

Friendswood Independent School District
Friendswood High School
2017-2018 Campus Improvement Plan

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Documentation

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

Goals

Goal 1: FISD will facilitate student learning experiences to prepare future ready students for a global society.

Performance Objective 1: Create a dynamic learning community where all students are engaged in critical thinking, creativity, communication, and communication in a technology rich environment.






Evaluation Data Source(s) 1:

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov

<p>1) District of Innovation</p> <p>Use District of Innovation Calendar adjustment:</p> <ul style="list-style-type: none"> -Increase frequency of PLC -Focus PLC on goal development and teacher learning reflective of goals -Each content team will develop POP and use the Cycle of Continuous Improvement as they are working on their identified strategy focus to improve student learning experiences. -Lead up teachers will complete the Cycle of Continuous Improvement to reflect on student growth and make adjustments to goal and teacher learning based on reflections. -Develop tool to evaluate effectiveness of teacher learning and it's impact on student experiences. -M-TESS appraisal system - develop teacher growth and capacity for updated teaching strategies. -M-TESS Walkthroughs-Spring 2018 - Attempt to schedule WT's - Teachers will be using activities or strategies related to POP for their content. - WT feedback will focus on how the lesson effected students as related to POP. A-Team will focus feedback in the comments section of the M-TESS WT instrument. 	<p>A-Team Team Leaders I-coaches Core Specialists Lead up Teachers (content leads)</p>	<p>POP/Goals from each Team PLC Learning Day Agendas and Products PLC Learning Observations Agendas for Specialist Roundtable Specialist Growth Evaluation Tool MTESS Teacher Goals MTESS EOY Conference Notes on Learning MTESS Walkthrough instrument</p>			
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<p>2) Instructional Strategies</p> <p>Incorporate alternative instructional strategies into learning environment.</p> <ul style="list-style-type: none"> -Flipped Model -PBL Model -Cross Curricular Classes in History/English and PreCalculus/Physics <p>Incorporate strategies from Design Team training into all content areas.</p> <p>Broaden opportunities for student field experiences (job shadowing, onsite visits, internships, professional classroom presentations) in ALL career cluster areas.</p>	<p>A-Team Team Leaders CTE Director CTE Lead Teachers Core Specialists</p>	<p>Lesson and technology plans Outside Teacher Learning Opportunities Classroom Observation Data PLC strategies Number of field experiences available and in which areas Feedback based on student survey regarding specialized strategies in learning environment.</p>			
<p>3) Facilities for Alternative Student Learning</p> <p>Continue to develop Design Classrooms in all areas.</p> <ul style="list-style-type: none"> -Math - 11 -English - 12 -Science - 7 -Social Studies - 6 <p>Continue Library Design Update</p> <ul style="list-style-type: none"> -Advertise and encourage usage of Audio Visual Makerspace and Virtual Reality Zone -Develop Mustangs Meet Conference Room and additional Makerspace areas within the Library. 	<p>A-Team Maintenance Librarian i-coaches</p>	<p>Increase in the number of design classrooms Library physical-alterations - additional makerspace zones</p>			
<p>4) Technology</p> <p>Expand chrome book use in all areas. Enhance use of chromebooks with engaging lessons, labs, and incorporating real-world activities.</p> <ul style="list-style-type: none"> - google aps - on-line textbooks - student collaboration - virtual labs - Canvas - google classroom - google expedition 	<p>A-Team i-coaches Core Specialists Team Leaders Lead up Teachers (content leads)</p>	<p>Classroom Observations - data Chrome book use - data Lesson and Technology plans Student surveys Teacher surveys Teacher training -Lessons/Demos by i-coaches for teacher implementation</p>			

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 2: Fisd will graduate academically prepared students for the college or career of their choice and seek excellence at the State and National level.

Performance Objective 1: Students will perform at the highest level in all areas of the state accountability system. Students will be afforded opportunities to be successful at all levels of college and career readiness.






Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>1) Systems - overview, training, and processes to use systems to track graduation requirements and college and career readiness.</p> <p>EduThings - 4 year planning - determine effectiveness and parent availability</p> <p>Skyward - Endorsement Choices, Graduation Requirements, Performance Acknowledgements (provide training, create data, determine accuracy)</p> <p>Naviance - Comprehensive review to establish ways to best support students in college readiness and application process.</p> <p>Research and consider the benefits of a College and Career Counselor in the counseling center.</p>	Counselors A-Team	<p>Comprehensive plan for Naviance and College Support and Guidance.</p> <p>Process using SKYWARD and EDUTHINGS for tracking of graduation requirements and performance acknowledgements.</p> <p>Job description for College and Career Counselor based on research and plan development.</p>			

<p>2) Career Readiness</p> <p>Research and consider Industry based certifications across ALL career cluster options.</p> <p>Broaden certification and practicum experiences in Health Science to include Medical Assistant, Patient Care, and EMT Certifications.</p> <p>Research and consider for implementation PLTW+AP Student and School Recognition in STEM.</p> <p>Increase representation on Advisory Committee across ALL career clusters in order to provide networking opportunities for mentorships, presentations, and career placements.</p> <p>Research and develop partnerships with other entities to offer student programs in career clusters not offered in FISD. (ex: cosmetology, welding, construction, automotive)</p>	<p>CTE Director CTE Teachers A-Team</p>	<p>Plan for implementation of Health Science certifications and others that may be identified in research.</p> <p>Plan for implementation of PLTW+AP.</p> <p>Education on available partnerships.</p> <p>Advisory Committee members participating in ALL career cluster areas.</p>			
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<p style="text-align: center;">System Safeguard Strategy</p> <p>3) State Accountability</p> <p>FHS will focus on writing and reading strategies to address state accountability met standard scores and growth analysis in English I and II at the overall and SPED levels.</p> <ul style="list-style-type: none"> -Research and consider strategies used by comparison campus'. -Develop POP based on research and begin the Cycle by creating teacher learning for PLC days. -Establish a periodic accountability/assessment of mastery system within the curriculum to provide checkpoints of effectiveness of strategy along the way. -Increased and consistent use of PEG writing for the benefit of immediate feedback. -SPED inclusion teacher participation in goal development and action steps with their audience of students. -Explore outside learning via campus visitations based on research. -Comprehensive review of effectiveness of EOC Collaborative Content Teams -Comprehensive review/development of scaffolded intervention for students in year 1,2, and 3 of not meeting satisfactory growth in all content areas. -Pullout/Tutorial Programs <p>Math will focus on POP - researching and implementing differentiation strategies that will directly impact student growth accountability.</p> <p>Continue the development of TSI English and Math courses as required by HB5 to increase the number of students with college-ready status</p> <ul style="list-style-type: none"> -Implement and evaluate effectiveness of Math partnership with San Jacinto and the Dana Center. <p>Eduphoria data in all core areas to research and complete TEKS summary on state standards.</p>	<p>Core Team Specialists A-Team SPED Team Leader Inclusion Teachers English I and II teachers Math Algebra I teachers</p>	<p>EOC testing data - met standard and growth for English I and II and Math and SPED</p> <p>Assessment pieces embedded into English curriculum - tracking results and documentation of discussions.</p> <p>Distinctions achieved in the state accountability system</p> <p>Number and quality of outside visits</p> <p>Documentation of learning involving POP</p> <p>TSI results for English and Math courses</p> <p>TSI survey results regarding Dana Center partnership</p> <p>Results of specific intervention programming:intensive, pullouts</p>			
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<p>4) College Readiness Assessmments</p> <p>SAT reflection</p> <ul style="list-style-type: none"> - Attendance incentives for NMR & FHS programs - Grammar focus restructured at each grade level - Grammar learning packet at the Jr level before the PSAT - EOC focus with critical "close" reading & writing will support SAT focus - Research and consider SAT success strategies from other schools 	<p>A-Team English Specialist and team SAT Preparation Programs</p>	<p>Outline of strategies researched Grammar packet Implemented grammar lessons Data from PSAT/SAT</p>			
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 3: FISD will provide all students with the opportunities to demonstrate leadership potential and citizenship through character development.

Performance Objective 1: FHS will continue with a character education program promoting character counts pillars and promoting leadership opportunities through campus programs.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>1) FHS will continue to celebrate outstanding character through our Character Program.</p> <ul style="list-style-type: none"> - Staff nominate students monthly - Administrators celebrate in classes & deliver character shirts to students - Monthly character breakfast for students - MCS announcements & celebrations 	<p>A-team Counselors Teacher Sponsors SRO PTO</p>	<p>Number of students nominated for character counts - program Discipline reports Bully incident reports Number of students involved in programs</p>			
<p>2) FHS will provide student leadership opportunities in academic and co/extra-curricular activities.</p> <ul style="list-style-type: none"> - Opportunities to lead in all national organizations - Principal round table - Superintendent advisory committee - District technology committee - Extra-curricular activities - Co-curricular activities (UIL academic/athletic organizations) (STUCO and INTERACT) - CTE organizations: HOSA, TSA, Robotics, Skills USA & Engineering, FCCLA, DECA, BPA, FFA, etc. - Class Officers - Clubs/Student Organizations (Individual student recognition and publication in all clubs and programs). 	<p>A-team Counselors Staff Sponsors Coaches Central Admin</p>	<p>Student enrollment in programs Student surveys-feedback Teacher surveys- feedback Event recognition (banquets) SMORE Publications Student elections Community Service Hours</p>			

Goal 4: FISD will develop and empower a community of professional learners committed to preparing future ready students.

Performance Objective 1: FHS will continue to expand and refine our Professional Learning Community to enhance our instruction so that we can graduate future ready students with 21st skills.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
<p>1) Expand PLC time- new PLC schedule with a focus on the problem of practice and continue with the cycle of improvement.</p> <ul style="list-style-type: none"> - Work on developing Content Leaders & Specialists to take on leadership roles during extended PLC staff development - Utilize Coaching trainings & other professional development opportunities for Content Leaders & Specialists. -Continue content and department PLC meetings -Continue A-team-led curriculum and instruction discussions and documentation -Expand i-coach development and strategies-include librarian in PLCs <p>*Extreme lesson make over-icoaches will take a teachers lesson and add a technology section within the lesson. *Pineapple Observations- Teachers observing other Teachers *TDIALOAMT- This program allows teachers to observe other teachers in their classes. Admin pays for a sub and the teacher is allowed to observe 3 different Teachers and then shares her day with their PLC.</p>	<p>A-team Counselors Team Leaders Content Leaders I-coaches Teachers Librarian</p>	<p>PLC documentation Naviance Teacher lesson plans-Canvas PLC schedule, survey feedback from faculty A-team documentation - actions steps Content meetings - documentation I-coach/Librarian working together</p>			
					

Goal 5: FISD will provide a safe and nurturing environment conducive to learning.

Performance Objective 1: FHS will provide and maintain a safe, healthy and nurturing environments conducive to learning, which will enable students to think critically and act responsibly.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) FHS will provide a safe & orderly environment. -Continue to support our family atmosphere & culture on our campus(Dept. Honor Breakfast, family time, Staff Brighth spots, Mustang Mile & Campus SMORES) - Conduct annual safety drills - Faculty meeting safety updates - Wing Captain meetings - Safety workshops - PLC meetings - Table-top exercises - Continue relationship with FPD on emergency operations - Staff development in all areas of safety - to review, update, and implement all safety plans (annually) - Continue key relationship with FISD maintenance on all aspects of safety and operations - Conduct safety audits every 3 years in all areas of safety and operations - Continue to refine keyless entry	A-team Wing Captains Custodial, Cafeteria staff, and Maintenance Personnel Athletic Coordinators SRO - FPD Central Admin Ourtside Saftey Specialists	Safety drill reports Staff development and faculty meeting agendas Table-top documentation Safety audit review - documentation Board Meeting Updates Student Code of Conduct/Mustang Manual SMORES Refelction			
					

Goal 6: As a Partner, FISD will actively dialogue with parents, students and the community to be a premier district of choice.

Performance Objective 1: FHS will continue to build and maintain a positive relationship with parents, community members, students, and all stakeholders in support of our campus mission to become the school of choice.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Mar	June	Nov
1) Continue to utilize campus and district communication tools to communicate information about FHS to all stakeholders. - skyward access 24/7 - Notepad weekly information (website) - Campus & Department SMORES - PTO agendas (website) - School calendars (website) - Teacher Canvas sites - Flat-screen TV system - 8th Grade meetings - Parent meetings to update on specific programs - Principal's monthly podcast (website) - E-blast notification system - Naviance alert system - Site Base Parent and Community Representation - Monthly Mustang Newsletter - Community CTE Advisory Board - real-world feedback - Other general school information - website - Utilize surveys to get feedback from students and parents regarding school matters -All social media sources (twitter, facebook, etc)	A-team Counselors Teachers Website coordinator-specialist I-coaches Camous Techs Central Admin (technology)	Email feedback from parents Website/google-site feedback Parent/Student Survey Documented feedback from Community Advisory Board PTO agendas Site Base Decision Making meeting agendas Team Leader agendas			

Goal 7: FISD will invest and allocate resources to ensure students receive optimal educational services.






Performance Objective 1: FHS will plan and work with all stakeholders & gather data from Team Leaders to fund all instructional & innovative needs through campus budgets.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
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<p>1) Plan and Fund training for:</p> <ul style="list-style-type: none"> - Staff development to support goals with our POP's, PLC's - Teachers & Content leads & Specialists - EOC accountability- All areas - Focus on SPED ELA reading & writing- Analyzing a year's growth for English and Math EOC testing - Fund trainings for Eng I & II- trainings focus on critical reading, PEG writing strategies - State Pilot for English II- measure growth - Project Lead the Way - 21st Century Skills (TCEA conference & visit Tech Schools with innovative strategies) - Project Based Learning - Flipped Strategies - CANVAS- improve & expand use. - Continue to Improve library space- develop VR zone (Virtual Reality) and add tinkering stations. <p>Continue to develop design classes in all areas.</p> <ul style="list-style-type: none"> - ELA - 12 rooms - Math - 11 rooms - Science - 7 rooms - Socials Studies - 6 rooms <p>*With the use of IMA district funds, Establish 5 year refreshment technology plan</p> <p>*Expand chrome book technology & use</p> <p>We want to continue to expand use into engaging lessons, labs, and incorporating real-world activities.</p> <ul style="list-style-type: none"> - google aps - on-line textbooks - student collaboration - virtual labs - Canvas - google classroom <p>*Adoption of e-textbooks</p> <p>*AP textbooks</p> <p>*Expand/update computer labs</p>	<p>A-team Team Leaders Content Leaders I-coaches Librarian Campus Technologists</p>	<p>Documented completion of training Lesson Plans Teacher Canvas site Library- meeting room and audio-visual makerspace & Tinkering Stations completed EOC Data Chrome book percentage-use Breakdown of IMA expenses - FHS Expansion/quality of computer labs Increase Design classrooms</p>			
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2) FHS will continue to write grants to support campus mission through the Education Foundation	A-team Team Leaders I-Coaches Camous Techs Teachers Central Admin. Education Foundation members	Number of grants-written Number of grants-funded Lesson Plans/Activities			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

System Safeguard Strategies

Goal	Objective	Strategy	Description
2	1	3	<p>State Accountability FHS will focus on writing and reading strategies to address state accountability met standard scores and growth analysis in English I and II at the overall and SPED levels. -Research and consider strategies used by comparison campus'. -Develop POP based on research and begin the Cycle by creating teacher learning for PLC days. -Establish a periodic accountability/assessment of mastery system within the curriculum to provide checkpoints of effectiveness of strategy along the way. -Increased and consistent use of PEG writing for the benefit of immediate feedback. -SPED inclusion teacher participation in goal development and action steps with their audience of students. -Explore outside learning via campus visitations based on research. -Comprehensive review of effectiveness of EOC Collaborative Content Teams -Comprehensive review/development of scaffolded intervention for students in year 1,2, and 3 of not meeting satisfactory growth in all content areas. - Pullout/Tutorial Programs Math will focus on POP - researching and implementing differentiation strategies that will directly impact student growth accountability. Continue the development of TSI English and Math courses as required by HB5 to increase the number of students with college-ready status -Implement and evaluate effectiveness of Math partnership with San Jacinto and the Dana Center. Eduphoria data in all core areas to research and complete TEKS summary on state standards.</p>

A Team

Committee Role	Name	Position
Administrator	Mark Griffon	Principal
Administrator	Nancy Lockhart	Associate Principal
Administrator	Paul Tucker	AP
Administrator	Glen Newsom	AP
Administrator	Chad Jones	AP
Administrator	Delaney Lyon	AP
Administrator	Kim Cole	AP

Site-Based Decision Making Committee

Committee Role	Name	Position
Classroom Teacher	Jennifer Sicuro	Teacher
Administrator	Chad Jones	Assistant Principal
Non-classroom Professional	Amy Otwell	Counselor
Non-classroom Professional	Jane Pearce	Technologist-Teacher
Classroom Teacher	John Hall	Teacher
Paraprofessional	Liz King	Library
Administrator	Mark Griffon	Principal
Classroom Teacher	Mary Gillespie	Teacher
Classroom Teacher	Meagan Duncan	Trainer/Teacher
Classroom Teacher	Melissa Victorick	Teacher
Classroom Teacher	Myriam Rizzi	Teacher
Administrator	Nancy Lockhart	Associate Principal
Classroom Teacher	Nicole Erfurdt	Teacher
Administrator	Paul Tucker	Assistant Principal
Classroom Teacher	Paula Maxwell	Teacher
Classroom Teacher	Melissa Stephenson	Teacher
Parent	Pamela Fridye	Parent
Parent	Rose Presley	Parent