

Coldspring-Oakhurst CISD
Coldspring-Oakhurst High School
2023-2024 Improvement Plan

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Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- State and federal planning requirements

Accountability Data

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

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Observation Survey results

Student Data: Student Groups

- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records

Employee Data

- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment 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

- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: All Coldspring-Oakhurst HS students will achieve at a high level in all academic programs





Performance Objective 1: A: All students will show measurable growth on state assessments in all student accountability groups.

Evaluation Data Sources:

Strategy 1 Details	Reviews			
Strategy 1: Conduct consistent monitoring of classroom instruction time by all campus administrators through facilitating regular and consistent walk through observations. Strategy's Expected Result/Impact: Higher test scores as a result of improved teaching and content delivery. Evidence of Implementation: STAAR/EOC Formative/Summative: Report cards, Standardized test scores, CBA data Staff Responsible for Monitoring: Principal Assistant Principal ICS's Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Monitor full use of Texas TEKS Resource System in all four core subject areas Strategy's Expected Result/Impact: Higher Test Scores as a Result of Improved Teaching and Content Delivery Evidence of Implementation: Lesson plans/CBA's Formative/Summative: Report Card Grades; Standardized Test Scores Staff Responsible for Monitoring: Principal; Assistant Principal; Assistant Superintendent; Teachers; ICSs; ICFs Title I: 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Teachers will create lesson plans that include warm ups, clear learning objectives, higher level thinking questions, and differentiated instruction to increase student engagement. Strategy's Expected Result/Impact: Higher Test Scores Evidence of Implementation: Weekly Lesson Plans Staff Responsible for Monitoring: Principal; Teachers ICSs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Utilize writing/social studies coach to work with teachers to plan meaningful, weekly writing products, provide and review examples of writing, and develop a common rubric. Strategy's Expected Result/Impact: Higher success rates on the EOC; higher success on AP exams Evidence of Implementation: Student progress based on benchmark and EOC Formative/Summative: Benchmark; STAAR-EOC; AP Exams Staff Responsible for Monitoring: English ICS, English teachers TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Create and implement embedded intervention and enrichment that target individual student needs including all special population groups such as Dyslexia, ESL, Migrant and Homeless. Strategy's Expected Result/Impact: Improved mid semester exam scores Evidence of Implementation: Inclusion teacher tracking/logs Formative/Summative: Six week assessments, State Assessment scores Staff Responsible for Monitoring: Principal Rtl/specialist Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Core subject departments will use data from EOCs and MSEs to collaboratively develop and select interventions using common shared documents Strategy's Expected Result/Impact: Higher scores on state assessments and more advanced scores for level 3 Formative/Summative: State Assessment Scores Staff Responsible for Monitoring: Principal RtI specialist Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Train all core teachers who teach Honors and AP/Dual Credit classes to address the needs of the G/T population. Strategy's Expected Result/Impact: G/T students will see gains in EOC and AP test scores. Staff Responsible for Monitoring: Director of G/T Title I: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
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



Goal 1: All Coldspring-Oakhurst HS students will achieve at a high level in all academic programs

Performance Objective 2: B: All students will meet the state graduation requirements on time by successfully completing one of the state approved high school plans.

Strategy 1 Details	Reviews			
Strategy 1: Effectively monitor course offerings and associated licensure programs in the Career and Technology Education program (CTE). Strategy's Expected Result/Impact: Number of Licenses Evidence of Implementation: Master Schedule Formative/Summative: June Review Staff Responsible for Monitoring: Principal Assistant Superintendent Title I: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Funding Sources: - 199 PIC 22 State Career & Technical Ed (CTE)	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Use State CTE funds to provide financial reimbursement to students who pass their certification tests/exams. Strategy's Expected Result/Impact: Number of Licenses Evidence of Implementation: Expenditure records Formative/Summative: June Review Staff Responsible for Monitoring: Principal Funding Sources: - 199 PIC 22 State Career & Technical Ed (CTE) - \$1,500	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Utilize APEX/online platform curriculum for student credit recovery services. Strategy's Expected Result/Impact: Graduation rate sustaining and improvement Evidence of Implementation: Student schedules Formative/Summative: Report Cards; Transcripts Staff Responsible for Monitoring: Principal Credit Recovery Teacher Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: SCE: APEX - 199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - \$12,500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide safety and bullying prevention activities for the student body. Strategy's Expected Result/Impact: Discipline referral numbers/volume will decrease Evidence of Implementation: Scheduled activities Formative/Summative: ISS and DAEP placement records Staff Responsible for Monitoring: Counselor ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - 255 Title II, Part A, TPTR - \$592.40, - 199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi - \$437.50	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Ensure that all students have a four-year plan. Strategy's Expected Result/Impact: Graduation rates Evidence of Implementation: Student records, class/cohort visits by counseling department Formative/Summative: 4-year Plans Staff Responsible for Monitoring: School Counselors Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Evaluate transcripts yearly to ensure students are taking the courses needed for graduation. Strategy's Expected Result/Impact: Graduation records Evidence of Implementation: Student Transcripts Formative/Summative: Diplomas Staff Responsible for Monitoring: School Counselor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Utilize the CCMR counselor to aid in the transition from high school to college, career or military options for post-high school. Strategy's Expected Result/Impact: Increase the readiness of graduates to pursue their next chosen path. Staff Responsible for Monitoring: CCMR counselor, Director of Special Programs, Director of CTE Title I: 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June





Strategy 8 Details	Reviews			
Strategy 8: Use the CHOICES program to decrease the number of student dropouts. Strategy's Expected Result/Impact: Decrease in student drop outs. Staff Responsible for Monitoring: Counselor, Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
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Goal 1: All Coldspring-Oakhurst HS students will achieve at a high level in all academic programs

Performance Objective 3: C: COHS is committed to supporting the integration of technology in all facets of the educational system

Strategy 1 Details	Reviews			
Strategy 1: Assist our students in their exploration of colleges and careers through college interest surveys, pull out counseling and college and career day. Strategy's Expected Result/Impact: An increase in the number of students earning scholarships and college acceptance letters. Evidence of Implementation: Classroom visits Formative/Summative: Records from TSI, ACT, SAT, ASVAB testing. Records from college and/or trade school visits Staff Responsible for Monitoring: Principal Counselors TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Use online programs - such as Major Clarity and MyCollegeBoard.com - to explore college majors and career pathways. Strategy's Expected Result/Impact: College Enrollment; Student Survey Evidence of Implementation: Student records Formative/Summative: Semester Tracking Staff Responsible for Monitoring: School Counselors Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: - 199 PIC 22 State Career & Technical Ed (CTE)	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Continue to use Discovery Education and Google Apps for Education. Strategy's Expected Result/Impact: Improvement in student success Evidence of Implementation: Usage reports Formative/Summative: Usage Reports on Related Programs Staff Responsible for Monitoring: Principal Teachers Instructional Technology Specialist Title I: 2.4 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Use and maintain a state-of-the- art computer lab to enhance our Graphic Arts Design, Animation, and Audio/ Visual Productions courses. Strategy's Expected Result/Impact: Student-created projects Evidence of Implentation: Classroom visit Formative/Summative: Annual review Staff Responsible for Monitoring: Principal Teachers Instructional Technology Specialist TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: - 199 PIC 22 State Career & Technical Ed (CTE)	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Use and maintain CTE labs to support the curriculum in science classes. Strategy's Expected Result/Impact: Improvement in student success Evidence of Implentation: Classroom visit Formative/Summative: Biology EOC scores; Report Cards Staff Responsible for Monitoring: Principal Assistant Superintendent Science Teachers ESF Levers: Lever 5: Effective Instruction Funding Sources: - 244 Perkins Career & Technical Ed (CTE)	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Utilization of appropriate funding for students categorized as homeless to ensure the proper delivery of high quality instruction to them. Title I: 2.6 Funding Sources: Title I Part A: Allocation - 211 Title I, Part A - \$125	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress <div>  Accomplished <div>  Continue/Modify <div>  Discontinue </div> </div> </div> </div> </div>				

Goal 2: Coldspring-Oakhurst HS will improve parent and family engagement through effective communication and developing community partnerships.

Performance Objective 1: A: Increase parent and family engagement and attendance at district and campus events by 10%.

Strategy 1 Details	Reviews			
Strategy 1: Conduct Open House/Curriculum nights for parents to meet teachers and see building facilities. Strategy's Expected Result/Impact: Parent and /or student survey Evidence of Implementation: Calendar of Events; Participation Records Formative/Summative: Survey results Staff Responsible for Monitoring: Counselor Principal Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Use survey results to help with campus planning. Strategy's Expected Result/Impact: Parent and /or student survey Evidence of Implementation: Calendar of events Formative/Summative: Survey results Staff Responsible for Monitoring: School Counselor Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: Title II Part A: Improving Teacher Quality - 255 Title II, Part A, TPTR - \$188	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 2: Coldspring-Oakhurst HS will improve parent and family engagement through effective communication and developing community partnerships.

Performance Objective 2: B: COHS will effectively implement procedural guidelines efficiently with consistency and fidelity.





Strategy 1 Details	Reviews			
Strategy 1: Provide regular communication with parents via School Reach calls, Parent Portal, Remind app, and weekly Newsletter correspondence from the campus Principal. Strategy's Expected Result/Impact: An increase in parent and family engagement Evidence of Implementation: School Reach records Formative/Summative: Minimum of one meeting per quarter, with calls being made for all upcoming events Staff Responsible for Monitoring: Principal Teachers Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities for students and parents to learn about career paths, graduation plans, scholarship applications, college readiness, and college financial aid; and conduct one scheduled parent financial aid meeting per school year. All other meetings will be as needed or requested. Strategy's Expected Result/Impact: Survey Results Evidence of Implementation: Calendar of Events; Participation Records Formative/Summative: Twice per year for parents; ongoing for students Staff Responsible for Monitoring: Principal School Counselor Title I: 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Conduct a school-wide informational seminar to inform students and parents on the value of AP and Dual-Credit Courses through Lone Star College Strategy's Expected Result/Impact: Student Schedules Evidence of Implementation: Calendar of Events; Participation Records Formative/Summative Once per year Staff Responsible for Monitoring: Principal School Counselors AP Teachers Title I: 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Utilize the Parent and Family Engagement (PFE) Liaison to increase parent communication and involvement of parents with the school community. Strategy's Expected Result/Impact: Survey results will show an increase of parent and family satisfaction with the school as a whole. Staff Responsible for Monitoring: Parent and Family Engagement Liaison Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 3: Coldspring-Oakhurst HS will continue fostering a positive, safe, nurturing and innovative learning environment that supports academic achievement.

Performance Objective 1: A: Maintain a safe, positive and educationally nurturing environment for all students and staff.

Strategy 1 Details		Reviews			
Strategy 1: Continue to make available the Reward Tip Line for students who report incidences of drugs, alcohol, tobacco use, and /or violence. Strategy's Expected Result/Impact: Incident reports; Number of Confirmed Tips Evidence of Implementation: Activity calendar Formative/Summative: PEIMS Discipline Reports Staff Responsible for Monitoring: Principal Assistant Principal Chief of Police ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Bully-Free and Suicide Prevention Month: November Various activities - such as Anti-Bullying Safe and Healthy Students School Committee, along with access and required student activities provided by the district Health and Mental Wellness Counselor. Strategy's Expected Result/Impact: Decrease in the dropout rate Evidence of Implementation: Activity calendar Formative/Summative: Ongoing Staff Responsible for Monitoring: Principal Assistant Principal Counselor Teachers		Formative			Summative
		Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Maintain a DAEP campus to serve the educational needs of students who are removed from regular campus for disciplinary reasons. Strategy's Expected Result/Impact: Students who have behavior infractions that cause them to be removed from the regular campus will not have their education interrupted. Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture Funding Sources: Director, Teacher, and Instructional Aide - 199 PIC 24 State Comp Ed (SCE), Accelerated Ed		Formative			Summative
		Nov	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Utilize the School Threat Assessment Team's policy and procedures to help prevent school violence and enhance the learning environment. Strategy's Expected Result/Impact: Decrease in school safety incidents and an increase in student academic performance. Staff Responsible for Monitoring: Director of the School Threat Assessment Team Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools		Formative			Summative
		Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Goal 3: Coldspring-Oakhurst HS will continue fostering a positive, safe, nurturing and innovative learning environment that supports academic achievement.

Performance Objective 2: B: Decrease the amount of prohibited substance referrals and related incidents by more than 10%





Strategy 1 Details	Reviews			
Strategy 1: Utilize district police department in partnership with local police and drug dogs to randomly check school vehicles and lockers for tobacco, alcohol, and /or drugs. Strategy's Expected Result/Impact: A decrease in the number of drug- related offenses. Evidence of Implementation: District police department records Formative/Summative: Police reports and Campus referrals Staff Responsible for Monitoring: Principal; Assistant Principal Chief of Police ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Red Ribbon Week will be celebrated every October with an emphasis on Saying NO to Drugs, Alcohol, and Tobacco. Strategy's Expected Result/Impact: A decrease in the number of students using drugs and /or alcohol. Evidence of Implementation: Activity calendar Formative/Summative: Once per Year Student survey Staff Responsible for Monitoring: Counselor ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 3: Coldspring-Oakhurst HS will continue fostering a positive, safe, nurturing and innovative learning environment that supports academic achievement.

Performance Objective 3: C: All students will be taught and obtain relatable information specifically towards maintaining high quality health and wellness through our Health curriculum and additional professional awareness programs.

Strategy 1 Details	Reviews			
Strategy 1: Conduct an annual fitness assessment of students. Strategy's Expected Result/Impact: Improved performance on fitness assessments Evidence of Implementation: Program records Formative/Summative: results Staff Responsible for Monitoring: Director of Health Services Director of Athletics	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct Awareness Campaigns, such as Childhood Cancer, Breast Cancer, Mental Health along with providing ample access to Health and Mental Wellness services. Strategy's Expected Result/Impact: Pink Out Pep Rally; Pep Rallies/student activities Evidence of Implementation: Activity Calendar Formative/Summative: Pink Out Pep Rally; Pep Rallies/student activities Staff Responsible for Monitoring: Cheerleading Coach/Drill Team Coach; Health Services ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Host Blood Drive/s Strategy's Expected Result/Impact: Event Records Evidence of Implementation: Activity Calendar Formative/Summative: Event Records Staff Responsible for Monitoring: HOSA Director ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Host Shattered Lives Program Strategy's Expected Result/Impact: Event Records Evidence of Implementation: Activity Calendar Formative/Summative: Event Records Staff Responsible for Monitoring: Counselor Health Services Program Chairperson Teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Provide online training for staff on various safety programs. Strategy's Expected Result/Impact: No Violations Evidence of Implementation: Training Records Formative/Summative: No Violations Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: Title II Part A: Improving Teacher Quality - 255 Title II, Part A, TPTR - \$1,450	Formative			Summative
	Nov	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 4: Coldspring-Oakhurst HS will actively recruit, retain & train quality certified staff, as well as provide sustained meaningful and intentional professional development.

Performance Objective 1: A: COHS will maintain a minimum of 95% high qualified and certified staff for all classroom teachers and instructional paraprofessional staff.

Strategy 1 Details	Reviews			
Strategy 1: Verification of the status of all teachers will be monitored by central office staff. Strategy's Expected Result/Impact: Percent of teachers who are state certified Evidence of Implementation : Documentation of records Formative/Summative: teacher records Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Attend multiple university teacher job fair(s). Strategy's Expected Result/Impact: New teacher applications Evidence of Implementation: Campus Records Formative/Summative: Teacher Records Staff Responsible for Monitoring: Principal Designated Staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Provide support materials, training and release time to facilitate any non- state certified staff to become certified Strategy's Expected Result/Impact: TAPR Reports Evidence of Implementation: Certification Formative/Summative: 100% State Certified Staff Staff Responsible for Monitoring: HR C&I Funding Sources: Title II - 255 Title II, Part A, TPTR - \$1,400	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				





Goal 4: Coldspring-Oakhurst HS will actively recruit, retain & train quality certified staff, as well as provide sustained meaningful and intentional professional development.

Performance Objective 2: B: COHS will increase staff retention rate by 10%

Strategy 1 Details	Reviews			
Strategy 1: Provide Mentor teachers for new teachers and support from the campus ICS. Strategy's Expected Result/Impact: Teacher morale and campus climate Evidence of Implementation: Teacher records Meetings with mentors. Sign-in sheets Formative/Summative: Teacher Retention statistics Staff Responsible for Monitoring: Principal; Human Resources Dept Assistant Superintendent of C and I Teachers TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - 255 Title II, Part A, TPTR - \$500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide teaching stipends for teachers in areas of critical need: Math, Science, Spanish and Special Education. Strategy's Expected Result/Impact: Teacher Retention/Hiring Fully -staffed areas of critical need Evidence of Implementation: Personnel records Budget records Formative/Summative: Teacher Retention statistics Staff Responsible for Monitoring: Principal Human Resources Manager Business Manager TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: - 255 Title II, Part A, TPTR - \$23,428.79	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Provide subject-specific training for all core teachers, as well as special education teachers and elective teachers Strategy's Expected Result/Impact: Improved teaching Walk-throughs and Teacher Evaluations Evidence of Implementation: Training records sign in sheets Formative/Summative: Teacher Retention statistics Staff Responsible for Monitoring: Principal Teachers TEA Priorities: Recruit, support, retain teachers and principals - Funding Sources: Title II Part A: Improving Teacher Quality - 255 Title II, Part A, TPTR - \$2,000		Formative			Summative
		Nov	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: ICSs will hold weekly CBLC meetings to enhance classroom instruction with various instructional strategies. Strategy's Expected Result/Impact: Higher morale and Teacher Retention Evidence of Implementation: Meeting Agendas and sign in sheets Formative/Summative: Teacher Retention statistics Staff Responsible for Monitoring: ICSs ICFs TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning		Formative			Summative
		Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Conduct monthly new teacher meetings to promote and support quality teaching experiences. Strategy's Expected Result/Impact: Higher morale and Teacher Retention Evidence of Implementation: Campus records sign-in sheets Formative/Summative: Teacher survey Staff Responsible for Monitoring: Principal Mentor teachers TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Provide staff with weekly campus informational updates Strategy's Expected Result/Impact: Higher morale and Teacher Retention Evidence of Implementation: Email records Formative/Summative: Teacher Retention statistics Teacher Survey Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Provide staff with timely, relatable and meaningful training. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June

<p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: - 211 Title I, Part A - \$800</p>				
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				





Goal 4: Coldspring-Oakhurst HS will actively recruit, retain & train quality certified staff, as well as provide sustained meaningful and intentional professional development.

Performance Objective 3: COHS will foster an environment of support and growth through consistent mentor-mentee meetings, continued support from campus administrative staff, and regular attendance at district educational enrichment opportunities.

Goal 5: Coldspring-Oakhurst HS will ensure fiscal responsibility through sound and transparent practices with our financial resources.





Performance Objective 1: A: Increase attendance rate to 95% or better.

Strategy 1 Details	Reviews			
Strategy 1: Campus Attendance initiative supported by weekly attendance committee meetings and counseling. Strategy's Expected Result/Impact: Improvement in attendance Evidence of Implementation: Committee meeting notes Formative/Summative: Daily Attendance Records Staff Responsible for Monitoring: Principal Assistant Principal Counselor ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Weekly 100 passes award to students who have no absences or tardiness for the week. May be used once per class per six weeks or at the snack bar for certain items only in the current week. Strategy's Expected Result/Impact: Improvement in attendance Evidence of Implementation: Attendance Formative/Summative: Daily Attendance Records Staff Responsible for Monitoring: Principal Assistant Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Hold an attendance reward party for class that has the best attendance record Strategy's Expected Result/Impact: Improvement in Attendance Evidence of Implementation: Party Invoices Formative/Summative: Daily Attendance Records Staff Responsible for Monitoring: PEIMS Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>  No Progress <div>  Accomplished <div>  Continue/Modify <div>  Discontinue </div> </div> </div> </div> </div>				

Goal 5: Coldspring-Oakhurst HS will ensure fiscal responsibility through sound and transparent practices with our financial resources.

Performance Objective 2: B: Appropriate and intentional allocation of funding as it relates specifically to needs per department and content area.

Strategy 1 Details	Reviews			
<p>Strategy 1: Program evaluations will be held annually to re-evaluate staffing allocations and funding needs. Staff adjustment determinations are dependent on the pupil count and the intensity of staffing as determined by campus and program needs. Need will be derived from both LEA and TEA plan specifications and data elements indicative of a focused attention concern.</p> <p>Strategy's Expected Result/Impact: STAAR test results</p> <p>Evidence of Implementation: DEIC Meeting Agendas DEIC Meeting Notes</p> <p>Formative/Summative: Student Grade Reports Benchmarks</p> <p>Staff Responsible for Monitoring: Principal Human Resources Assistant Superintendent for C and I Special Programs Director Business Manager DEIC Committee</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Coldspring-Oakhurst HS will ensure fiscal responsibility through sound and transparent practices with our financial resources.

Performance Objective 3: Regularly meet with the district financial team to ensure continuity and fidelity in the use of tax payer dollars.

State Compensatory

Budget for Coldspring-Oakhurst High School

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 53.75

Brief Description of SCE Services and/or Programs

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Personnel for Coldspring-Oakhurst High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Beth McDaniel	Instructional Content Specialist	12.5
Brandice Keel	Instructional Content Specialist	12.5
Danielle Romagus	Instructional Content Specialist	12.5
Karen Robertson	Lab Aide	1
Latartious Reed	Coordinator Assistant	1
Rodney Riddell	Teacher	0.75
Stephanie Mizelle	Instructional Content Coordinator	12.5
Tammy Duff	Director DAEP	1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Debbie Gladden	Teacher	Rti	0.875

Campus Education Improvement Committee

Committee Role	Name	Position
Administrator	Matthew Bess	Principal
District-level Professional	Barbara Bailey	Counselor
Administrator	James Smith	Math Department Chair/Classroom Teacher/Golf Coach
Classroom Teacher	Mary Trimmer	CTE Department Chair/AV Production Classroom Teacher
Administrator	Kimberly Harris	Instructional Coach
Administrator	Joel Casiday	Assistant Principal

Campus Funding Summary

199 PIC 22 State Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$0.00
1	2	2			\$1,500.00
1	3	2			\$0.00
1	3	4			\$0.00
Sub-Total					\$1,500.00
199 PIC 24 State Comp Ed (SCE), Accelerated Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	3	Director, Teacher, and Instructional Aide		\$0.00
Sub-Total					\$0.00
199 PIC 30 State Comp Ed (SCE), Title IA, Schoolwi					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	SCE: APEX		\$12,500.00
1	2	4			\$437.50
Sub-Total					\$12,937.50
211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	6	Title I Part A: Allocation		\$125.00
4	2	7			\$800.00
Sub-Total					\$925.00
244 Perkins Career & Technical Ed (CTE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	5			\$0.00
Sub-Total					\$0.00
255 Title II, Part A, TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	4			\$592.40
2	1	2	Title II Part A: Improving Teacher Quality		\$188.00

255 Title II, Part A, TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	5	Title II Part A: Improving Teacher Quality		\$1,450.00
4	1	3	Title II		\$1,400.00
4	2	1			\$500.00
4	2	2			\$23,428.79
4	2	3	Title II Part A: Improving Teacher Quality		\$2,000.00
Sub-Total					\$29,559.19