

# HEBBRONVILLE H S

## **Campus Improvement Plan**

### **2022/2023**

*"One Vision, One Voice, One Team"*



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# HEBBRONVILLE H S

## **Mission**

*The Board of Trustees, administrators, teachers, and staff working together will Inspire our students to Become Productive Leaders in Life and Beyond!*

## **Vision**

*Jim Hogg County ISD Students Will Achieve Inclusive Excellence!*

### Nondiscrimination Notice

HEBBRONVILLE H S does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# Jim Hogg County Independent School District

210 W. Lucille St.  
Hebbronville, Texas 78361  
<http://www.jhcisdpk12.org>

## ***Superintendent of Schools***

Dr. Susana P. Garza

## ***Board of Trustees***

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# Hebbronville H S Site Base

Name	Position
Marquez, Yolanda	Parent Member
Almaraz, Lynda	Counselor
Alvarez, Crystal	Business Member
Martinez, Annette	Mathematics Teacher
Martinez, Javier	Social Studies Teacher
Carreon, Jo Ann	UIL Coordinator
Ramos, Pamela	English Teacher
Ramirez, Cleo	Spanish Teacher
Montalvo, Roldan	Athletic Director
Trevino, Annelle	Special Education Teacher
Almaraz, Jason	Fine Arts Teacher
Montalvo, Eric	Science Teacher
Arce, Lauren	Principal
Barraz, Patti	Asst. Prin.
Munoz, Amanda	CCMR Counselor

# HHS Subcommittees

## ELAR

Chelsea Trevino

Lisa Ramirez

Pamela Reyna

Doris Carrillo

## Mathematics

Anna Muniz

Annette Martinez

Amanda Munoz/Lynda Martinez/Stephanie Herrera

## Social Studies

Priscilla Galvan

Javier Martinez

Diana Huerta

## Science

Eric Montalvo

Alice Serna

Cynthia Gonzalez

## Fine Arts

Jason Almaraz

Eduardo Trevino

## Campus Leadership Team

Dr. Lauren Arce

Patti Barraz

Lynda Almaraz

Cynthia Martinez

Roldan Montalvo

**Placement Review Committee**

Dr. Lauren Arce      Patti Barraz      Lynda Almaraz

**Attendance Review Committee**

Eric Montalvo      Cynthia Gonzalez      Alice Serna      Patti Barraz      Sara Ramirez

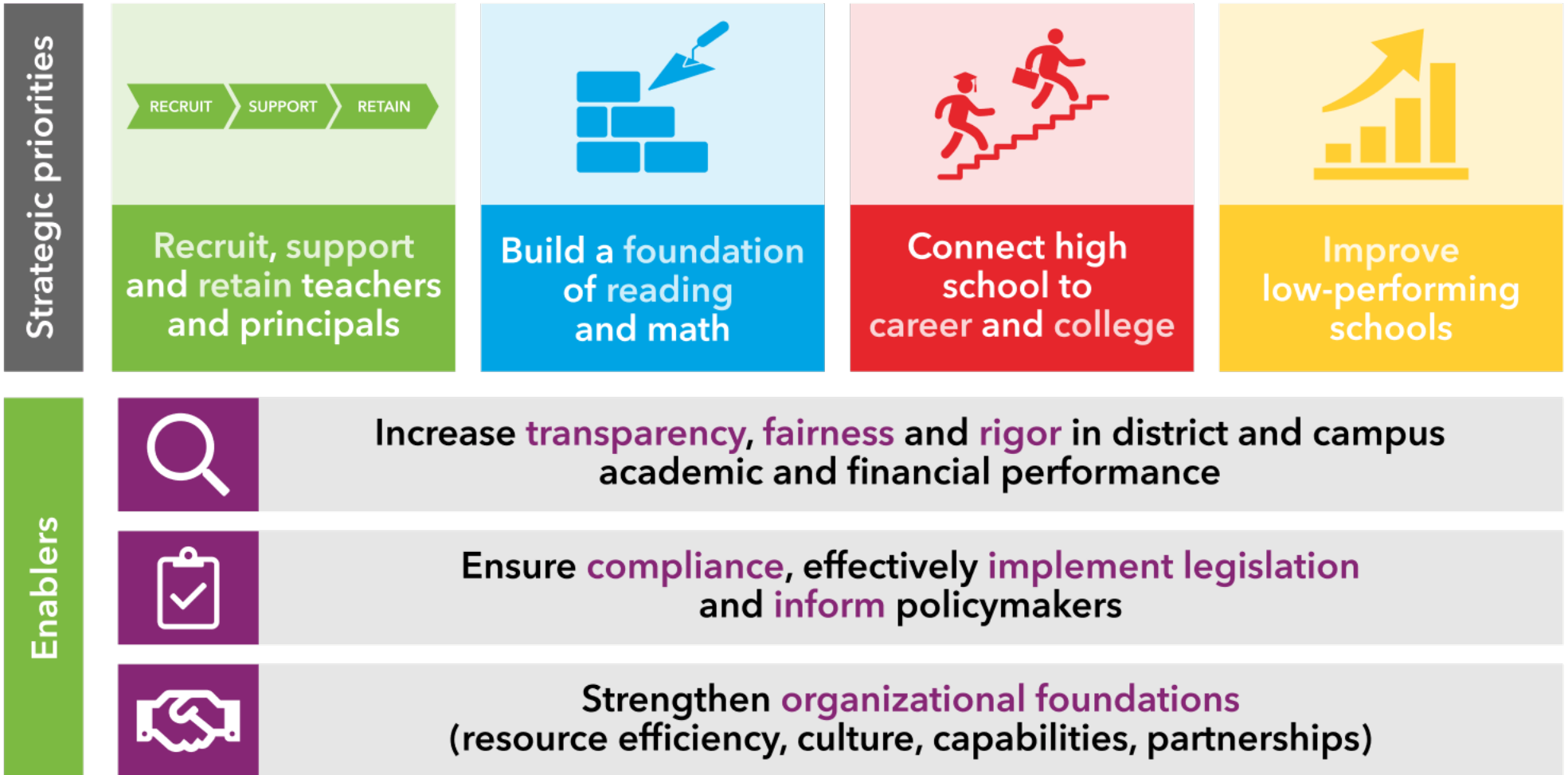
**Safe & Drug Free School**

Officer Joe Salinas      Patti Barraz      Lynda Almaraz

**Parental Involvement**

Dr. Lauren Arce      Yolanda Marquez      Yvonne Garcia      Alex Montalvo

# Every child, prepared for success in college, a career or the military.



*\*adapted from TEA Strategic Plan - <https://tea.texas.gov>*

## THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND OBJECTIVES

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

## THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

**OBJECTIVE 1:** Parents will be full partners with educators in the education of their children.

**OBJECTIVE 2:** Students will be encouraged and challenged to meet their full educational potential.

**OBJECTIVE 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

**OBJECTIVE 4:** A well-balanced and appropriate curriculum will be provided to all students. Through that curriculum, students will be prepared to succeed in a variety of postsecondary activities, including employment and enrollment in institutions of higher education.

**OBJECTIVE 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.

**OBJECTIVE 6:** Qualified and highly effective personnel will be recruited, developed, and retained.

**OBJECTIVE 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards.

**OBJECTIVE 8:** School campuses will maintain a safe and disciplined environment conducive to student learning.

**OBJECTIVE 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

**OBJECTIVE 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

**OBJECTIVE 11:** The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students.

## PUBLIC EDUCATION ACADEMIC GOALS

**GOAL 1:** The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

**GOAL 2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

**GOAL 3:** The students in the public education system will demonstrate exemplary performance in the understanding of science.

**GOAL 4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies.



# HEBBRONVILLE H S

**Goal 1.** Increase Student Achievement - HHS will improve student achievement on STAAR/EOC exams as well as postsecondary readiness, with special emphasis on College, Career and Military Readiness indicators.

**Objective 1.** ELAR/Reading, Mathematics, Science, Social Studies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor student performance data in Domain 1 (Student Achievement) and Domain 3 (Closing the Gaps). (Title I SW: 2,3,4,6,7,8,9) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Assistant Principal(s), Counselor, Director of Curriculum and Instruction, Director of Special Programs, District Police, Master Teachers, Parents, Principal, Students, Superintendent, Teachers	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (F)Title II A Principal/Teacher Train & Recruit, (S)High School Allotment, (S)Local Funds, (S)State Compensatory Education	Formative - Campus assessments will be given to all students to monitor data on a continuous basis.
2. Provide intervention to at-risk students through RTI in all core content areas. Instructional interventions, intensive tutorials, and RTI initiatives will take place to provide additional instructional support. (Title I SW: 2,10) (Target Group: All,AtRisk) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal, Counselor, Director of Special Programs, Parents, Principal, Students, Teachers	8/2022-6/2023	(S)Local Funds	Summative - DMAC - Records management Lead4ward
3. Provide data-driven instructional approaches to support all students by maintaining accurate reports for progress monitoring and academic achievement by utilizing the PLC process. These reports include curriculum based assessments reports (CBA's), DMAC Quintile Reports, DMAC Comparison Reports and using STAAR released tests. (Title I SW: 2) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Master Teachers, Principal, Teachers	8/2022 - 6/2023	(S)Local Funds	Summative - Records management.
4. Districtwide instruction will be focused on student-centered instruction that meets the differentiated needs of all students. All teachers will employ rigorous instruction that provides opportunities for students to engage in self-directed learning and self-reflection with a literacy focus on all subjects. (Title I SW: 2) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Assistant Principal, Campus Librarian, Director of Curriculum and Instruction, Master Teachers, Principal, Teachers	8/2022 - 6/2023	(S)Local Funds	Summative - Records management 3 Week Administrative Checkpoints Walkthrough Data
5. Reinforce and compliment regular academic programs through extended learning	ACE Program Director, ACE Site Coordinator, Community	8/2022 - 6/2023	(F)21st Century Grant	Summative - ACE Programming Reports

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**Objective 1.** ELAR/Reading, Mathematics, Science, Social Studies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
opportunities. (Title I SW: 2,6,10) (Target Group: All,AtRisk) (Strategic Priorities: 2,3) (CSFs: 1,4,5)	Engagement Specialist, Principal			
6. Utilize the TEKS Resource System and the Region One ESC Texas Curriculum Management Program (i.e. Instructional Focus Documents, TEKS Verification Document, year at a Glance, Vertical Alignment Documents), Unit Assessments to facilitate instructional levels of rigor and relevance. (Target Group: All) (CSFs: 1,2)	Assistant Principal, Counselor, Master Teachers, Principal, Teachers	08/2022-06/2023	(F)ESEA, Title I, Part A, (S)High School Allotment, (S)Local Funds, (S)State Compensatory Education	Summative - Score reports for all areas tested.
7. Teachers will incorporate the Fundamental Five Model as well as have Three-Part Objectives, Agendas, TEKS, and Lesson Plans posted daily. (Title I SW: 4) (Target Group: All) (CSFs: 1)	Assistant Principal, Master Teachers, Principal, Teachers		(F)ESEA, Title I, Part A, (S)Local Funds, (S)State Compensatory Education	Summative - Lesson Plans, TTESS Classroom Observations and Walkthroughs
8. Utilize online learning platforms such as Gizmos, Quizziz's, Edpuzzle, Kahoot, Study Island to incorporate online learning labs via virtual technology.	Assistant Principal, Master Teachers, Principal, Teachers	08/2022-06/2023	(F)ESEA, Title I, Part A, (S)Local Funds, (S)State Compensatory Education	Lesson Plans, TTESS Observations and Walkthroughs
9. Incorporate Journal Writing in all Core Subjects.	Teachers	08/2022-06/2023	(F)ESEA, Title I, Part A, (S)Local Funds	Lesson Plans, TTESS Walkthroughs and Observations
10. Incorporate the use of foldables, more hands-on activities, and STAAR formatted questions into daily lessons. (Target Group: All)	Assistant Principal, Principal, Teachers	08/2022-06/2023		Summative - Lesson Plans, TTESS Observations and Walkthroughs
11. Utilize data from curriculum based assessments (CBA) administered to students every 3 weeks in tested areas in a STAAR based format to drive instruction. (Target Group: All)	Assistant Principal, Master Teachers, Principal, Teachers			Summative - CBA Results, STAAR results, walkthrough data
12. Incorporate block scheduling for all	Counselor, Principal, Teachers	08/21/6/2022		Criteria: CBA Results

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**Objective 1.** ELAR/Reading, Mathematics, Science, Social Studies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
freshman math courses (PreAp Alg/Geo, PreAlg/Alg1). (Target Group: All)				STAAR Results
13. Provide teachers with time to plan for the following grading period (1/2 day). (Target Group: All)	Principal, Teachers	10/2022-4/2023		Criteria: Six Weeks planning guide CBA's Lesson Plans

# HEBBRONVILLE H S

- Goal 1.** Increase Student Achievement - HHS will improve student achievement on STAAR/EOC exams as well as postsecondary readiness, with special emphasis on College, Career and Military Readiness indicators.
- Objective 2.** College Career and Military Readiness

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor and increase percentage of students receiving at least one CCMR indicator by cohort. (Title I SW: 2) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Master Teachers, Parents, Principal, Students, Teachers	8/2022-6/2023	(S)Local Funds	Summative - Data from TAPR reports Campus Data Reports PEIMS
2. JHCISD will promote and support students in the dual-credit program to attain a minimum of at least 9 hours of college level credit. (Title I SW: 2) (Target Group: 10th,11th,12th) (Strategic Priorities: 3)	Assistant Principal, Director of Curriculum and Instruction, Master Teachers, PEIMS Clerk, Principal, Students, Superintendent, Teachers	8/2022-6/2023	(S)Local Funds	Summative - Records management Campus Data Reports
3. Evaluate career and technical education programs that lead to marketable skills and industry certifications for students. (Title I SW: 1,10) (Target Group: All,CTE) (Strategic Priorities: 3) (CSFs: 1,2)	Counselor, CTE Coordinator, Director of Curriculum and Instruction, Principal, Students, Superintendent, Teachers	8/2022-6/2023	(F)Carl Perkins, (F)Perkins Reserve Grant, (S)Local Funds	Summative - TSDS Data Standards Evaluation of CTE participation Industry Certification Data
4. HHS will hold career fairs with local and out of town businesses.	Counselor, CTE Coordinator	08/2022-06/2023		
5. Seek student interest in new Health Science certification - Phlebotomy/EKG for next school year.	Assistant Principal, Counselor, CTE Coordinator, Director of Curriculum and Instruction, Students, Teachers	08/2022-6/2023		Criteria: Summative - student course enrollment for 2021-2022 school year

# HEBBRONVILLE H S

**Goal 1.** Increase Student Achievement - HHS will improve student achievement on STAAR/EOC exams as well as postsecondary readiness, with special emphasis on College, Career and Military Readiness indicators.

**Objective 3.** AP, ACT, SAT and TSI

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor and increase participation rates and performance levels on AP, ACT/SAT and TSI. (Title I SW: 2) (Target Group: All)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Parents, Principal, Students, Teachers	8/2022-6/2023	(F)ACT/SAT Fee Waivers, (S)Local Funds	Summative - Data from TAPR reports College Board Reports PEIMS
2. Increase the percentage of students college readiness by offering ACT, SAT, and TSI boot camps, mock testing sessions, teacher intensive tutorials and data analysis. Incorporate CCMR initiatives. (Title I SW: 2) (Target Group: All)	Assistant Principal, Campus Librarian, Counselor, Parents, Principal, Students, Teachers	8/2022-6/2023	(F)Project RISE, (S)Local Funds	Summative - Records management TAPR Report
3. Sustain testing site status for AP, ACT, SAT and TSI by proctoring these test at the high school campus for all students to optimize testing opportunities, which will eliminate students travel barriers due to our rural location to other testing sites. Exams will be administered by local high school teachers. (Title I SW: 2) (Target Group: All)	Assistant Principal, Counselor, Parents, Principal, Students, Teachers	8/2022-6/2023	(F)ACT/SAT Fee Waivers, (S)Local Funds	Summative - Records management.
4. Provide training opportunities for teachers in the areas of AP, ACT, SAT and TSI. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,7)	Counselor, Director of Curriculum and Instruction, Master Teachers, Principal	8/2022-6/2023	(S)High School Allotment, (S)TEA's Texas Success Initiative	Summative - Professional Development Logs
5. Offer course to help student be TSI Ready.	Principal, Superintendent, Teachers	08/2022-06/2023		Master Schedule, Student Schedules

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**Goal 1.** Increase Student Achievement - HHS will improve student achievement on STAAR/EOC exams as well as postsecondary readiness, with special emphasis on College, Career and Military Readiness indicators.

**Objective 4.** Special Population Learners

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor and evaluate student performance data for Special Education learners in an effort to close any educational gaps and provide necessary interventions. (Title I SW: 2,10) (Target Group: SPED,Dys) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal, Counselor, Director of Special Programs, Principal, Students, Teachers	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (F)Title II A Principal/Teacher Train & Recruit, (S)Local Funds	Summative - Observations from administrators, diagnostician and performance data PBMA Report STAAR ALT2
2. Monitor and evaluate student performance data for 504/Dyslexic learners in an effort to close any educational gaps and provide necessary interventions. (Target Group: Dys,504)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Principal, Teachers	8/2022 - 6/2023	(F)IDEA B Formula - Special Education, (F)Title II A Principal/Teacher Train & Recruit, (S)Local Funds	Summative - Observations from administrators, diagnostician and performance data.
3. Monitor and evaluate student performance data for English Language learners in an effort to close any educational gaps and provide necessary interventions. (Target Group: ESL,EB,Dys) (Strategic Priorities: 1) (CSFs: 1)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Principal, Teachers	8/2022- 6/2023	(F)IDEA B Formula - Special Education, (F)Title II A Principal/Teacher Train & Recruit, (S)Local Funds	Summative - Observations from administrators, diagnostician and academic intervention logs. PBMA Reports TELPAS
4. Monitor and evaluate student performance data for Gifted and Talented learners in an effort to close any educational gaps and provide necessary interventions. (Target Group: GT)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Principal, Teachers	8/2022 - 6/2023	(S)Local Funds	Summative - Observations from administrators, diagnostician and performance data.
5. Provide professional development opportunities for teacher of students in special populations in order to better serve their individual needs. (Title I SW: 3,4) (Target Group: All,ECD,ESL,Migrant,EB,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1) (CSFs: 1,7)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Principal, Teachers	8/2022 - 6/2023	(F)Project RISE, (S)Local Funds	Summative - Professional Development Logs
6. Special Ed Teachers will hold Coordination Meetings with General Ed Teachers every six weeks to monitor grades, behavior, and attendance.	Principal, Teachers	08/2022-06/2023		Teacher Observations, Students' coordination documentation and IEP's, Attendance Reports, Report Cards

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**Goal 1.** Increase Student Achievement - HHS will improve student achievement on STAAR/EOC exams as well as postsecondary readiness, with special emphasis on College, Career and Military Readiness indicators.

**Objective 4.** Special Population Learners

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Special Ed Teachers and Paraprofessionals will provide in-class support to special pop learners.	Assistant Principal, Principal, Teachers	08/2022-06/2023		Inclusion Logs, Observations, Walkthroughs

# HEBBRONVILLE H S

**Goal 1.** Increase Student Achievement - HHS will improve student achievement on STAAR/EOC exams as well as postsecondary readiness, with special emphasis on College, Career and Military Readiness indicators.

**Objective 5.** College Acceptance & Enrollment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct Senior Parent Meetings for expected college readiness activities (i.e. Graduation Credit Attainment, Apply Texas, Scholarship Applications, FAFSA)	Assistant Principal, Counselor, Principal	08/2022-06/2023	(S)High School Allotment, (S)Local Funds	Senior Tracking Forms, Apply Texas Reports, Scholarship Tracking Forms
2. Communities in School will promote college awareness through college related activities, staff development workshops, college field trips, motivational assemblies, and college guest speakers	Assistant Principal, CIS Personnel, Principal, Teachers	08/2022-06/2023	(F)CIS	Attendance Rosters, Staff Development Rosters, Field Trip Agendas, Assembly Schedules
3. University/ College registration sessions will be conducted by high education advisers for the completion of registration/ enrollment procedures and applications.	Assistant Principal, Counselor, Principal	08/2022-06/2023		Student Sign-in Sheets, CBC documents, counselor reports
4. Monitor college going effort leading up to a college acceptance letter and later enrollment in a university.	Assistant Principal, Counselor, Principal			Data from TAPR report
5. Guide and assist in the process of completing Apply Texas College entrance applications for all seniors.	Counselor, Principal	08/2022-06/2023		Apply Texas Reports, Senior Cohort Tracking Log
6. A minimum of 95% seniors will be accepted into a post-secondary institution and 100% will have completed the Apply Texas application.	Counselor, Principal, Students	08/2022-06/2023		College/University Letters of Acceptance  10/18/22 - Pending 10/18/22 - Pending
7. Monitor data in Dual Enrollment Courses.	Assistant Principal, Counselor, Parents, Principal, Students, Teachers			Student grades



# HEBBRONVILLE H S

**Goal 2.** Increase Student Progress - HHS student performance will demonstrate gains as evidenced by scores on all subjects and all students included in the area for growth as a student measure.

**Objective 1.** ELAR/Reading, Mathematics, Science and Social Studies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor student performance data in Domain 2 (Student Progress). (Title I SW: 2,3,4,5,6,7,8,9) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1)	Assistant Principal, Asst. Superintendent of Student Services, Counselor, Director of Curriculum and Instruction, Director of Special Programs, District Police, ESC Region One, Parents, Principal, Students, Superintendent, Teachers	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (S)High School Allotment, (S)Local Funds, (S)State Compensatory Education	Summative - Campus assessments will be given to all students to monitor data on a continuous basis State Accountability Reports
2. Identify students in need of intervention based on STAAR, STAAR EOC, STAAR ALT 2, and TELPAS assessment data and provide targeted instructional remediation. (Title I SW: 2) (Target Group: All)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Parents, Principal, Superintendent, Teachers	8/2022 - 6/2023	(S)Local Funds	Summative - Records Management
3. Implement and utilize the TEKS Resources System and the Region One ESC Texas Instructional Focus Documents, TEKS Verification Documents, Year at a Glance, Vertical Alignment Documents, and Unit Assessments for instructional planning to facilitate rigorous academic task. (Title I SW: 2) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Assistant Principal, Campus Librarian, Counselor, Director of Curriculum and Instruction, Master Teachers, Principal, Teachers	8/2022 - 6/2023	(S)Local Funds	Summative - Records Management-3 Week Administrative Checkpoints
4. Provide after school, evening, and/or Saturday tutorials.	Parents, Principal, Students, Teachers	08/2022-06/2023		Tutorial Class Rosters, Letter to Parents, Student Data
5. Students deficient in meeting coursework for graduation will be enrolled in needed coursework through computer programs, such as APEX.	Assistant Principal, Principal, Teachers	08/2022-06/2023		Fuel Education Course Rosters, Reports, Report Cards
6. Students will have intensives prior to testing through classes during the day, as well as on Saturdays.	Principal, Teachers	08/2022-06/2023		Rosters, Lesson Plans, Data
7. Teachers will incorporate the use of	Teachers	08/2022-06/2023		

# HEBBRONVILLE H S

**Goal 2.** Increase Student Progress - HHS student performance will demonstrate gains as evidenced by scores on all subjects and all students included in the area for growth as a student measure.

**Objective 1.** ELAR/Reading, Mathematics, Science and Social Studies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Schoology assignments to get students used to online testing. (Target Group: All)				
8. ELAR teachers will incorporate the Accelerated Reading Program. (Target Group: All)	Teachers	08/2022-06/2023		

# HEBBRONVILLE H S

**Goal 2.** Increase Student Progress - HHS student performance will demonstrate gains as evidenced by scores on all subjects and all students included in the area for growth as a student measure.

**Objective 2.** Evaluate data integrity for ECO DIS population in relation to Domain II Part B, Relative performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct internal data validation monitoring in order to capture accurate student data. (Target Group: All,ECD) (Strategic Priorities: 4) (CSFs: 2)	Director of Finance, PEIMS Clerk, Principal	8/2022 - 6/2023	(S)Local Funds	Summative - PEIMS Submission Reports
2. Target assessment grade levels with growth measures and create action plans that address student progress by campus and subject. (Title I SW: 2,3,8) (Target Group: All,H,ECD,ESL,Migrant,EB,SPED,CTE,AtRisk)	Director of Curriculum and Instruction, ESC Region One, Master Teachers, Principal, Teachers	8/2022-6/2023	(S)Local Funds	Summative - Accountability Report TAPR Report CBA Data Benchmark Data

# HEBBRONVILLE H S

**Goal 3.** Improve Human Capital - HHS seeks to create a performance culture that values employees who are results-oriented, talented and innovative thinkers; individuals who strive to increase student achievement and contribute to the reformation of the district.

**Objective 1.** The district will employ fully certified teachers in every content area, or locally certify qualified staff through the District of Innovation process.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure the appropriate certification and highly qualified requirements for all professional and paraprofessional staff is maintained. (Title I SW: 4,8) (Title I TA: 6) (Target Group: All)	Asst. Superintendent of Student Services, Director of Curriculum and Instruction, Director of Finance, Director of Special Programs, Principal, Superintendent	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (F)Project RISE, (S)High School Allotment, (S)Local Funds, (S)State Bilingual / ESL, (S)State Compensatory Education	Summative - Records management.
2. The district will advertise vacancies as early as possible to ensure a large pool of potential applicants is generated. The campus will also share through its social media account. (Title I SW: 3,5) (Target Group: All)	Asst. Superintendent of Student Services, Principal, Superintendent	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (F)Title II A Principal/Teacher Train & Recruit, (S)High School Allotment, (S)Local Funds, (S)State Bilingual / ESL, (S)State Compensatory Education	Summative - Records management.
3. The district will provide a salary raise to staff members in order to attract highly qualified staff. Staff will be provided extra duty pay for time off contract through Project RISE. The campus will try to recruit highly qualified individuals. (Title I SW: 3,5) (Target Group: All)	Director of Curriculum and Instruction, Director of Finance, Principal, Superintendent	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (F)Project RISE, (F)Title II A Principal/Teacher Train & Recruit, (S)High School Allotment, (S)Local Funds	Summative - Records management TAPR Reports

# HEBBRONVILLE H S

- Goal 3.** Improve Human Capital - HHS seeks to create a performance culture that values employees who are results-oriented, talented and innovative thinkers; individuals who strive to increase student achievement and contribute to the reformation of the district.
- Objective 2.** Staff development will be provided in all subject areas to improve instructional/motivational strategies, technology skills, and classroom methodologies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide ongoing professional development to all teachers in effective teaching strategies in all content areas with an emphasis on critical thinking/problem solving skills and integration of technology and GOOGLE platforms Apps. (Target Group: All)	Director of Curriculum and Instruction, Director of Special Programs, ESC Region One, Principal, Superintendent	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (S)Local Funds, (S)State Bilingual / ESL, (S)State Compensatory Education, (S)TEA's Texas Success Initiative	Summative - Staff development sign in rosters.
2. Staff development will be provided to all teachers and staff on digital citizenship. (Target Group: All, AtRisk)	Assistant Principal, Counselor, Director of Curriculum and Instruction, Principal, Superintendent	8/2022 - 6/2023	(F)ESEA, Title I, Part A, (S)Local Funds, (S)State Compensatory Education	Summative - staff development sign in logs EduHero Platform
3. Staff will be trained on IEP development and application, modifications, accommodations, assessments, eligibility, and referral.	Assistant Principal, Counselor, Director of Special Programs, Principal, Superintendent	8/2022 - 6/2023	(F)IDEA B Formula - Special Education, (S)Local Funds, (S)State Compensatory Education	Summative - Records management - Sign-in logs
4. The campus will utilize the Professional Learning Community (PLC) Model. PLC's will meet regularly following district norms and instructional expectations. (Title I SW: 2) (Target Group: All)	Assistant Principal, Asst. Superintendent of Student Services, Counselor, Director of Curriculum and Instruction, Director of Special Programs, Master Teachers, Principal, Superintendent, Teachers	8/2022 - 6/2023	(S)Local Funds	Summative - Records management.
5. The district and campus staff will work with the Region 1, TASB, TASA, TASBO, ASCD, TASP, AASA and other organizations to provide current professional development to train staff members with the most innovate and relevant PD. (Title I SW: 2) (Target Group: All)	Assistant Principal, Asst. Superintendent of Student Services, Counselor, Director of Curriculum and Instruction, Director of Finance, Director of Special Programs, ESC Region One, Parents, Principal, Superintendent, Teachers	8/2022 - 6/2023	(F)Carl Perkins, (F)ESEA, Title I, Part A, (F)IDEA B Formula - Special Education, (F)Title II A Principal/Teacher Train & Recruit, (S)Local Funds	Summative - Records management.
6. Administrators will become T-TESS and/or T-PESS certified and will use protocols of Instructional Rounds to provide coaching feedback to staff members to improve and enhance the delivery, content and cognitive	Assistant Principal, Director of Curriculum and Instruction, Director of Special Programs, Master Teachers, Principal, Superintendent, Teachers	8/2022 - 6/2023	(F)Title II A Principal/Teacher Train & Recruit, (S)Local Funds	Summative - Records management DMAC

# HEBBRONVILLE H S

**Goal 3.** Improve Human Capital - HHS seeks to create a performance culture that values employees who are results-oriented, talented and innovative thinkers; individuals who strive to increase student achievement and contribute to the reformation of the district.

**Objective 2.** Staff development will be provided in all subject areas to improve instructional/motivational strategies, technology skills, and classroom methodologies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
engagement of students through learning tasks. (Title I SW: 2) (Target Group: All)				

# HEBBRONVILLE H S

**Goal 4.** Provide a Safe Environment - HHS shall create a safe environment conducive to learning for all students and provide safety and security measures at district schools and facilities, and while attending district-related events.

**Objective 1.** Campuses will maintain a safe and orderly environment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that campuses develop, maintain, and implement an Emergency Operation Plan and Safe Schools Plan. (Target Group: All)	Assistant Principal, Asst. Superintendent of Student Services, District Police, Principal, Superintendent	8/2022 - 6/2023	(F)Title IV, Part A, Subpart 1, (S)Local Funds, (S)State Compensatory Education	Summative - Records management.
2. Accountability of all visitors at the entrance of the school (sign in, check-out procedures, etc). (Target Group: All)	Assistant Principal, Asst. Superintendent of Student Services, District Police, Principal, Teachers	8/2022 - 6/2023	(F)Title IV, Part A, Subpart 1, (S)Local Funds	Summative - Records management RAPTOR program
3. The campus will have Red Ribbon Week activities. (Title I SW: 2) (Target Group: All)	Assistant Principal, Asst. Superintendent of Student Services, Counselor, Principal, Teachers	10/1/2022 - 11/1/2023	(F)Title IV, Part A, Subpart 1, (S)Local Funds	Summative - Records management.
4. Random Drug searches by K-9 unit will be scheduled on an on-going basis through unannounced visits to deter drugs district wide. (Target Group: All) (CSFs: 6)	Assistant Principal, Asst. Superintendent of Student Services, Counselor, District Police, Principal, Superintendent	8/2022 - 6/2023	(F)Title IV, Part A, Subpart 1, (S)Local Funds	Summative - Records management.
5. The campus will review Emergency Operation Plan and implement necessary procedures and protocols. (Target Group: All)	Assistant Principal(s), Asst. Superintendent of Student Services, District Police, Nurse, Principal, Superintendent	8/2022-6/2023	(F)Title IV, Part A, Subpart 1, (S)Local Funds	Summative - Records management
6. The campus will increase efforts to address Bullying Prevention by incorporating online reporting, prevention programs and intervention tools. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Asst. Superintendent of Student Services, Counselor, District Police, Parents, Principal, Students, Superintendent, Teachers	8/2022-6/2023	(F)Title IV, Part A, Subpart 1, (O)Local Districts	Summative - Records management
7. Provide after school programs to engage students and promote positive behaviors. (Title I SW: 2,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 4,5)	ACE Program Director, ACE Site Coordinator, Assistant Principal(s), Asst. Superintendent of Student Services, CIS Personnel, Community Engagement Specialist, Counselor	8/2022-6/2023	(F)21st Century Grant	Summative - ACE Program Data
8. Partner with local agencies (Community	Assistant Principal, CIS			Surveys, rosters

# HEBBRONVILLE H S

**Goal 4.** Provide a Safe Environment - HHS shall create a safe environment conducive to learning for all students and provide safety and security measures at district schools and facilities, and while attending district-related events.

**Objective 1.** Campuses will maintain a safe and orderly environment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Action, Texas A & M Agrilife Extension and Behavioral Health Solutions of South Texas) to provide students education in social skills, drug use, bullying and other teen issues.	Personnel, Parents, Principal, Students, Truancy Officer			
9. The campus will provide a Crimestoppers hotline or email to anonymously report and crimes committed on campus such as the destruction of school property. (Target Group: All)	Counselor, District Police, Principal, Superintendent	10/2022-06/2023		



# HEBBRONVILLE H S

**Goal 5.** Create a Positive District Culture - HHS clearly articulated purpose will serve as the catalyst for creating a powerful sense of community and a shared direction among personnel, parents, students, and the public.

**Objective 1.** Parent involvement PK-12 districtwide.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HHS will increase school-community relationships by providing and promoting engagement opportunities through: parent-teacher conferences, campus outreach activities, ACE/GEAR-UP program activities and public information efforts. The campus will also utilize Communities in Schools partnership. (Target Group: All)	ACE Program Director, ACE Site Coordinator, Assistant Principal, CIS Personnel, Counselor, GEAR UP Personnel, Nurse, Principal, Teachers	8/2022 - 6/2023	(F)21st Century Grant, (S)Local Funds, (S)State Compensatory Education, (S)TEA's Texas Success Initiative	Summative - Records management.
2. Parents will be provided tools to monitor student academic progress on a continuous basis including: Gradebook parent portal and Texas Assessment Management System Student/Parent Portal. (Target Group: All)	Counselor, Teachers	8/2022 - 6/2023	(S)Local Funds, (S)State Compensatory Education	Summative - Records management TAMS Gradebook
3. HHS will monitor daily attendance percentages by grade level and totals and implement campus incentive programs. The campus will improve attendance rates aligned to district goal targets. (Target Group: All)	Assistant Principal, Counselor, Director of Finance, Parents, PEIMS Clerk, Principal, Students	8/2022 - 6/2023	(S)Local Funds	Summative - Records management PEIMS TAPR Report
4. The campus will implement a PTO. (Title I SW: 6) (Target Group: All) (CSFs: 5)	Assistant Principal(s), Counselor, Parents, Principal, Teachers	8/2022-6/2023	(O)Unfunded	Summative - Records management
5. The campus will hold several parent meetings via ZOOM or Google Meets to share pertinent information with parents such as HB4545 requirements. (Target Group: All)	Assistant Principal, Parents, Principal	08/2022-6/2023		

# HEBBRONVILLE H S

**Goal 5.** Create a Positive District Culture - HHS clearly articulated purpose will serve as the catalyst for creating a powerful sense of community and a shared direction among personnel, parents, students, and the public.

**Objective 2.** All staff will have meetings using the Professional Learning Community (PLC) Model.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All staff will meet with their instructional teams in order to review the academic progress of their students. (Target Group: All)	Assistant Principal, Counselor, District Police, PIEMS Clerk, Teachers	8/2022 - 6/2023	(S)Local Funds	Summative - Records management.
2. District wide implementation of the Region One ESC Texas Curriculum Management Program framework will be utilized in all four content areas. (Target Group: All)	Assistant Principal, Counselor, ESC Region One, Principal, Teachers	8/2022-6/2023	(S)Local Funds	Summative - Records management.

# HEBBRONVILLE H S

**Goal 5.** Create a Positive District Culture - HHS clearly articulated purpose will serve as the catalyst for creating a powerful sense of community and a shared direction among personnel, parents, students, and the public.

**Objective 3.** The districts communication efforts will be strengthened by celebrating the success of the school district through various outlets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. District and campus websites will be updated with news, announcements and calendar updates. (Target Group: All)	Assistant Principal, Counselor, Principal, Superintendent	8/2022 - 6/2023	(S)Local Funds	Summative - Website management.
2. District and campuses will use social media outlets to brand and communicate student accomplishments with the public. (Target Group: All)	Assistant Principal, Counselor, Parents, Principal, Superintendent	8/2022 - 6/2023	(S)Local Funds	Summative - Social media management.
3. The campus will utilize School Messenger, Email, and other learning management/online platforms to communicate with parents and celebrate successes. (Target Group: All)	Assistant Principal, Parents, Principal, Students, Teachers	08/2022-06/2023		

# HEBBRONVILLE H S

**Goal 5.** Create a Positive District Culture - HHS clearly articulated purpose will serve as the catalyst for creating a powerful sense of community and a shared direction among personnel, parents, students, and the public.

**Objective 4.** Student Activity Involvement PK-12

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campuses will promote student involvement in extracurricular programming and activities. (Title I SW: 6,10) (Target Group: All) (CSFs: 6)	ACE Program Director, ACE Site Coordinator, Athletic Director, Community Engagement Specialist, Parents, Principal, Students, UIL Coordinator(s)	6/2022-8/2023	(S)High School Allotment, (S)Local Funds	Formative - Activity Logs Participation Counts
2. Evaluate and develop student programming activities beyond the educational day including service activities, clubs, organizations and outreach efforts. (Target Group: All) (CSFs: 6)	ACE Program Director, ACE Site Coordinator, Athletic Director, Campus Librarian, CIS Personnel, Community Engagement Specialist, CTE Coordinator, Director of Curriculum and Instruction, Master Teachers, Parents, Principal, Students, Superintendent, Teachers, Truancy Officer, UIL Coordinator(s)	6/2022 - 8/2023	(F)21st Century Grant, (S)Local Funds	Formative - ACE Program Data Participation Surveys