

**Schertz-Cibolo Universal City Independent School District**  
**Samuel Clemens High**  
**Campus Improvement Plan**  
**2020-2021**



# Mission Statement

We believe that all students can learn and must learn at relatively high levels of achievement. It is our job to create an environment in our classrooms that results in this high level of performance. We are confident that, with our support and help, students can master challenging academic material, and we expect them to do so. We are prepared to work collaboratively with colleagues, students, and parents to achieve this shared educational purpose.

## Vision

Every Student.

Every Day.

Every Opportunity.

ALL Means ALL!

## Value Statement

Leadership, character, commitment, service, learning (how we must behave)

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# Comprehensive Needs Assessment

Revised/Approved: June 1, 2021

## Perceptions

### Perceptions Summary

COVID-19 has forced an adjustment in how we maintain our values and beliefs through learning and communication.

The culture transitioning from full quarantine to the new school year of a hybrid model has been tenuous. The parent's communication has increased between staff and home base for guidance on how to support remote learning at home.

### Perceptions Strengths

Student and parent respondents should see an increase in communication from campus. The teachers and staff incorporated additional positive messages home, committing to 5 contacts per teacher per week in the form of Bravo Buff Cards, phone calls, Remind messages and emails.

There was an increase in the overall feeling of safety at school among students as reported in Panorama survey data as well.

### Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Students have continued to show little positivity increase in "my teacher knows how I learn best." **Root Cause:** Dependent on teacher training and teacher familiarity with implementing differentiated strategies consistently, the campus IMPACT team had plans to increase offerings but COVID shut down the PD days offered in the late Spring of 2020.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Quantifiable goals for measures of CCMR(HB 3)
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Domain 1 - Student Achievement
- Student Progress Domain
- Domain 2 - Student Progress
- Closing the Gaps Domain
- Domain 3 - Closing the Gaps
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Targeted support Identification data
- Accountability Distinction Designations

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Grades that measure student performance based on the TEKS

### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

### **Employee Data**

- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Evaluation(s) of professional development implementation and impact

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation

# Goals








Revised/Approved: June 4, 2021

**Goal 1:** Priority 1: All graduates will be college, career, and/or military ready.

**Performance Objective 1:** Increase overall total to 80% of retesters passing STAAR EOC subjects (Algebra I, Biology, English I, English II and US History)

**Evaluation Data Sources:** STAAR retester results from December 2020 test administration and Spring 2021 test administration for all EOC subjects

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Identify and facilitate tutoring support for EOC retesters from pre-COVID waiver and EOC retesters from COVID waivable students who did not pass course;</p> <p><b>Strategy's Expected Result/Impact:</b> Increase identification of skills to prepare EOC retesters to pass after December 2020 administration</p> <p><b>Staff Responsible for Monitoring:</b> Campus testing coordinator, department leads for Math, English, Science, and Social Studies, administrators</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Develop and offer ZOOM tutoring sessions outside of contract hours for Remote Learners who must re-test one or more EOCs in December</p> <p><b>Strategy's Expected Result/Impact:</b> Prepare students to pass in December re-test administration;</p> <p><b>Staff Responsible for Monitoring:</b> Department leads, EOC level teachers, department teachers, administrators</p> <p><b>Funding Sources:</b> Staff Supplemental Pay - 199 - State Compensatory Education Funds - \$1,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	







**Goal 1:** Priority 1: All graduates will be college, career, and/or military ready.

**Performance Objective 2:** Increase passing percentage by 10% for Special Education students in Algebra I, English I and English II STAAR EOC performance

**Evaluation Data Sources:** STAAR English I and English II re-tester results from December 2020 administration; Spring 2021 STAAR EOC administration; QPA performances in Fall 2020

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Special Education teachers will customize skill based tutorial support for SpED students in Algebra, English I and English II course and STAAR EOC preparation</p> <p><b>Strategy's Expected Result/Impact:</b> Increased gains in the area of student performance in Special Education</p> <p><b>Staff Responsible for Monitoring:</b> Special Education content area teachers, Special Ed co-department leads, administrators and testing coordinator</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Priority 1: All graduates will be college, career, and/or military ready.

**Performance Objective 3:** Increase percentage of closing the Gap of CCMR for each sub population by 4%

**Evaluation Data Sources:** TAPR data; TSI performance data; SAT/ACT performance data

**Summative Evaluation:** None

<p><b>Strategy 1:</b> Train all staff in the awareness of CCMR measures and how to attain credit toward CCMR</p> <p><b>Strategy's Expected Result/Impact:</b> Increase awareness and participation of students in activities and programs that credit CCMR</p> <p><b>Staff Responsible for Monitoring:</b> Department Leads, CCMR Counselor, Counselors, Admin, CIS</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 2:** High-performing and engaged workforce.

**Performance Objective 1:** Increase employee performance from 53% to 70%

**Evaluation Data Sources:** Annual survey data; quarterly responses from campus developed survey by department

**Summative Evaluation:** None











<p><b>Strategy 1:</b> Minimize number of non-compliance meetings during each grading cycle</p> <p><b>Strategy's Expected Result/Impact:</b> Increase available work time and access to students</p> <p><b>Staff Responsible for Monitoring:</b> IMPACT Staff Development team, Administrators, Department Leads and PLC leaders</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Increase number of self-selected options available for Staff Professional Development</p> <p><b>Strategy's Expected Result/Impact:</b> Build capacity of our instructional leaders and teachers in areas of differentiation and technology</p> <p><b>Staff Responsible for Monitoring:</b> IMPACT committee, Administration, Dept Leaders, Technology Department</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
No Progress                       Accomplished                       Continue/Modify                       Discontinue				

**Goal 3:** Highly satisfied students, parents, and community.

**Performance Objective 1:** Increase student satisfaction to 3.8 out of 4 on survey responses

**Evaluation Data Sources:** Survey response data

**Summative Evaluation:** None








<p><b>Strategy 1:</b> Communicate to students with authentic feedback on academic and social performance at least 3 times in one grading period</p> <p><b>Strategy's Expected Result/Impact:</b> Student responses and relationship building through classroom and extra curricular interactions</p> <p><b>Staff Responsible for Monitoring:</b> Department leaders, Administrators, Counselors, CIS staff, Coordinators/Directors of programs</p> <p><b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Bravo Buff Cards - 199 - General Fund - \$1,000</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Build cultural and diversity awareness through campus activities such as No On Our Campus and Allyship</p> <p><b>Strategy's Expected Result/Impact:</b> Increase level of inclusivity and awareness amongst all student demographics</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers, counselors, CIS</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Materials and incentives - 199 - General Fund - \$500</p>	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	<b>Formative</b>			<b>Summative</b>
				
<p><b>Strategy 3:</b> Increase # of student participants in Buff Herd student advisory council from various grade levels</p> <p><b>Strategy's Expected Result/Impact:</b> Broaden student voice and input with Principal Sirizzotti and admin staff; additional collaboration with varied students</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	<b>Formative</b>			<b>Summative</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Highly satisfied students, parents, and community.

**Performance Objective 2:** Increase parent satisfaction from 3.3 to 4.0 on survey responses

**Evaluation Data Sources:** Survey response data

**Summative Evaluation:** None








<b>Strategy 1:</b> Increase number of positive communication and contacts to parents each 3 week grading cycle <b>Strategy's Expected Result/Impact:</b> Parent survey response on survey to increase <b>Staff Responsible for Monitoring:</b> Administrators, counselors, department leaders	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

**Goal 4:** Efficient district and campus operations.

**Performance Objective 1:** Increase accuracy in reporting maintenance needs at campus level to district departments

**Evaluation Data Sources:** Maintenance requests

**Summative Evaluation:** None

<b>Strategy 1:</b> Maintain log of service requests and report delinquent requests to district support staff to improve efficiency <b>Strategy's Expected Result/Impact:</b> Better communication between campus personnel and district personnel <b>Staff Responsible for Monitoring:</b> Principal, AP over Building/Maintenance and Safety <b>ESF Levers:</b> Lever 3: Positive School Culture	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

# Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	1	Bravo Buff Cards		\$1,000.00
3	1	2	Materials and incentives		\$500.00
<b>Sub-Total</b>					<b>\$1,500.00</b>
199 - State Compensatory Education Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Staff Supplemental Pay		\$1,000.00
<b>Sub-Total</b>					<b>\$1,000.00</b>
<b>Grand Total</b>					<b>\$2,500.00</b>

# Addendums