

Windthorst Independent School District
Windthorst High School
2022-2023 Campus Improvement Plan

Table of Contents

Goals	3
Goal 1: Annually increase CCMR readiness.	3
Goal 2: Annually increase student participation in extra-curricular activities.	4
Goal 3: Annually increase the % of staff satisfaction.	6
Goal 4: Annually increase the professional efficacy of WISD staff.	7
Goal 5: Annually increase the percent of parent, student and community satisfaction	9
Goal 6: Annually increase the operational efficiency of the district.	12





Goals

Goal 1: Annually increase CCMR readiness.

Performance Objective 1: Annually increase the % of students who reach the "meets" level of achievement on the annual STAAR, CLI and TPRI exam.

HB3 Goal

Evaluation Data Sources: STAAR Data, TAPR,





Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure Tier I instruction is at the depth and complexity of the standards by integrating evidence based practices during Professional Learning Communities (PLCs) inclusive of alignment feedback.</p> <p>Strategy's Expected Result/Impact: Teachers will plan using data to make informed decisions about instruction and reteach opportunities, Teachers will create and upload lesson plans to Google Classroom with weekly feedback on the lesson plans from the secondary principal.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Annually increase CCMR readiness.

Performance Objective 2: Annually increase the % of students earning the TEA college, career and military readiness designation.

HB3 Goal





Evaluation Data Sources: TEA data reports

Strategy 1 Details	Reviews			
<p>Strategy 1: For the 2022-2023 academic school year, 100% of students will have an academic audit sheet that identifies all course completions and course needs while ensuring that the course scheduling aligns with coherent CTE sequencing.</p> <p>Strategy's Expected Result/Impact: Audit sheets will ensure students are scheduled for the correct sequence of CTE courses to meet the requirements for certification.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Annually increase student participation in extra-curricular activities.

Performance Objective 1: Annually increase the number of students participating in UIL events.





Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: For the 2022-2023 academic school year, recruit during Principal's Coffee & Conversation, open house, and/or parent night activities distributing an informational pamphlet.</p> <p>Strategy's Expected Result/Impact: Information distributed will ensure that families and students are informed of UIL events with follow up to the families by the principal and/or the athletic director.</p> <p>Staff Responsible for Monitoring: Principal/Athletic Director</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Annually increase student participation in extra-curricular activities.

Performance Objective 2: Annually increase # of students participating in CTE activities.





Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: For the 2022-2023 academic school year, participation will increase by introducing students to programs through CTE while conducting student academic conferencing</p> <p>Strategy's Expected Result/Impact: High school students will gain a greater awareness and understanding of college, career, and, military readiness.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Annually increase the % of staff satisfaction.

Performance Objective 1: Annually increase the % of staff indicating they enjoy working at WISD.





Evaluation Data Sources: Annual staff survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Create and schedule monthly meet-ups with faculty and staff.</p> <p>Strategy's Expected Result/Impact: Being able to leave school and breathe builds morale and teamwork. Once per month, a planned out-of-school outing where staff can leave stress of the classroom behind and enjoy each other's company will be the goal. Teacher and staff morale dictates the atmosphere of a campus.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Annually increase the professional efficacy of WISD staff.

Performance Objective 1: Annually utilize teacher needs to determine professional development opportunities.





Evaluation Data Sources: PD surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct one-to-one teacher and staff conferences to draft a personal, professional, and academic SMART goal. Utilizing the goals created, a specifically designed professional development plan will support the needs of each teacher.</p> <p>Strategy's Expected Result/Impact: A professional development plan is an ever-involving document that will access current skill-set, support teachers career goals, create strategies, and track progress toward their own goals.</p> <p>Staff Responsible for Monitoring: Principal/Teacher/Staff</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Annually increase the professional efficacy of WISD staff.

Performance Objective 2: Work with Director of Instructional Technology to create a Technology Strategic Plan.





Evaluation Data Sources: Technology Strategic Plan

Strategy 1 Details	Reviews			
<p>Strategy 1: In collaboration with the campus principal and director of instructional technology, the IT plan will be designed to enhance the installation, use, and maintenance of various technologies and provide professional development/support to contribute to the achievement of all students and the productivity of faculty and staff.</p> <p>Strategy's Expected Result/Impact: The goal is to enhance strong tradition of student-centered classroom instruction with complementary digital resources and empower faculty/staff to increase digital integration.</p> <p>Staff Responsible for Monitoring: Principal/ Director of Instructional Technology</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Annually increase the percent of parent, student and community satisfaction

Performance Objective 1: Annually increase the % of student satisfaction on WISD annual survey.





Evaluation Data Sources: Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct one-to-one student conferences to draft short and long-term SMART goals.</p> <p>Strategy's Expected Result/Impact: To provide a nurturing environment for students to thrive socially, emotionally, and academically. Not only does it improve performance, it will also promote student populations mental health and stability, which are conducive to both short-term learning goals and long-term character building in addition to social inclusion.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Annually increase the percent of parent, student and community satisfaction

Performance Objective 2: Annually increase the % of parent satisfaction on the WISD annual survey.





Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Distribute a weekly "Principal Focus" each Friday evening communicating the celebrations and happenings at the high school.</p> <p>Strategy's Expected Result/Impact: Build relationships with families, sharing celebrations, presenting Parent Office Hours, and provide resources to Frequently Asked Questions will increase % of parent satisfaction on the WISD annual survey.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Annually increase the percent of parent, student and community satisfaction

Performance Objective 3: Annually increase the % of community satisfaction on the WISD annual survey.





Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Host a monthly Principal Coffee and Conversation to increase communication with stakeholders.</p> <p>Strategy's Expected Result/Impact: Building relationships with stakeholders and an increase in communication during monthly meetings will result in an increase in satisfaction.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 6: Annually increase the operational efficiency of the district.

Performance Objective 1: Annually increase the % of staff and students indicating they feel safe at school on the WISD annual survey.





Evaluation Data Sources: Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement and explain the Bullying flowchart, share with students, families, and all stakeholders during during assemblies, townhalls, and parent office hours.</p> <p>Strategy's Expected Result/Impact: Increase awareness of what bullying is, types of bullying, where and when bullying happens, and data collected on youth bullying.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Annually increase the operational efficiency of the district.

Performance Objective 2: Annually increase the % of satisfaction with the cleanliness and maintenance of our facilities.





Evaluation Data Sources: Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: During daily walkthroughs by the principal, campus will be monitored for safety, cleanliness, and organization as evidence by a daily checklist.</p> <p>Strategy's Expected Result/Impact: Campus will be clean and organized to maximize productivity and efficiency across the setting resulting in an annual increase in the % of satisfaction with the cleanliness and maintenance of our facilities.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 6: Annually increase the operational efficiency of the district.

Performance Objective 3: Achieve perfect score on F.I.R.S.T. rating.

Evaluation Data Sources: TEA First Rating

Strategy 1 Details	Reviews			
<p>Strategy 1: Support the Superintendent and Business Manager with F.I.R.S.T. rating by gathering any information needed ensuring compliance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code, and other statues, laws, and rules in effect at WISD's fiscal year-end.</p> <p>Strategy's Expected Result/Impact: By implementing a checks and balance system, WISD will continue to achieve perfect score on F.I.R.S.T. rating.</p>	Formative			Summative
	Sept	Nov	Feb	Apr
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				