

# **MATHIS HIGH SCHOOL**

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## **Mathis Independent School District Campus Improvement Plan 2016-2017**



1615 E. San Patricio Blvd.  
Mathis, Texas 78368  
(361) 547-3322  
<http://www.mathisisd.org>

## **Mission**

Mathis ISD engages learners to become critical thinkers, leaders and contributors in a diverse and competitive world.

## **Vision**

Mathis ISD strives to be a premier, rural school district recognized nationally as a leader among learning organizations.

***Achieving a World-Class Education for World-Class Students  
Every Day.***

# Mathis High School Campus Improvement Goals 2016-2017

1. **Student Achievement** – Increase academic student achievement for all students while closing the gap between student populations to achieve Exemplary status in state accountability and achieve Academic Distinctions for all applicable indicators.
2. **Community Investment and Support** – Parents, families, business and community feel welcomed and a valued part of the educational process in our school.
3. **Curriculum Implementation** – MHS will assess and support full implementation of the TEKS vertically aligned curriculum, assessment and instruction that reflects best practices and utilizes rigor and relevance.
4. **Safe School Environment (Chapter 327/Discipline Law and Order)** – Provide an educational environment that reflects a commitment to safety, security, orderliness, and high standards of citizenship among students, staff, community and visitors.
5. **College and Career Readiness** – Develop program initiatives and activities that reflect commitment to preparing students for their educational pursuits beyond traditional MISD experiences.

# Planning and Decision Making Committee

Name	Position
Arismendi, Albert	Principal
Barrera, Gus	Chair Person: Assistant Principal
Perez, Monica	Paraprofessional Representative
Urdialez, Rosemary	Parent Representative
Champion, Norma	Parent Representative
Garcia, Anne	English Representative
Perez, Amy	Social Studies Representative
Canales, Rene	Math Representative
Reynolds, Melody	Fine Arts Representative
McCoy, Camille	Central Office Representative
DeLuna, Ernesto	District Representative
Gonzalez, Theresa	Special Education Representative
De Leon, Rene	Business Representative
Leal, Ricardo	CTE Representative
Gabrysch, Brian	Science Representative
Garcia, Angela	Counselor

## 2016-2017 Campus Improvement Plan

**I. Student Achievement:**

Increase academic achievement for all students while closing the gap between student populations in pursuit of exemplary performance at the state and national levels.

Campus Goal: **Student Achievement — Increase academic achievement for all students while closing the gap between student populations to achieve Exemplary status in state accountability and achieve Gold Performance Acknowledgement for all applicable indicators.**

**Performance Objectives:**

- A. 90% of all students (by grade, by subject, and by all grades tested in all student populations) will meet the passing standard on the state assessment system, STAAR/EOC (State of Texas Assessment of Academic Readiness/End of Course)
- B. 25% of all students will reach “Advanced Achievement” (formerly commended) on the STAAR/EOC Assessment

Obj	Activity	Person Responsible	Status
A,B	Continue Data-Research Driven focus: no false assumptions about individual student learning by increasing use of data analysis and disaggregation tools [DMAC]	Administration, Department Heads, and Teachers	
A,B	Use whole campus, departments, PLCs to monitor student progress and analyze data	Administration, Department Heads, and Teachers	
A,B	Expand and empower course leader delegation: <ul style="list-style-type: none"> <li>▪ Emphasis and department consistency and problem solving</li> </ul>	Administration and Department Heads	
A,B	Make STAAR instructionally relevant to students: embedded STAAR questions in all core areas on every major test and final exam	Teachers	
A,B	Implement 6 week STAAR/CBAs to proactively track each student’s progress in Math/Science/Social Studies and ELA (STAAR One, TAG, TEKS-Resource System)	Administration Department Heads Teachers	

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A,B	An academic Wall of Honor will be placed to showcase the past honor graduates including past Valedictorians and Salutatorians to promote great academic achievement	Administration Counselors	
A,B	Holiday in the park is a student based incentive program that promotes attendance and grades. Students who have fewer than 6 absences a semester and A or AB honor roll are rewarded with a trip	Administration Teachers Counselors Attendance Committee	
A,B	To help promote positive supports on campus the “Pirate Caught Being Good” program will be implemented. Staff will track students positive behaviors through the use of PBIS app.	Administration Teachers Counselors School Staff	
A,B	Intervention classes such as P.O.M., Reading and Creative Writing will be implemented for Freshman who did not pass the 8 <sup>th</sup> grade STAAR exams.	Administration Teachers Counselors School Staff	

Modification Dates: \_\_\_\_\_  
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A, B	Implement double block ELA, Alg 1, and Bio classes for identified students to increase success on the EOC tested courses.	Administration Counselor Department Heads Teachers	
A	Students identified as struggling on STAAR are scheduled in Math and Science intervention classes to support HB 5 requirements. EOC Prep, course sequence, and provide targeted support via Friday intervention schedules.	Principal Counseling Department Department Heads Teachers	
A,B	Provide professional development in all areas of instruction to enhance teacher implementation of differentiation in the classroom.	MHS Administration Curriculum Director Department Heads	
A,B	The Buc Academy is implemented to provide an alternative instructional environment for at-risk students, one or more years behind.	Administration Counselors All Learning Lab Academy Teachers	
A,B	Provide additional counseling, academic, emotional support to students in our district alternative education placement (DAEP).	Administration Counseling Department Teachers	
A,B	Provide a school wide tutoring program, Advisory schedule (30 minutes) to support students in special programs and with academic intervention needs.	Administration/ Teachers	
A,B	Provide PRS (Pregnancy Related Services) to Students qualifying to support educational needs over prolonged absences.	Administration Teachers PRS Liaison	
A,B	Support distance learning technology into DAEP instruction and homebound to support student learning in LOTE and other core courses.	Technology department/teachers	
A,B	Deliver a guaranteed and viable district curriculum.	Curriculum Director	

General Comments:

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**II. Community Investment and Support:**

Welcome, inform and engage students, parents, and the community regarding the educational priorities, processes, initiatives, and challenges of the District.

**Campus Goal: Community Investment and Support — the community feels welcomed and a valued part of the learning process in our school.**

Performance Objectives:

- A. MHS website will maintain accurate, current web pages, and current information on parent connect
- B. Increase Parent Teacher Organization Involvement
- C. Increase parent involvement and support at Meet the Teacher, Senior Night, Open House and other Parent Sessions
- D. Involve parents and community members in a mentoring relationship with our students
- E. Continue to promote community engagement with events such as the Home Coming Pep Rally and Tailgate.
- F. Provide child care for parents during our evening events to promote more parent participation

Obj	Activity	Person Responsible	Status
A	Standards for teacher web pages/core subject web pages established with training.	Administration/Technology Department Heads/ Teachers	
A,C E,F	Work to improve the overall first contact by parents with all members of faculty in the areas of receiving information as well as first response assistance.	Administration Counselors Teachers	
B	Publicize the support and endeavors established by the PTO to increase membership and maintain revenue of, “no-hassle fundraiser.”	Administration	
A,C	MHS home web page will be updated weekly with accurate and current information relevant to students, parents, and community members	Administration Technology Department	
D	Parent and community involvement in CTE advisory boards	Administration CTE Director	
D	Increase partnerships with local business to increase student participation in job shadowing, internships, and employment.	Administration CTE Director	

General Comments:

Modification Dates: \_\_\_\_\_  
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**III. Curriculum:**

Develop, implement, assess, and support full implementation of a high quality, vertically aligned curriculum that exceeds the state’s TEKS\* requirements by enhancing and utilizing research-based best practices from across the state and nation.

**Campus Goal: MHS Assess and support the full implementation of the district TEKS-based, vertically aligned curriculum that reflects and utilizes best practices and emphasizes rigor and relevance.**

***Performance Objectives:***

- A. 100% documentation of alignment of lesson plans to the MISD curriculum
- B. 100% of teachers will participate in at least two professional development opportunities pertaining to the implementation of 2 new instructional strategies targeting SEs below 70 percent.
- C. 100% of new teachers will participate in the campus mentor program.
- D. 100% of teachers will maintain accurate, current web pages, and on-line grade books.
- E. 100% of students will participate in school health initiatives.
- F. Increase academic enhancement opportunities for gifted and talented students.
- G. Core teachers will be equipped with smartboards, projectors, iPads, and other technology to be able to reach the 21<sup>st</sup> century learner.

<b>Obj</b>	<b>Activity</b>	<b>Person Responsible</b>	<b>Status</b>
A,B,E	Increased emphasis on instructional strategies in all programs by providing a variety of professional development opportunities, including Kagan, John Crain, John Samara, PLC and Data, for teachers as well as learning walks to advance student learning and campus standards.	Administration Curriculum and Instruction Department	
A,B	Admin support teams established through TTESS for core teachers to provide a high quality of education.	Administration	
A,B	Continue Course Leader and Department chair supervisory responsibility and accountability.	Administration/Department Heads	
A,B	Implement collegial learning walks with all teachers and staff	Administration	
C	Provide campus mentor program to assist new teachers and retain new teachers to the profession.	Mentor Coordinator	

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A	10 Powerwalks a week will be completed to support the teachers in their implementation of a variety of instructional strategies targeted on SEs at or below 70%.	Administration	
D,G	Teachers will participate in technology based trainings.	Technology department/teachers	
A	Continue incorporation of technology programs into ESL program of instruction to reinforce language acquisition.	LOTE Department head/teachers	
A,B, D,F,G	Teachers will have opportunities to receive training on Interactive Boards and IPad technology as we increase the use of technology in the classroom.	Teachers	
F	Continue to grow student participation in UIL Academics.	Administration Counselors	

General Comments:

Modification Dates: \_\_\_\_\_  
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**IV. School Environment: (Chapter 37 / Discipline - Law and Order)**

At all campuses and District facilities, provide an educational environment that reflects a commitment to safety, security, orderliness, and high standards of citizenship among students, staff, community, and visitors.

**Campus Goal: Provide an educational environment that reflects a commitment to safety, security, orderliness, and high standards of citizenship among students, staff, community, and visitors.**

***Performance Objectives:***

- A. 100% of incoming 9<sup>th</sup> grade students will be connected to at least one extracurricular program or student club.
- B. 100% staff will wear identification badges to promote recognition and safety
- C. Sustained positive participation and growth (20%) in student clubs and extracurricular activities campus-wide.
- D. Create a mentor program for students struggling with success in the areas of academics or identified as at-risk.
- E. Decrease the number of placements to DAEP by 5%.
- F. Increase the academic success of students who have been placed at DAEP by 75%.
- G. Maintain monthly attendance rates to above 95%
- H. Provide opportunities for students to participate in healthy life styles activities.
- I. Support efforts to increase the awareness and prevention of bullying through staff development, student training, and by implementation of the district’s procedures regarding bullying
- J. Produce a safer campus with the installation of security cameras, security officers, and random visit by K-9s.

<b>Obj</b>	<b>Activity</b>	<b>Person Responsible</b>	<b>Status</b>
D, E, F, G,I	Implement school wide mentoring program to identify and assist students with academic concerns and at-risk behaviors.	Administration, Counselors, staff and At Risk Coordinator	
A,C,D,E,F,G,I	Continue John Samara Model at the high school to drill down and meet the needs of each individual student.	Administrators Counselors Teachers At Risk Coordinator	

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D,E,F,G,H	Provide district-based drug and alcohol family program for students assigned to the DAEP.	Administrators Counselors	
B,G,I,J	Teachers and staff will monitor the hallways and outside entrances throughout the day.	Administration/Staff/Teachers	
E,F,I	Implement a recognition program for students to be recognized for behavior, academics, improvement, PBIS	Administration Counselors	
A,C,G,I	Continue to promote and encourage participation in student-led clubs and extra-curricular programs	Administration Counselors and Staff	
A,C	Implement meeting program for Migrant students to include opportunities for parent meetings monthly	Administration Counselors ESL Coordinator	
C, J	Security officer on duty throughout the class day and during extracurricular activities.	Administration Security Officer	
A,C,D,E,F,G,H	Implement No Place for Hate activities which will focus on anti-bullying to promote a positive climate.	Administrators Counselors Teachers	
J	Security cameras will be placed on campus to meet security needs.	Administration	
G	Holiday in the park is a student based incentive that allows students who have less than 6 absences as well as A and AB honor roll get a trip	Administration Teachers Attendance Committee	

General Comments:

Modification Dates: \_\_\_\_\_  
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**V. College and Career Readiness (P-16)**

Develop program initiatives and activities that reflect a commitment to preparing students for educational pursuits beyond their traditional Mathis ISD experiences.

**Campus Goal: Develop program initiatives and activities that reflect a commitment to preparing students for their educational pursuits beyond their traditional MISD experience**

***Performance Objectives:***

- A. Greater than 95% completion rates for all students (4-year longitudinal) with at least 95% in each student population
- B. Receive Gold Performance Acknowledgement on all AEIS *College Readiness Indicators*
  - RHSP/DAP Graduates, Advanced Course/Dual Enrollment (Goal: 95%)
  - AP results—examinees  $\geq$  criterion, Scores  $\geq$  criterion (Goal: 75%)
    - Also, greater than 30% completion of advanced / dual enrollment courses
  - Texas Success Initiative (TSI) Higher Education Readiness component for ELA and Math (Goal 10% increase)
  - SAT results— examinees tested, examines  $\geq$  criterion, Mean SAT score, Mean ACT score (Goal 60%)
    - Also, greater than 60% of students who score at or above the national average on College Admissions Tests
- C. Expand the number of students taking AP exams for college credit by 5%
- D. Increase in CTE coherent sequence scores of 2's or higher over prior year by 10%
- E. Increase the number of students selected for the National Merit Scholars
- F. Continue to increase enrollment of Mathis High School.
- G. Introduce the number of students eligible for college announcement and celebration
- H. Continue with Senior Scholarship and awards assembly, and academic achievers honors banquets.

<b>Obj</b>	<b>Activity</b>	<b>Person Responsible</b>	<b>Status</b>
A,B,C,D,F	Completion AP and SAT testing participation plan	College and Career Readiness Coordinator/ Administration Department heads AP Coordinator/ SAT- ACT Coordinator	
E,F	Continue PSAT testing during the school day for all 9 <sup>th</sup> , 10 <sup>th</sup> , and 11 <sup>th</sup> graders	College and Career Readiness Coordinator/ Counselors/Administration	
F	Students will have the opportunity to prep and take the TSI test on campus	College and Career Readiness Coordinator/ Counselors/Administration	
G, H, I	Celebrate student success with a college announcement and pep rally with students, parents, staff, and various forms of media	College and Career Readiness Coordinator/ Counselors/Administration	
H	Recognize all senior who received awards, scholarships with parents, staff, community members and all other stakeholders	College and Career Readiness Coordinator/ Counselors/Administration	

A,C	<p>Increase the number of opportunities for students to gain college credit while in high school, utilizing:</p> <ul style="list-style-type: none"> <li>• Dual Credit Courses</li> <li>• Articulated Courses Offerings</li> </ul>	College and Career Readiness Coordinator/ Counselors/Administration	
A,C	<p>Create community partnerships through Friday Interventions/Advisory in all of the CTE areas:</p> <ul style="list-style-type: none"> <li>• Business, Finance &amp; Marketing</li> <li>• Veterinary &amp; Ag Science</li> <li>• Engineering</li> <li>• Health Science Technology</li> </ul>	CTE department CTE Coordinator College and Career Readiness Coordinator	
A,C	<p>Utilize Advisory Committees to formalize internship opportunities in the community. Continue to build depth by looking for areas to gain licensures, certifications, and post-secondary studies. Increase the number of students successfully completing a coherent sequence of study, represented by an increase of 2's and 3's on the PEIMS report.</p>	Administration Counselors College and Career Readiness Coordinator CTE Director Teachers	
A,D	<p>Introduce and use the Naviance program which is a comprehensive K-12 college and career readiness solution that helps districts and schools align student strengths and interests to postsecondary goals, improving student outcomes and connecting learning to life.</p>	CTE department CTE Coordinator College and Career Readiness Coordinator	

General Comments:

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**VI. Highest Quality Staff**

Recruit, hire, develop, and retain the highest quality faculty and staff.

Campus Goal: **Develop and maintain a high performing team of teachers, para-educators and other staff members**

Performance Objectives:

- A. 100% of new teachers will be paired with a mentor to support their first year at our campus and participate in a formal, monthly new teacher academy.
- B. MHS will maintain a 100% employee retention rate for all “avoidable” separations. This indicator will not include family relocations, promotional transfers, non-renewals, or maternity leave. “Avoidable” means the leaving teacher’s primary motivation is dissatisfaction with MISD due to elements under campus administrative control.
- C. 100% of new employees will be considered highly qualified according to NCLB.
- D. Increase opportunity for teacher led staff development by 50%.



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Obj	Activity	Person Responsible	Status
B,C, D	Implement new teacher mentoring sessions and customized coaching model utilizing mentors, department heads, and campus Administrative and Central Office Staff.	Administration	
B,C	Provide monthly faculty meetings to foster enhanced communication and familiarity between staff and administration.	Administration	
C, D	Continue faculty climate and morale enhancement program.	Administration	
C	Recruiting trips will be set to promote filling instructional, support and administrative positions.	Administration Human Resources	
A,B,C	Provided accountability partners for teachers as they work to enhance the variety of instructional strategies used in the classroom.	Administration Department Heads	
A,B,C	Create a staff development system for collegial learning walks with staff to foster an atmosphere of best practices and support for implementing new instructional strategies.	Administration	
A,B,D	Feedback will be given to teachers to promote growth in their profession by the use of PowerWalks 2.0 and walkthroughs by administration.	Administration	

General Comments:

Modification Dates: \_\_\_\_\_  
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