialists	Increased number of students graduating high school and an increased number of students enrolling in higher education				
	Problem Statements: Demographics 1 - Student Academic Achievement 1 Funding Sources: State Compensatory Education - 15000.00						

Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7		Instructional Specialists and ESC Region 12 Consultant District Content Specialists	Teachers will collect and use data to adjust instruction.				
	4) Provide professional development to staff to learn effective techniques for collecting and using data information for effective instruction.						
5) Work with students through the TOPS Lab (credit recovery), College Readiness Lab, GCS and Brazos Credit Recovery School to encourage them to stay in school. Have individualized tutoring for students in TOPS Lab and GCS.	2.4, 2.5, 2.6	Counselors	Lower dropout rate				
	Problem Statements: School Processes & Programs 1 Funding Sources: Title 1 School Improvement - 82409.00, State Compensatory Education - 246492.00						
6) Encourage students to participate in extra-curricular activities that have various levels of physical activities and are offered year round, such as athletics, ROTC, Band and Fine Arts.		WHS Leadership Team Department Chairs Athletic Dept. Faculty/Staff	Enrollment in classes that offer physical activities				
	Problem Statements: Perceptions 1						
							

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: There have been large gaps in the past STAAR End of Course results of white students and the results of African American students, as well as the results of English Language Learners. Root Cause 1: Students in various subgroups lack basic and grade level academic skills.
Student Academic Achievement
Problem Statement 1: There were gaps ranging between 19% and 40% among the 2017 STAAR results of White students (78%) at WHS and other subgroups such as African American (51%), Hispanic (59%), Economically Disadvantaged (55%) and English Language Learners (38%). Root Cause 1: In each of the 2014, 2015 and 2016 school years, nearly 200 freshmen have been placed in WHS by middle school campus Grade Placement Committees despite having failed eighth grade courses, STAAR Reading, Math and Science exams, but only 50% of them succeed with high school academic expectations.
School Processes & Programs
Problem Statement 1: WHS has a high number of students on Level 2 of RtI. WHS teachers lack an understanding of how to differentiate instruction to address the various levels of students' academic skills. Teachers who are new to the campus or the profession become disillusioned and leave the campus or the profession after a year or two. Root Cause 1: WHS has students with a wide range of academic skills, social skills and cultural interests. Inexperienced teachers struggle to manage the discipline of students who lack basic reading, writing, mathematical and organizational skills.
Perceptions

Problem Statement 1: WHS struggles to meet its annual Average Daily Attendance (ADA) goal, especially among African American girls. The workload cannot be managed by one Parent Campus Liaison (PCL). **Root Cause 1:** Some WHS students, especially AA females, lack adult support and guidance that can lead to academic success. WHS needs another PCL to monitor attendance issues.


Goal 2: Waco High School will create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

Performance Objective 1: During the 2018-2019 school year, Waco High faculty and leadership, parents and community members will implement programs to decrease the number of discipline referrals and DAEP placements by at least 10%.

Evaluation Data Source(s) 1: 2019 school year DAEP data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>PBMAS Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) Utilize Community In Schools (CIS) services to help students, especially homeless students, to stay in school by meeting their needs.</p>		WHS Leadership Team and CIS Staff	Sign-In Logs Fewer student absences Fewer student referrals				
<p>Problem Statements: Perceptions 1 Funding Sources: State Compensatory Education - 15500.00</p>							
<p>PBMAS Critical Success Factors CSF 1 CSF 6</p> <p>2) Restorative Discipline Staff will use the Restorative Center to resolve student conflicts and meet other student needs.</p>		WHS Leadership Team Restorative Discipline Staff	Decrease in the number of discipline referrals and DAEP placement				
<p>Problem Statements: School Processes & Programs 1 Funding Sources: State Compensatory Education - 363144.00</p>							
<p>PBMAS Critical Success Factors CSF 6</p> <p>3) Provide campus-wide educational lessons/activities that focus on drug/alcohol prevention, harassment/dating violence prevention, unwanted physical or verbal aggression prevention and prevention of bully behavior.</p>		WHS Leadership Team Counselors	Student participation in activities				
<p>Problem Statements: School Processes & Programs 1 - Perceptions 1 Funding Sources: Title I Parent Involvement - 2000.00</p>							
<p>PBMAS Critical Success Factors CSF 6</p> <p>4) Provide students a multiple- step intervention process before sending them to DAEP for discretionary placements.</p>		WHS Leadership Team	Documentation of intervention strategies attempted to avoid DAEP placements				
<p>Problem Statements: School Processes & Programs 1</p>							

5) Parental engagement is the key aspect to student success. We will continue taking events into the community to promote Waco High School and increase parental engagement opportunities. Purchasing materials for mail-outs like cardstock, copy paper, butcher paper, poster boards, pens and strapping tape. Purchase drawstring bags to hold materials given to parents.	3.1, 3.2	Parental Involvement Specialist	Parent Sign-In Logs Parent Involvement Bulletin Boards Mail outs				
	Problem Statements: Student Academic Achievement 1 - Perceptions 1 Funding Sources: Title I Parent Involvement - 4356.00, Title 1 School Improvement - 66679.00						
6) Provide a language translator for parent involvement meetings.	3.1	Parent Involvement Specialist	Extra Duty Requisitions for the translator Parent Involvement Meeting Agendas Parent Involvement Meeting Minutes				
	Problem Statements: Demographics 1 - Student Academic Achievement 1 Funding Sources: Title I Parent Involvement - 500.00						
<p style="text-align: center;">PBMAS Critical Success Factors CSF 1 CSF 6 CSF 7</p> 7) Provide additional social guidance, resources and support to African American female students who struggle with appropriate ways to demonstrate respect for those in authority and appropriate ways to manage personal conflicts.		WHS Leadership Team Parental Involvement Specialist Restorative Discipline Staff Behavior Specialist Consultant	Participation Data Sign-In Logs Requisitions for purchasing resources Consultant Invoice				
	Problem Statements: Perceptions 1						
							

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School Processes & Programs
Problem Statement 1: WHS has a high number of students on Level 2 of RtI. WHS teachers lack an understanding of how to differentiate instruction to address the various levels of students' academic skills. Teachers who are new to the campus or the profession become disillusioned and leave the campus or the profession after a year or two. Root Cause 1: WHS has students with a wide range of academic skills, social skills and cultural interests. Inexperienced teachers struggle to manage the discipline of students who lack basic reading, writing, mathematical and organizational skills.

Perceptions

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Goal 2: Waco High School will create a safe and supportive environment in which students, staff, parents, and community members are meaningfully and actively engaged in increasing positive behavior, regular attendance, and academic success.

Performance Objective 2: WHS will maintain the rate of 92% for students' daily attendance

Evaluation Data Source(s) 2: Attendance Data

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Host a freshmen parent meeting during the first six weeks of school to explain the importance of attendance, credits, and eliminating other barriers to success in high school.		PEIMS Parent Sign-In Logs	Maintain a 92% daily attendance rate				
Problem Statements: Demographics 1 - Student Academic Achievement 1 - Perceptions 1 Funding Sources: Title I Parent Involvement - 500.00							
2) Promote the Waco ISD APP, and use the electronic system that notifies parents when a student misses a class.		WHS Leadership Team	Improved Daily Attendance Records of electronic Parental Contacts				
3) Increase the level of support and monitoring of chronic absenteeism by making individual contact with parents and students with five or more absences each six week period throughout the school year.		PCL Counselors Assistant Principals Parent Engagement Specialists Teachers Restorative Staff	Reduced chronic absenteeism				
Problem Statements: Perceptions 1 Funding Sources: Title I School Improvement - 29106.00							

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: There have been large gaps in the past STAAR End of Course results of white students and the results of African American students, as well as the results of English Language Learners. Root Cause 1: Students in various subgroups lack basic and grade level academic skills.
Student Academic Achievement

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Perceptions

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Goal 3: Waco High School will increase student achievement for all student populations.

Performance Objective 1: Waco High students will meet the Domain I standards on all 2019 STAAR End of Course Exams.

Evaluation Data Source(s) 1: 2018 Fall and 2019 Spring EOC STAAR results in English I and II, Algebra, Biology and U.S. History.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 1) Provide instructional resources and support for teachers and students to use for remediation and differentiation in all core classes.		WHS Leadership Team and Instructional Specialists	Increase successful results on District Benchmark Assessments and on the STAAR EOC Assessments				
	Problem Statements: Demographics 1 - Student Academic Achievement 1 - School Processes & Programs 1 Funding Sources: Title 1 School Improvement - 347067.00, State Compensatory Education - 73304.00						
Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 2) Provide technology for instructional and administrative programs.		WHS Leadership Team and Instructional Specialists	Increase in successful results on District Benchmark Assessments and on the STAAR EOC Assessments				
	Problem Statements: Demographics 1 - Student Academic Achievement 1 - School Processes & Programs 1						

Performance Objective 1 Problem Statements:

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School Processes & Programs

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Goal 4: Programs and processes at Waco High School will be aligned and designed to support high student achievement, improved teacher recruitment, and greater teacher retention.

Performance Objective 1: Waco High leadership will identify and implement ongoing professional support for faculty and staff, resulting in maintaining a 90% rate of teacher retention for the 2018 - 2019 school year.

- Evaluation Data Source(s) 1:** Walkthrough data
 Professional Dev. Certificates
 PLC Minutes
 Evidence of participation in the District's Mentor Program

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
PBMAS Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7 1) Provide each first and second year teacher a mentor for support as needed through the Waco ISD Mentor Program.		WHS Leadership Team	Completion of the Mentor Program				
	Problem Statements: School Processes & Programs 1						
PBMAS Critical Success Factors CSF 1 CSF 6 CSF 7 2) Build capacity of ESL and SPED programs through professional development to help teachers better understand the documentation processes.		WHS Leadership Team	Professional Development Sign-In Sheets and Agendas Improved teacher documentation skills for the ESL and SPED programs				
	Problem Statements: Demographics 1 - School Processes & Programs 1						
PBMAS Critical Success Factors CSF 1 CSF 6 CSF 7 3) Have safeguards in place to support teachers who are struggling with instruction for immigrant and/or migrant students (if needed), as well as struggling with discipline management.		WHS Leadership Team	Fewer teachers being non-renewed				
	Problem Statements: School Processes & Programs 1						

PBMAS Critical Success Factors CSF 1 CSF 6 CSF 7 4) Provide training that relates to the instruction of students with disabilities to teachers and educators who work primarily outside the area of special education	WHS Leadership Team	Increased percentages of students who reach their IEP goals and meet progress measure on the state assessment				
	Problem Statements: Demographics 1 - Student Academic Achievement 1 - School Processes & Programs 1					
Critical Success Factors CSF 1 CSF 6 CSF 7 5) Students with Dyslexia and other 504 plans will have accommodations available in all classes. Teachers/Staff will be trained in best practices to support these students.	504 Coordinator	Student data indicating an increase in academic achievement				
	Problem Statements: Student Academic Achievement 1					
Comprehensive Support Strategy PBMAS Critical Success Factors CSF 1 CSF 6 CSF 7 6) All candidates considered for hire at WHS from regional job fairs and working with alternative teacher certification programs are appropriately certified.	WHS Leadership Team	Quality instruction Lower teacher turn-over rate				
	Problem Statements: School Processes & Programs 1					
Critical Success Factors CSF 1 CSF 6 CSF 7 7) Continue sponsoring the monthly New Teacher Huddle for teachers who are new to the campus and teachers who are new to the profession.	WHS Administrative Team	Additional professional support and increased teacher retention.				
	Problem Statements: School Processes & Programs 1					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

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Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Train teachers to increase rigor and to use scaffolding techniques that will help more students reach the A/AB Honor Roll.
1	1	2	Offer teachers professional development on classroom management throughout the year.
1	1	3	Train the WHS faculty in AVID methodologies that develop students' critical thinking, literacy, and math skills across all content areas. Implement an AVID tutoring program to ensure student success.
1	1	4	Provide professional development to staff to learn effective techniques for collecting and using data information for effective instruction.
3	1	1	Provide instructional resources and support for teachers and students to use for remediation and differentiation in all core classes.
3	1	2	Provide technology for instructional and administrative programs.
4	1	6	All candidates considered for hire at WHS from regional job fairs and working with alternative teacher certification programs are appropriately certified.