

Kirbyville CISD
Kirbyville High School
2018-2019 Campus Improvement Plan



Mission Statement

The primary mission of the Kirbyville Consolidated Independent School District is to provide for all students the life-long skills necessary to interact productively and successfully in a democratic society. Inherent in the purpose is the belief that all students can learn provided an environment of high expectations for academic achievement supported by exemplary student behavior. This commitment is extended to maximize the development of each individual's unique abilities and talents.

Vision

The student comes first in the Kirbyville Consolidated Independent School District (KCISD). Good communication occurs between and among both staff and students, and there exists an atmosphere of mutual respect and trust coupled with high expectations for all. Students want to be in attendance to partake in a wide variety of available programs. Through participation in our program offerings, students graduate believing that they can make a positive difference in the world.

KCISD is an exemplary learning institution recognized for its excellence. It is the kind of school system that all parents would want for their children. Potential employees desire jobs in the system and current employees wish to remain because of the student-focused, positive, supportive climate which is further enhanced by the district's benefits and compensation package.

At KCISD, students and employees enthusiastically accept the challenge to become the very best that they can be!

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Comprehensive Needs Assessment

Revised/Approved: September 05, 2018

Demographics

Demographics Summary

Kirbyville High School is located in the piney woods of southeast Texas approximately 70 miles south of Lufkin, Texas. Kirbyville High School serves grades 9-12 with an approximate student enrollment of 388 students. Of these students, 77% are classified as white; 9.1% African American and 8.6% Hispanic; 49.2% of the students qualify as economically disadvantaged, while 19% are at-risk.

Student Achievement

Student Achievement Summary

Kirbyville High School exceeded the required federal graduation rate and met standards on all 4 indices on the new state accountability system:

- Index 1 - Student achievement
- Index 2 - Student progress
- Index 3 - Closing performance gaps
- Index 4 - Postsecondary Readiness

Student Achievement Strengths

Kirbyville High School saw and increase in the percent of ACT-tested students ready for college-level coursework in the areas of English, Reading, Math, and Science.

KHS uses a vertically-aligned curriculum for all departments.

KHS uses an Eduphoria! software that allows teachers access to diseggregated information for all students.

KHS has a guidance program that ensures students have information needed to reach post-secondary goals.

KHS offers accelerated instruction and credit recovery to ensure student success.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Based on the Site Based Decision Making (SBDM) Committee's evaluation of the current State Accountability System, the Performance-Based Monitoring Analysis System (PBMAS), and parent involvement surveys, we have determined the following areas as our greatest needs for improvement: English and math scores for special education students. **Root Cause:** Special Education students enter Algebra I and English II below grade level and remain below grade level.

School Culture and Climate

School Culture and Climate Summary

Kirbyville High School strives to promote good communication and participation between the staff, students, and parents. There exists an atmosphere of mutual respect and trust with high expectations from all. Kirbyville High School strives to maintain a partnership with both our parents and community that is conducive to clear and positive communications and community involvement.

School Culture and Climate Strengths

KHS has an atmosphere of teamwork, community, positivity and a "whatever it takes" attitude to best serve the students of KHS. Staff members dedicate themselves to serve this campus and our students and work together to ensure that every need of every child is met. The staff supports one another and works together for the best interest of the team. Every staff member takes responsibility for seeing that their duties are accounted for and the expectations set forth by administration are met. KHS administration will fight for every employee and every student when the need arises.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Over the years, the climate and culture of KHS has been ever change and drastically impacted. **Root Cause:** Inconsistency and frequent turnover in administration along with tragedies have had an impact on school culture and climate.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

KHS strives to recruit and retain high-quality staff members to ensure every student is educated by the most qualified individuals. KHS provides an environment that attracts such individuals and creates an atmosphere where staff members choose to remain on staff and continue educating students of KHS.

Staff Quality, Recruitment, and Retention Strengths

KHS takes pride in maintaining an environment where staff works with and assists one another within departments and as a whole.

KHS shows appreciation towards the staff in the following ways:

- Staff appreciation days
- Cat Coins - incentive program for teachers
- Professional Development to enhance/refine teaching strategies

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Recruiting staff outside of the Kirbyville area and certified teachers graduating from college. **Root Cause:** Kirbyville is a rural town and the pay salary is comparable to surrounding schools. Teachers graduating from college can obtain jobs in larger school districts with increased pay salaries.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

KHS aims to meet the needs of every student through aligned curriculum and varied instruction. KCISD provides continued professional development to ensure that teachers have the tools necessary to teach all students; gifted and talented, ELs, and students with disabilities.

Curriculum, Instruction, and Assessment Strengths

KHS has a vertically aligned curriculum in all subject areas.

Teachers have access to Eduphoria! software to access student assessment information.

KHS offers accelerated instruction and credit recovery for at-risk students.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Student performance in Reading and Math for students with disabilities. **Root Cause:** Small group instruction and intervention would increase student performance.

Parent and Community Engagement

Parent and Community Engagement Summary

Kirbyville High School takes an active approach towards involving families and the community. For instance, there is a yearly PIE (Parents Involved in Education) conference, mentoring program, student orientations, college and career readiness meetings, college fair, career fair, band concerts, athletic events, booster club meetings, participation in various campus driven committees, annual canned food drive for Kirbyville Christian Outreach (KCO), school messenger phone system, Wildcat University referral system, parent contacts made by teachers each six weeks, and Skyward Family Access which notifies parents regarding grades, attendance, etc.

Parent and Community Engagement Strengths

Kirbyville High School now has a Facebook and Twitter page which serves to notify parents, community members, staff, and students of various events as well as to celebrate successes.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: KHS aims for an increase in community involvement outside of athletics. **Root Cause:** Lack of events and advertisement of events.

Technology

Technology Summary

Kirbyville High School is focused on increasing the integration of technology into classroom instruction. All students will have access to technology and will be able to utilize opportunities to increase student performance.

Technology Strengths

KHS has integrated technology to increase student academic performance in the following ways:

- 1:1 chrome book and mifi for all KCISD students
- SAT/ACT practices
- Google Classroom is used in every subject area for instruction and assignments
- Programs for supplemental instruction in Math
- CTE courses utilize technology to obtain certifications
- Teachers incorporate digital journals into instruction

Problem Statements Identifying Technology Needs

Problem Statement 1: Paper assignments are continuing to be utilized when technology is available. **Root Cause:** Resisting change, transition period from paper to technology

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:








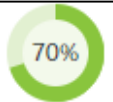
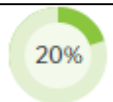
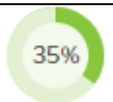
Goals









Goal 1: KCISD will meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 1: KCISD will maintain and refine a viable District curriculum and support its effective implementation in every classroom.

Evaluation Data Source(s) 1: Weekly lesson plans, checkpoints, assessments

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) KHS will utilize the District Technology Plan to incorporate 21st Century learning strategies to support student learning.	Technology Director, Principal, and Instructional staff.	Increase student engagement.				
2) KHS will continue to provide ongoing professional development opportunities that engage staff in the effective use of technology to improve their own productivity and improve student achievement.	Superintendent, Assistant Superintendent, Technology Director, Campus Administration	Increase teacher effectiveness in using technology in the classroom with the support of the campus instructional technologist.				
3) KHS will continue the use of an aligned curriculum in all subject areas.	Superintendent, Assistant Superintendent, Principal.	Teacher will submit curriculum-aligned lesson plans weekly in Eduphoria!.				
4) KHS staff will attend Gifted and Talented update training for all teachers in core subject areas to improve services to Gifted and Talented students.	Assistant Superintendent, Principals, Instructional staff	Teacher will be able to address the academic, emotional, and social needs of Kirbyville High School Gifted and Talented students.				
5) Provide support for teachers to include teaching strategies such as, differentiated instruction, to improve the success of students with disabilities in the inclusive classroom.	Superintendent, Assistant Superintendent, Principal, Assistant Principal	Improved results on state assessments for all students, including students with disabilities.				

6) Provide professional development throughout the school year on sheltered instruction and research-based EL strategies for secondary teachers.	Assistant Superintendent, Principal	Provide teachers a set of practices valuable in helping ELs learn English and, at the same time, learn content material in English.				
7) Increase the number of students taking dual-credit courses.	Superintendent, Assistant Superintendent, Principal, Counselors	Student participation Report cards Completion rate				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 1: KCISD will meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 2: KHS will increase student attendance via incentive programs, offering credit recovery and accelerated instruction programs to reach at-risk students.

Evaluation Data Source(s) 2: Odysseyware enrollment and completion rates, drop-out rate, attendance data

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide truancy prevention measures: - Wildcat University for attendance recovery - Exemption Policy - Attendance incentives - Attendance Intervention Plans	Principal, Attendance Clerk, Truancy Officer, School Resource officer	Decrease in the number of excessive absences. Reduction in the number of students referred to truancy court.				
2) Provide intensive instructional support through credit recovery and accelerations for students who did not meet standards on any STAAR assessments. - Pull-out programs - remediation classes	Principals, Counselors	Number of students utilizing the credit recovery program, data from Odysseyware, number of students participating in after school tutorials, state and local assessment results, and number of students graduating on time.				
Funding Sources: Rural and Low Income - 12587.00						
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: KCISD will meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 3: Continually develop a sense of ownership in students for learning.

Evaluation Data Source(s) 3: Teacher lesson plans, student participation in 4-year development plans

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Identify areas of student interest for potential course offerings.	Principals, Counselors	Survey results. Analysis of endorsements selected by students.				
2) Increase student involvement in identifying pathways for graduation.	Campus Principal, Guidance Counselor	Student involvement in determining pathway for post-secondary goals				
3) Annual student involvement in updating 4-year plan	Guidance Counselor	Student involvement in the development of 4-year plan				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: KCISD will meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 4: KHS staff will analyze and use data to identify patterns of strengths and needs in order to improve instruction and student success.

Evaluation Data Source(s) 4: Checkpoints, Eduphoria! data checks in department meetings

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) KHS staff will use Eduphoria! software to analyze data.	Principal, Instructional staff	Increase student mastery of instructional objectives. Identify areas of need for RTI interventions.				
2) KHS Staff will have department meeting to discuss data and student needs.	Campus Principal, Department Heads	Identify student needs				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: KCISD will meet the educational needs of every student by continually addressing teaching and learning so all students reach their maximum potential.

Performance Objective 5: KHS will provide information to parents and student about high school CTE programs, college, and other post-secondary options.

Evaluation Data Source(s) 5: Meeting agendas, handouts, announcements for meetings

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) KHS will develop and update the campus Course Catalog to list all CTE programs available to students.	Campus Principal, Guidance Counselor	Student involvement in CTE courses				
2) Guidance counselor will provide information on college applications and post-secondary options to Seniors.	Campus Principal, Guidance Counselor	Student and parent involvement in submission of college applications and determining post-secondary goals.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 2: KCISD will maintain a high quality workforce to support student success.

Performance Objective 1: KCISD will maintain and refine a recruitment plan that attracts and retains high quality individuals.

Evaluation Data Source(s) 1: Teacher certifications, teacher retention, length of job postings

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) KHS will provide each teacher new to the district a mentor teacher within their department.	Principal	Improve teacher retention.				
2) KHS will provide an environment that attracts high-quality staff members.	Principal	Increase staff retention, increase submission of applications, decrease in staff complaints				
3) KHS will ensure that their staff attends training on discipline management, bullying prevention, suicide prevention, reporting sexual abuse and other maltreatment of children, crisis prevention intervention, sexual harassment, teacher educator code of ethics, CPR and AED procedures, and child find.	Principal	Sign-in sheets, Agendas				
4) KHS will provide professional development training on T-TESS Appraisal System.	Principal	Increased teacher effectiveness				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: KCISD will proactively improve communication and perception of KCISD by engaging the students, community and district employees.

Performance Objective 1: KCISD will build spirit, pride, commitment and ownership within KCISD and our community.

Evaluation Data Source(s) 1: School programs, gate attendance at sporting events, school organizations and student involvement, organization events

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) KHS will use school messenger to send information about school-wide events and emergency situations.	Principal, Technology Director	Increase school-parent communication.				
2) Maintain campus website, Facebook, and Twitter.	Campus Technology Facilitator	Increase communication with the community about student events and accomplishments.				
Critical Success Factors CSF 5	Principal, Instructional staff	Increase parent communication.				
3) KHS will host an Open House in November to foster parent-teacher communication.						
4) KHS organizations will work together to build school spirit by hosting events to increase student and community involvement.	Organization leaders, Principal	Increased number of events hosted by school organizations				
= Accomplished = Continue/Modify = No Progress = Discontinue						

State Compensatory

Budget for Kirbyville High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
19911611200001024000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$1,000.00
19911611800001024000	6118 Extra Duty Stipend - Locally Defined	\$1,725.00
19911611900001024000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$33,090.00
19911611942001024000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$14,000.00
19923611901001024000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$17,154.00
19931611900001024000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$18,902.00
19911612900001024000	6129 Salaries or Wages for Support Personnel	\$18,645.00
19911613900001024000	6139 Employee Allowances	\$488.00
19911614100001024000	6141 Social Security/Medicare	\$944.00
19911614142001024000	6141 Social Security/Medicare	\$17.00
19923614101001024000	6141 Social Security/Medicare	\$249.00
19931614100001024000	6141 Social Security/Medicare	\$274.00
19911614200001024000	6142 Group Health and Life Insurance	\$9,682.00
19923614201001024000	6142 Group Health and Life Insurance	\$955.00
19931614200001024000	6142 Group Health and Life Insurance	\$924.00
19911614400001024000	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$5,961.00
19911614442001024000	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$1,092.00
19923614401001024000	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$1,108.00
19931614400001024000	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$1,173.00
19911614500001024000	6145 Unemployment Compensation	\$165.00
19911614542001024000	6145 Unemployment Compensation	\$24.00

19923614501001024000	6145 Unemployment Compensation	\$29.00
19931614600001024000	6146 Teacher Retirement/TRS Care	\$660.00
19911614600001024000	6146 Teacher Retirement/TRS Care	\$2,444.00
19911614642001024000	6146 Teacher Retirement/TRS Care	\$315.00
19923614601001024000	6146 Teacher Retirement/TRS Care	\$565.00
6100 Subtotal:		\$131,585.00
6300 Supplies and Services		
19911639930001024000	6399 General Supplies	\$3,000.00
19911639955001024000	6399 General Supplies	\$800.00
6300 Subtotal:		\$3,800.00
6400 Other Operating Costs		
19911641135001024000	6411 Employee Travel	\$100.00
6400 Subtotal:		\$100.00

Campus Funding Summary

Rural and Low Income					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2			\$12,587.00
				Sub-Total	\$12,587.00
				Grand Total	\$12,587.00