

Gladewater Independent School District
Gladewater High School
2022-2023
092-901-001



Campus Mission Statement

The administrators, teachers, and staff members of Gladewater Independent School District in partnership with students, parents, and community members, are dedicated to helping each student prepare for life-long learning and effective citizenship.

Campus Education Improvement Council collaboratively developed the Campus Improvement Plan. The No Child Left Behind Act of 2001 National Performance Goals have been adopted by the campus and are reflected in the Campus Improvement Plan. The following funding sources support the objectives and strategies identified in the Campus Improvement Plan: Title I, Part A; Title II, Title III, Part A; Special Education; Gifted & Talented; SSI, State Compensatory Education; and Local.

This school district and its Career and Technology Education Program does not discriminate on the basis of sex, disability, race, color, age, or national origin in its educational programs, activities, or employment as required by Title IX, Section 504, and Title VI.

Este distrito escolar y su Programa de Educacional de Carrera y Tecnología no discriminan en base de sexo, discapacidad, raza, color, edad u origen nacional en sus programas educativos, actividades, o empleo como lo requiere el Título IX, Sección 504 y Título VI.

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Gladewater High School Campus Education Improvement Council Members

Position	Name	Term Expiration
Facilitator	*Derrick Floyd	Open
Parent	Betsty Thompson	2024
Parent	Lacie Bohanon	2024
Business Leader	Karen Blackmon	2023
Community Representative	Charles Gordan	2023
Community Representative	Jeanene Jalamo	2024
Non –Teaching Professional	Devin Russell	2024
Non – Teaching Professional	Lori Aldredge	2024
Teaching Professional	Kristyl Hester	2024
Teaching Professional	Velma Whatley	2024
Teaching Professional	Kylie Murry	2024
Teaching Professional	Hayley Gonser	2024

*Chairperson

Terms expire in 2 years from the start.

Comprehensive Needs Assessment

The following sources provided data for the comprehensive needs assessment. An in-depth review of data led to the development of the goal, objectives, and strategies included in the Campus Improvement Plan.

- Longitudinal TAPR Data
- PBMAS Data
- Longitudinal academic performance data for non-AEIS student groups
- TELPAS, TPRI, STAAR-A, STAAR-AIt, AYP, PBMAS, Program Evaluations
- Stakeholder Surveys
- Discipline Reports
- Formative Assessment Data Core 6 Week Tests
- Staffing Needs
- Professional/Paraprofessional Training Needs
- Norm-referenced Tests
- Promotion/Retention Rates
- Informal Evaluations
- Focused Data Analysis

Components of a School wide Program

- | | | |
|-----------------------------------|--|-----------------------------------|
| 1. Comprehensive Needs Assessment | 2. Reform Strategies | 3. Highly Qualified Teachers |
| 4. Professional Development | 5. Strategies to Attract Highly Qualified Teachers | 6. Parental Involvement |
| 7. Preschool Transition | 8. Teachers Involved in Assessment Decisions | 9. Timely Assistance for Students |
| 10. Coordination of Program | | |

GLADEWATER HIGH SCHOOL HISTORICAL STAAR DATA

		Approaches	Meets	Masters			Approaches	Meets	Masters
ENGLISH 1	2016	62%	45%	1%	ENGLISH 2	2016	70%	53%	3%
	2017	43%	30%	3%		2017	60%	42%	2%
	2018	64%	46%	3%		2018	67%	50%	3%
	2019	59%	46%	9%		2019	59%	43%	1%
	2020	COVID	COVID	COVID		2020	COVID	COVID	COVID
	2021	61%	45%	8%		2021	72%	56%	3%
	2022	61%	38%	3%		2022	67%	57%	8%
ALGEBRA 1	2016	83%	48%	25%	BIOLOGY 1	2016	93%	55%	13%
	2017	73%	43%	22%		2017	84%	52%	8%
	2018	82%	54%	28%		2018	83%	53%	13%
	2019	79%	63%	41%		2019	84%	56%	19%
	2020	COVID	COVID	COVID		2020	COVID	COVID	COVID
	2021	72%	29%	16%		2021	87%	52%	14%
	2022	60%	24%	7%		2022	83%	53%	12%
US HISTORY	2016	96%	60%	25%					
	2017	96%	71%	41%					
	2018	96%	77%	49%					
	2019	96%	76%	43%					
	2020	COVID	COVID	COVID					
	2021	91%	74%	45%					
	2022	87%	58%	33%					

Link to CCMR Data: [GHS CCMR Tracker](#)

Gladewater High School Improvement Plan

Board Goal 1: GISD will provide academic programs, which will ensure that all students' academic performance and achievement levels will reflect excellence in learning and attainment

Objective 1.1: Receive “Met Standard” with Distinction

Summative Outcome Measures:

- 5% increase in mastery rate for all students in all EOC subject tests
- 5% increase in each sub-pop in all EOC subject tests
- 10% of students at Level III on all EOC subject tests
- <1% dropout rate
- 95% or greater four year graduation rate
- 96% or greater attendance rate
- Meet System Safeguards

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.1A Provide ongoing support for students through tutoring, and accelerate instruction to increase passing rate in all subjects and increase student performance on EOC subject tests	Teachers Principals	Campus Budget	Daily/Weekly	Grades Tutoring Logs Parent Contact Logs	NA
1.1B Implement PLCs in core areas to focus on developing activities aligned with TEKS, share instructional strategies, and plan intervention.	Teachers Principals	Campus Budget	Weekly	Lesson Plans Grades Student Data Spreadsheets	NA

.1C Develop and administer common assessment (CBAs) that are align with TEKS	Teachers Principals	Campus Budget	Nine Weeks	DMAC TRS Student Data Spreadsheet	NA
.1D Run 90% report and meet with students weekly who are at risk of credit loss and develop individual Plan of Action.	Principals Counselors	Campus Budget	Weekly	90% Report Attendance Spreadsheet	NA
1.1E Update PGPs annually and meet one-on-one with juniors and seniors to focus on graduation/credit requirements	Counselors	Campus Budget	Nine Weeks	PGPs Counselor sign in sheets.	NA

1.1F Use credit-recovery program for students who are credit deficient	Counselors, Teacher of Record, CR facilitator	IMA	Nine Weeks	PLATO computer program	NA
1.1 H Sp.Ed Staff will utilize the master schedule to effectively schedule students into inclusion classrooms.	Principal Sp.Ed. Staff	Campus Budget	Weekly	Sp.Ed. Documentation	NA
1.1 I GHS will disaggregate data following CBA, Mock test and STAAR EOC to drive instructional decisions.	Principal Teachers	Campus Budget	Ongoing	DMAC Data	NA
1.1 J Provide support for at-risk students not reaching expectations through Activity Period during school and tutorials before and after school.	Teachers	Campus Budget	Ongoing	Lesson Plans, Grades, Student Data	NA
1.1 K Engage in the Texas Accountability Intervention System by analyzing data to identify areas of program improvement.	Principal and Leadership Team	Campus Budget	Ongoing	State Assessment Data	N/A

Objective 1.2: Have a challenging CIA program, requiring high levels of learning and accountability, preparing graduates for higher education and employment.

Summative Outcome Measures:

- 100% GT certified teachers
- 100% Students will have a four-year plan and PGP

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.2A Monitor enrollment of dual credit classes	Counselors Principal	None Needed	Semester	Number of students in DC	N/A
1.2B Ensure teachers who serve advanced students complete required training w/in specific timeframe	Principal	None Needed	Summer	Certificates	N/A
1.2C Meet with students to develop and/or update four-year plan and PGP.	Counselors	None Needed	Semester	Four-Year Plan and PGP	N/A
1.2D Teachers will encourage students to participate in UIL academic activities.	Teachers UIL Academic Director	Campus Budget	Fall and Spring	UIL Student Participation List	N/A

Objective 1.3: GISD students have a vision for future success and set goals to achieve success.

Summative Outcome Measures:

- 100% monthly newsletters completed and provided to juniors and seniors
- 5% increase in students enrolled in Dual Credit classes.
- 5% increase in students obtaining Industry Certification
- 5% increase in the number of students applying for scholarships

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.3A Students will be provided with information regarding SAT/ACT, PSAT, scholarships, FASFA, financial aid and Dual Credit	Counselors	Campus Budget	Semester	Monthly newsletter Webpage Remind	NA
.3B. Develop partnerships with business and community	Counselors CTE Teachers	Campus Budget	Semester	List of partnerships	NA
.3C Align CTE education and training to industry-driven certifications and embed industry-based certifications in Endorsements.	CTE Teachers Counselors	Campus Budget	Semester	Data of number of students receiving certifications	NA
1.3D Expand student participation in clubs and extracurricular activities that support CTE programs.	CTE Teachers Campus Staff	None needed	Semester	Membership list	NA
1.3E Participate in New Diana Partnership of College and Career Night, Military and Trade colleges and Junior Achievement	CTE Counselors	Campus Budget	May	List of students attending	NA
1.3F GLOBE Career in May	CTE, Counselors, Principals	Campus Budget	May	List of students attending	NA

1.3G Extracurricular activities including UIL will be promoted and sponsored.	Teachers, Sponsors	Local Budget	Spring	Participation and success in events.	NA
1.3H Provide more opportunities for students to apply for scholarship and have essays for scholarships as mandatory writing assignments in Eng. 3 & 4	Counselors, Teachers	None Needed	Spring	Data of number of students applying for scholarships.	NA
1.3 I Students taking the PSAT will be provided tutoring prior to the administration of the test.	Principal Consultant	Campus Budget	Fall	List of Students Increase in PSAT scores	NA
1.3 J Counselors will meet with students to plan for college and career. CTE and other classes will incorporate planning into curriculum.	Counselors	None Needed	Fall	List of students	N/A
1.3 K Students will go on college field trips chaperoned by teachers and counselors. Juniors to a University and Seniors to a Jr. College.	Counselors Teachers	Campus Budget	Spring	List of students	N/A
1.3 L Scholarships will be announced via Facebook, Twitter, Counselor's website and via morning announcements to encourage more participation. Inviting other grades to the Senior Assembly.	Counselors	None Needed	Ongoing	List of Scholarships	N/A
1.3 M Students will have access to E-Scholarships USA, an online scholarship database.	Counselor Principal	Campus Budget	Ongoing	Student Participation	N/A

Objective 1.4: GISD has a safe and alcohol/drug-free climate that fosters discipline, respect, confidence and a desire to contribute.

Summative Outcome Measures:

- 100% safety drills will be complete by specified time frames and frequency
- Decrease ISS placement by 10%
- Decrease OSS placement by 10%
- <1% positive drug tests

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.4A Use of video surveillance system to investigate	SRO	District Budget	December	Video surveillance	NA
1.4B Implement a campus wide lockdown plan and EOP.	Administrators Staff	District Budget	Semester	Drill Documentation	NA
.4C Complete required safety trainings as scheduled (i.e. monthly fire drills, disaster drills, etc)	Assist. Principals	Campus Budget	Monthly	Drill Documentation	NA
.4D Implement a discipline management plan to include consequences which increases students remaining in class (i.e. lunch detention, after school detention, positive behavioral supports)	Principal Assist. Principals	Campus Budget	Each 9 weeks	Discipline Reports 425 Report	NA
.4E Provide on-going training to staff on classroom management strategies (building relationships, poverty, discipline w/ dignity, positive behavior supports)	Principal, Assist. Principals	Campus Budget	Monthly	Agenda 425 Report	NA
1.4F Develop and provide lessons to students on a variety of topics related to sexual abuse, dating violence, binge drinking, human trafficking, teen suicide, and bullying to include cyber-bullying	Counselors Assist. Principals Health teachers	Campus Budget	Semester	Lesson Plans	NA
1.4G Initial drug testing of extra-curricular students before the end of the first nine weeks of school and continue using canine contraband services.	Principal UIL sponsors/ coaches	District Budget	Monthly	Drug test result Canine contraband reports	NA

1.4H Extra-Curriculum sponsors will be CPR and AED certified.	District Nurse Principal	District Budget	Yearly	Certifications	N/A
1.4I All coaches will meet UIL RCP requirements.	Athletic Director	Campus Budget	Yearly	Sign-In Sheets	N/A

Objective 1.5: GISD has a high quality faculty and staff.

Address: Provide professional development training to faculty and staff for technology integration

All staff participates in at least 30 hours of professional development per year which may include time spent in PLCs

Summative Outcome Measures:

- 100% of teachers will participate in minimum of 30 hours PD to enhance instruction
- 100 % of teachers will receive PD in technology

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.5A Provide a variety of levels of technology nservice	Principal, Assist. Supt. Techno. Dir. Teachers	Campus Budget	Monthly	Teacher web pages, lesson plans, PD records	NA
1.5B Provide release time for staff development opportunities and curriculum area conferences	Principal	Local budget	Nine Week	PD records	NA
1.5C Provide appropriate appraisal for teachers and other staff	Principal Assist. Principals	None needed	Weekly	T-TESS, TIA, TAP	NA
1.5D Provide staff development that ensures that all staff members have an understanding of diverse behavior patterns and how to adjust teaching to maximize effectiveness.	Principal Teachers	Local budget Region 7	Semester	Assessment Data Office Referrals	NA
1.5E Utilize a needs assessment, develop data driven staff development activities targeting areas of need	Principal Teachers	Local District Staff Region 7	Nine Week	Documentation Lesson plans Walkthroughs Observations	NA

Board Goal 2: GISD will promote the continual upgrade of facilities while providing multi-level safety and security of students and staff.

Objective 2.1: Provide systems to ensure that facilities will be clean and well maintained

Summative Outcome Measures:

- 80% or greater score on maintenance walkthroughs

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
2.1A Complete work order request promptly to maintain a safe and secure facility conducive for learning	Principal	Campus Budget	Nine weeks	Completion of work order Walkthroughs Observations	NA
2.1B Utilize incentives to help motivate students to keep campus clean	Principal	Campus Budget	Daily	Observations	NA
2.1C Send out survey to teachers, students, staff and parents regarding facility maintenance	Principals, Maintenance Director	Campus budget	Semester	Survey Results	NA
2.1D Continue doing maintenance walkthroughs and custodial inspections.	Principal, Maintenance Director	Campus budget	Semester	Walkthrough forms, Observations	NA

Board Goal 3: GISD will provide sound financial management through integrity, planning and accountability to provide for the operation of the District's financial affairs and all student related programs and services.

Objective 3.1: GISD will develop and adopt balanced budgets

Summative Outcome Measures:

- GHS will follow financial procedures and remain under budget

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
3.1A All purchases will involve finding the lowest and high quality product or bidder.	Department Heads Principal	Campus Budget	Semester	Budget review	NA
3.1B Principal will monitor all purchases	Principal	Campus Budget	Weekly	Budget review TXeis	NA
3.1C GHS will utilize the instructional materials allotment (IMA) for the purchase of instructional materials, technological equipment, and technology-related services.	Principal Teachers	IMA	Ongoing	Budget Review	N/A

Board Goal 4: GISD will establish a process that ensures interaction, open, honest, timely and effective communication among district employees, students, parent, and the community at-large.

Objective 4.1: Establish a process that ensures interactive, open, honest, timely and effective communication among district employees, students, parent, and the community at-large.

Summative Outcome Measures:

- GHS will provide ongoing communication with parents and community 8 times per six weeks.
- GHS will earn an acceptable or higher rating from the local accountability report for Community Involvement

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
4.1A GHS staff will ensure that new teachers will receive support in organizational, management, and instructional issues which will result in an increase in teacher retention from the previous school year. This will create unity, stability, and improve our school climate.	All staff	Campus Budget	Nine Weeks	High Morale	NA
4.1B Provide consistent avenues of communication between school personnel, students and parents through weekly newsletters for staff, six week newsletter for parents, Face Book, Twitter, Phone & Text. Communication will be provided in both English and Spanish when possible.	All staff	Campus Budget	Nine Weeks	Blackboard 6x/6weeks Letters home to parents, updates on website, email, parent portal	NA
4.1C Conduct parent conferences throughout the year to discuss student achievement, assessment, appropriate interventions, behavior, attendance, and any other parental concerns	Principals Teachers Counselors	Campus Budget	Nine weeks	Parent Conference Logs	NA
4.1D Provide written notice to parents regarding the school's Accountability status	Principal	Local Budget	Yearly	Notice Letters	NA
4.1E Conduct surveys to encourage input and/or suggestions for campus improvement	Principal	Campus Budget	Semester	Survey results	NA

Objective 4.2: Promote participation through parent/community involvement programs

Summative Outcome Measures:

- GHS will provide at least one opportunity per semester for parent/community visits.
- Document attendance through booster clubs and parent volunteer programs.
- Family Engagement Plan 100% completed

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
4.2A Provide opportunities for parents to visit the school through planned activities	Principals,	Campus budget	Semester	Observations Agendas Sign in sheets	NA
4.2B Continue Booster Clubs for Athletics, Band, & Choir	AD, Band director, Choir Director	None needed	Semester	Agendas Sign in sheets	NA
4.2C Provide opportunities for parents to volunteer or to become involved in school activities	Principals	Campus Budget	Semester	Number of Volunteers	NA

Ten Components of a Title 1 Schoolwide Program

Component s	
1	Comprehensive Needs Assessment (Internal and external Data)
2	Reform Strategies (Scientifically-based programs for all students)
3	Instruction by Highly Qualified Teachers (All teachers and paraeducators met HQ status)
4	High-Quality Professional Development (Program must support schoolwide goals)
5	Strategies to Attract Highly Qualified Teachers (Recruit and retain teachers)
6	Strategies to Increase Parental Involvement (Support and maintain two-way communication with home and school)
7	Transition (Support early childhood programs)
8	Teacher Decision-Making Regarding Assessments (Collaborative process on local assessments)
9	Effective and Timely Assistance to Students (Students are to be provided effective and timely academic assistance)
10	Coordination and Integration (Use of State, Federal, and local monies to support programs for all students)