

**Greenville Independent School District
Houston Education Center
2023-2024 Campus Improvement Plan**



Board Approval Date: January 16, 2024

Mission Statement

New Horizons High School prepares, inspires, and empowers students in a safe and nurturing environment to become responsible citizens who successfully compete in a global society.

Vision

We educate today...you succeed tomorrow!

Core Beliefs

We believe every student deserves to be in a safe environment while receiving a broad-based education in preparation for life and work.

- *We will maintain on each GISD campus, a safe and disciplined environment conducive to student learning and employee effectiveness.*

We believe all children can and will reach their full educational potential when given the necessary tools, direction, and support.

- *We will ensure that all children leave GISD with a strong educational foundation which will allow them to pursue their goals and dreams regardless of personal circumstance, economic status, or learning challenges. This will be facilitated through the equitable allocation of resources and utilization of personalized education plans.*

We believe our exceptional staff is the most important resource serving the students of our district.

- *We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization. The district will develop an attractive and competitive career package that will establish GISD as a preferred employer.*

We believe GISD is accountable to all stakeholders through the success of our students and staff.

- *We will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.*

We believe GISD is accountable to all stakeholders through the efficient use of our resources.

- *We will maintain fiscal responsibility in all district management decisions. We will implement our long-range strategic plan to ensure that improvements in school and support facilities are developed in a timely, functional, and cost-effective manner. We will maintain existing facilities to support the safety, comfort, and educational well-being of all those in our district. We will communicate with open, honest, transparency of the financial needs of the district with the broader community.*

We believe partnerships with the larger community are vital to a vibrant and exceptional educational system, and that maintaining effective communication is critical to maintaining these relationships.

- *We will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.*

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Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Summary

NHHS is providing on-going Professional Development in areas of need for new and seasoned teachers to enhance skills and professional opportunities. Extracurricular activities are being implemented and promoted using staff expertise to enhance student success.

School Processes & Programs Strengths

Teacher / Student mentor program

Self Paced Learning (APEX)

National Honor Society

Student Council

Destination Imagination

Dual Credit

Newcomers Program

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Lack of Research and funds to start new programs **Root Cause:** Historically, NHHS has not taken advantage of these opportunities.

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 goals
- HB3 CCMR goals
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- PSAT
- Student failure and/or retention rates
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Homeless data
- Dyslexia data
- Dual-credit and/or college prep course completion data
- Pregnancy and related services 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
- Student surveys and/or other feedback
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- 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
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: New Horizons High School (NHHS) will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.





Performance Objective 1: 100% of students at NHHS will meet Expected or Accelerated growth in in ELAR, Math, Science and Social Studies on End of Course (EOC) / State of Texas Assessments of Academic Readiness. NHHS students will achieve 10% reduction in achievement gaps among our African American (AA), Hispanic, Special Education (SpEd), English Language Learners (ELL), and Economically Disadvantaged (Eco Dis) students.

High Priority

Evaluation Data Sources: 9 Week Assessments, Benchmarks, Grades, Credits

Strategy 1 Details	Reviews			
<p>Strategy 1: Engage students in active learning through quality core instruction and support that includes:</p> <ul style="list-style-type: none"> *A bell schedule with 50 more minutes of instruction time to provide individual and small group interventions. *Creation of targeted classes for students needing End of Course (EOC) retest support. *Special Education support embedded through inclusion support. *Increased rigor *Writing in all content areas, including journaling and word walls *Focused instruction based on the review of data from Eduphoria Aware for students "off track" and needing to retest on EOC exams *Use of technology *Incorporation of differentiated instruction strategies to meet the needs of every student, specifically our AA, Hispanic, SpEd, ELL, and Eoc Dis. students. *Implementing HB4545/HB 1416 instruction during 7th period <p>Strategy's Expected Result/Impact: Closing the Gaps. The campus will meet 100% targets for all student groups.</p> <p>Staff Responsible for Monitoring: Teachers, Principal, Counselor</p> <p>Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: ELL/Sheltered Instruction Observation Protocol (SIOP) used with Emergent Bilinguals (EB students.) Students being served in ESL has continued to grow.</p> <p>Strategy's Expected Result/Impact: Improved ELA scores for first time test takers.</p> <p>Staff Responsible for Monitoring: Principal, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Additional time during non-school days (Saturday School) for students to make up attendance and accelerate credit completion with staff available to assist with academic questions. Campus wide tutorials targeted towards students needing extra support to ensure scholars are on pace to earning credit and prepared for EOC.</p> <p>Strategy's Expected Result/Impact: Increase in student participation, credits, nine week assessments, STAAR EOC scores.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Analyze data to identify and address gaps in performance of under-performing populations. Data will be reviewed by content teacher to identify TEKS that students are not performing well on and create instructional action plans.</p> <p>Strategy's Expected Result/Impact: Reduce the achievement gap.</p> <p>Staff Responsible for Monitoring: Principal Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: NHHS will administer all skills checks and unit assessments.</p> <p>Strategy's Expected Result/Impact: Increased student performance</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 6 Details	Reviews			
<p>Strategy 6: NHHS teachers will use district curriculum resources to deliver instruction including APEX.</p> <p>Strategy's Expected Result/Impact: Higher graduation rates</p> <p>Staff Responsible for Monitoring: Principal.</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 7 Details	Reviews			
<p>Strategy 7: HEC will provide students tutorial and intervention opportunities in individual and small group settings.</p> <p>Strategy's Expected Result/Impact: Increased performance</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		





Strategy 8 Details	Reviews			
Strategy 8: HEC will work with curriculum coordinators to develop and design student activities that address English I and II. Strategy's Expected Result/Impact: Better instruction Increased performance Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
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Goal 1: New Horizons High School (NHHS) will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 2: The average daily attendance will be 93%.

High Priority

Evaluation Data Sources: Daily attendance rates.

Strategy 1 Details	Reviews			
Strategy 1: Teachers, attendance clerk, and administration will make contact with parents and/or scholars when they are not present. Strategy's Expected Result/Impact: Increase attendance and improve scholarly outcome and progress Staff Responsible for Monitoring: Principal, teachers and attendance clerk	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: School Culture: The principal, counselor and staff will implement positive behavior supports across the campus. Strategy's Expected Result/Impact: Increase attendance; decrease discipline incidents. Staff Responsible for Monitoring: Principal, Counselor and Staff	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Student Engagement Officer will help monitor attendance and make parent contacts. Strategy's Expected Result/Impact: Increased attendance. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
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



Goal 1: New Horizons High School (NHHS) will continue to strive toward achieving the highest accountability rating established by the Texas Education Agency.

Performance Objective 3: NHHS students will achieve a 10% increase from the 2021-2022 school year at the approaches and meets level by the end of the 2023-2024 school year.

Evaluation Data Sources: 9 weeks assessments, Benchmarks, STAAR/EOC test scores

Summative Evaluation: Some progress made toward meeting Objective





Next Year's Recommendation: NHHS students will achieve a 10% increase from the 2022-2023 school year at the approaches level by the end of the 2023-2024 school year.

Strategy 1 Details	Reviews			
Strategy 1: Students meeting state requirements will be afforded the opportunity to exchange STAAR testing for other forms of assessment approved by the state in order to meet graduating requirements. Strategy's Expected Result/Impact: Increase of student percentage in approaches or meeting state assessment scores.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: NHHS will implement Quarterly Successful Saturday Strategies to increase support for EOC and credit advancement. Strategy's Expected Result/Impact: Credit completions and increase in student percentage of approaches and meeting state assessment standards. Staff Responsible for Monitoring: Principal and teachers	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: NHHS will maintain a safe and disciplined environment conducive to scholarly learning and employee effectiveness.





Performance Objective 1: Teachers and staff will increase emphasis on the social-emotional needs of all scholars.

Evaluation Data Sources: Monitor behaviors of scholars and refer to the counselor as needed. Identify and manage one's emotions and behavior. Evaluate how expressing one's emotions in different situations affects others.

Strategy 1 Details	Reviews			
Strategy 1: Student Goals: The principal and/or counselor will meet with all new scholars upon enrollment to review academic goals and expectations. Strategy's Expected Result/Impact: Improve attendance; decrease discipline incidents. Staff Responsible for Monitoring: Principal and counselor.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Counseling provided to scholars in NHHS and GAEP. Strategy's Expected Result/Impact: Resolve conflicts Staff Responsible for Monitoring: Principal, Counselor	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: MANDT relational strategies will be implemented by teachers and principal. Strategy's Expected Result/Impact: Increased positive relationships. Staff Responsible for Monitoring: Principal Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Behavior plans targeting our mental health students will be put into place.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: NHHS will review all discipline expectations with staff and students. Strategy's Expected Result/Impact: Decreased discipline Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
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Goal 3: NHHS will actively recruit, support, develop, and retain highly qualified employees for all areas of the organization.

Performance Objective 1: Ensure 100% of new or second year teachers have the resources and support needed to fulfill their duties.

Strategy 1 Details	Reviews			
<p>Strategy 1: Each new or second year teacher will be assigned a Mentor Teacher that will meet with them and help, support, and provide guidance throughout the school year.</p> <p>Strategy's Expected Result/Impact: New and second year teachers will be successful with planning, classroom management and student success</p> <p>Staff Responsible for Monitoring: Mentor Teacher and Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All teachers will be afforded Professional Development opportunities throughout the year to advance their effectiveness.</p> <p>Strategy's Expected Result/Impact: All teachers will be successful with planning, classroom management, subject matter and student success.</p> <p>Staff Responsible for Monitoring: Teachers and Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: NHHS will support the district in the development and implementation of a long-range financial plan that results in the most effective mix of educational and financial resources available while attaining the long-range goals and objectives of the district. (Resulting in improved Scholarly Achievement)





Performance Objective 1: Maintain efficient use of district funds to increase scholarly achievement.

Strategy 1 Details	Reviews			
Strategy 1: Monitor attendance daily. Strategy's Expected Result/Impact: Increased daily attendance which leads to more ADA funds. Staff Responsible for Monitoring: Attendance Clerk and Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Monitor purchase requests to ensure alignment with campus goals. Strategy's Expected Result/Impact: Using funds efficiently to increase scholarly achievement Staff Responsible for Monitoring: Principal and Principal Secretary	Formative			Summative
	Nov	Jan	Mar	June
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Goal 5: Communication among the NHHS employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The district will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the district and share responsibility at various levels of involvement accepting responsibility for the education of students.

Performance Objective 1: Teachers and staff will communicate effectively with all parents to ensure scholar's success.

Evaluation Data Sources: Teachers will maintain calling logs and have available for review.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will communicate with parents to update scholars progress on weekly basis as needed. Strategy's Expected Result/Impact: Decrease in discipline, increase in attendance, increase in credits. Staff Responsible for Monitoring: Teachers and Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Community in Schools staff member will work closely with NHHS staff to determine student and family needs and provide different opportunities to meet those needs. Strategy's Expected Result/Impact: Increased attendance, family interactions and involvement that results in positive partnerships. Staff Responsible for Monitoring: CIC staff, Teachers, Counselor, NHHS staff and Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: NHHS will develop a Parent Advisory Committee (PAC) in order to collaborate for NHHS student success. Strategy's Expected Result/Impact: More parent involvement, increase in student success and increase attendance.	Formative			Summative
	Nov	Jan	Mar	June
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Goal 5: Communication among the NHHS employees, students, parents and the community at-large will be accurate, consistent, timely, effective and interactive. The district will provide for family and community involvement that results in positive partnership. Partnership means a willingness to do, to give, to work with the district and share responsibility at various levels of involvement accepting responsibility for the education of students.

Performance Objective 2: We will develop and implement plans to increase effective communication.

Evaluation Data Sources: Parent surveys, student surveys, blackboard, and social media

State Compensatory

Budget for Houston Education Center

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 16

Brief Description of SCE Services and/or Programs

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Personnel for Houston Education Center

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Anthony DeLeon	Paraprofessional	1
Barbara McPherson	Teacher	1
Beatriz Ramos-Martinez	Teacher	1
Becky Kirst	Teacher	1
Brenda DeLeon	Campus Secretary	1
Christa Jones	Receptionist	1
Danny Black	Teacher	1
Dennis Powers	Teacher	1
Jacqueline Harrison	Paraprofessional	1
Jeffrey Crossley	Teacher	1
Joanette Woods	Counselor	1
Jodi Walker	Teacher	1
Joselyn Valladares	Paraprofessional	1
Ladetra Aubrey	Paraprofessional	1
Pricilla Edwards	Teacher	1
Sherry Fair	Principal	1