

Rogers Independent School District
Rogers High School
2015-2016 Campus Improvement Plan



Mission Statement

Rogers ISD will provide a learning environment where each student is challenged to reach the highest levels of excellence.

Vision

Every student is encouraged, supported, and challenged to embrace the highest levels of knowledge, skill, and character.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Rogers High School is a rural school with approximately 300 students and education is personalized. Teachers take an invested approach to their student's education and parents expect excellence. We put a strong emphasis on in class success as well as success in activities outside of the classroom.

School Culture and Climate

School Culture and Climate Summary

Rogers High School is a rural school with approximately 300 students and education is personalized.

School Culture and Climate Strengths

Teachers take an invested approach to their student's education and parents expect excellence. We put a strong emphasis on in class success as well as success in activities outside of the classroom.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- 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

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- AEIS longitudinal data
- AYP longitudinal data
- Federal Report Card Data
- NCLB Report Card data
- PBMAS data
- Community and student engagement rating data

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
- Progress of prior year STAAR failers
- Texas English Language Proficiency Assessment System (TELPAS) results
- 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 PLAN assessment data
- Student Success Initiative (SSI), Grades 5 and 8, data
- Local benchmark or common assessments data

- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data
- Recommended High School Program (RHSP)/Distinguished Achievement Program (DAP) graduates data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Teacher STaR Chart Technology Data
- Texas STaR Chart longitudinal data

- PDAS data

Parent/Community Data

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


Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data
- Study of best practices

Goals


Goal 1: Rogers High School will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 1: Rogers High School staff will actively monitor all campus areas.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Communicate with staff and students all emergency drills, lockdown procedures and duty schedules.	Administration Staff Students	Community and School compliance Emergency Response Team Emergency Chart Law Enforcement				
						


Goal 1: Rogers High School will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 2: Provide awareness training to students and staff regarding school and cyber-bullying, drugs and alcohol, violence and harassment.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Maintain crisis management teams and train staff as needed in the following areas: • Suicide prevention • Conflict resolution • Violence prevention	Administration Emergency Response Team (ERT) SAMA Team Nurse/School SAMA Training	Community and school compliance				
						

Goal 1: Rogers High School will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.

Performance Objective 3: Address safety concerns through facilities.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Maintain clear communication channels throughout the construction process.	Administration Staff Cloud Construction	Community and school compliance				
						

Goal 1: Rogers High School will maintain the integrity of our district while providing quality programs in a SAFE and SECURE environment that meets or exceeds the needs of all students, staff, and teachers.


Performance Objective 4: Research continuity of discipline expectations.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Administration will implement alternative behavioral strategies (IE. Restorative Discipline).	Administration	Restorative Discipline Model				

Goal 2: Rogers High School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 1: Passing rate on all state tested grade levels for all tested subjects will meet or exceed state averages.


Summative Evaluation: STAAR Scores, Teacher Retention, Completed Tour, STAAR passing rate

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) 1. Review and strengthen tactics for struggling students: <ul style="list-style-type: none"> • Core Classes for ELL, inclusion and at-risk students • Study Island • Academic Detention • Student Assistance Program • Disaggregation of STAAR Data in all core areas • Implement initiatives/activities to address core area weaknesses using intervention strategies • Rti Process 	Administrators Teachers	STAAR Data Failure Reports Academic Detention Referrals Teacher Input				
2) 1. Provide supplemental services for identified at-risk students: <ul style="list-style-type: none"> • Tutorials (Before, During, & After School) /Saturday School • Study Island • Counseling Services • Alternative Educational Placement • Inclusion Aides • Study Skills Classes 	Administrators Teachers	STAAR Data Failure Reports Academic Detention Referrals Teacher Input				
3) 2. Review and strengthen available programs that challenge student performance. <ul style="list-style-type: none"> • Gifted and Talented Program • Increase the number of students participating in the PSAT 	Administrators Teachers Curriculum Director GT Coordinator	Test Results Parental Feedback Student Enrollment Number of Teachers Trained				
4) 5. Provide professional development for creative assessment strategies. <ul style="list-style-type: none"> • TEKS Resource System for core teachers • Eduphoria 	Curriculum Director Department Chairs	Lesson plans Classroom observations				
5) Continued implementation of TRS to keep horizontal and vertical documents aligned with the most current TEKS.	Curriculum Director Department Chairs Technology Director	Review and approval by administration				
						

Goal 2: Rogers High School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 2: Improve student scores to meet or exceed target scores for all subpopulations - receive distinction in Index 3 : Hispanic, Eco Dis, SPED


Summative Evaluation: STAAR Scores, Teacher Retention, STAAR passing rate, TAPR

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) 1. Provide supplemental services for identified at-risk students: <ul style="list-style-type: none"> • Tutorials (Before, During, & After School) /Saturday School • Study Island • Counseling Services • Alternative Educational Placement • Inclusion Aides • Study Skills Classes 	Administrators Teachers	STAAR Data Failure Reports Academic Detention Referrals Teacher Input Benchmark Test				
2) Provide streamlined report of analysis to teachers that identify specific weaknesses per objective for each content area.	Administration Curriculum Director	Distribution of reports to teachers Use in Eduphoria				
3) 3. Implement programs that target weak areas. <ul style="list-style-type: none"> • Success Math • Success Reading • Success Science • Success Social Studies • Tutorials • Co-Teach Classes 	Administration Curriculum Director	Increase in scores and in student achievement.				
						

Goal 2: Rogers High School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.


Performance Objective 3: Maintain attendance rate 2% above state average.

Summative Evaluation: Attendance Rate

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Proactive Strategies to improve attendance. <ul style="list-style-type: none"> • Campus attendance committees • Student recognition each 9 weeks • Phone Calls by office • School Messenger • After School and Saturday School makeup • Teacher/Parent Conferences • Letters Mailed Home after 4 absences and 3 unexcused 	Administration Faculty and Staff	Test Results Parental Feedback Student Enrollment Student Survey AEIS Data Awards and Recognition				
						


Goal 2: Rogers High School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 4: Extend the library as an instructional tool to improve all content areas.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Increase the inclusion of reading and writing across the curriculum.	Administration Librarian Teachers	Increase in STAAR Writing scores				
						


Goal 2: Rogers High School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 5: Employ and retain exemplary staff and ensure that all students are instructed by highly qualified personnel.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Staff will actively participate in the recruitment of highly qualified personnel.	Administration Faculty	Increased number of highly-qualified applicants				
2) Provide opportunities for recognition of teacher achievements.	Administration Curriculum Director	Master Teacher Award per campus Increased recognition for teachers Teacher of the Month				
3) Inventory professional expertise and credentials among staff to create a pool of potential courses and instructors.	Administration Department Chairs Faculty Curriculum Director Human Resources	Enhanced personnel files and database				
4) Create a staffing plan for each department • Identify section needs • Identify GT Training needs	Administration Department Chairs Curriculum Director	Departmental staffing plan Master Schedule				
						


Goal 2: Rogers High School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 6: Build constructive relationships between staff and students to foster a learning and caring environment.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Increased communication between teachers and parents.	Administration Teachers	Parent call logs Increased parent/student awareness Decrease in behavior issues in the classroom				
2) Communicate to teachers and staff that relationships drive education	Administration	Student Survey Parent Survey Decrease in behavior issues in the classroom				
						


Goal 2: Rogers High School will develop a highly cooperative, professional culture focused on effective teaching resulting in quality learning for ALL students.

Performance Objective 7: Ensure high expectations and increased rigor to meet the needs of all students in becoming college ready.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Increase services to gifted and talented (GT) students. • Periodically assess GT students and communicate progress results to parents/guardians.	Administrators Teachers Department Chairs Curriculum Director GT Coordinator	Test Results Parental Feedback Student Enrollment Number of Teachers Trained Student Survey				
2) Review and strengthen available programs that challenge student performance. • Gifted and Talented Program • Increase the number of students participating in the PSAT	Administrators Teachers Curriculum Director GT Coordinator	Test Results Parental Feedback Student Enrollment Number of Teachers Trained				
3) Continued support and development of Advanced Placement courses.	Administration Advanced Placement Teachers Curriculum Director	Advanced Placement Exams PSAT Test				
						


Goal 3: Rogers High School will utilize technology through instruction needed to compete in our changing global environment.

Performance Objective 1: Cultivate growth within our instructional staff to increase the utilization of new technology available to focus on improving the teaching / learning process.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Increase student access to technology	Administrators Teachers Technology Director	Teacher and student input Lesson Plans Quality of Software Programs				
2) Increase the collaboration element across the curriculum.	Administrators Teachers Students	Google Drive Lesson Plans				
3) Administration and campus chairs will develop a 5 year technology plan for the purchase and use of technology in the curriculum.	Administration Curriculum Director	Tech Plan				
4) All instructional classrooms will be capable of delivering instructional material using a wide variety of technology tools.	Administrators Tech Director Curriculum Director	Percent of classrooms with capability				
						

Goal 3: Rogers High School will utilize technology through instruction needed to compete in our changing global environment.

Performance Objective 2: Write and apply for grants necessary to acquire cutting edge technology for the classroom.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Foster and support teachers access and completion to grants for technology in the classrooms.	Administration Curriculum Director	Goal of \$10,000 of grant money for high school use.				
						






Goal 4: Rogers High School will support and encourage every community member to invest in our children's future and build shared ownership and participation in our district to continue the PRIDE that is Rogers ISD.

Performance Objective 1: Increase involvement and attendance in school activities by parent and community groups.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) School communications will be available in English and Spanish.	Administration Technology team	Parent survey				
2) Encourage parents to participate in open house, booster clubs, mentoring programs and parent conferences	Administration Faculty Extracurricular coaches and sponsors	Parent survey Increased participation by parents				
3) Nominate and recruit parents and community members to serve on the campus and district SBDM committees	Administration Technology team Administration Faculty staff	Active participation by parents and community members in SBDM meetings				


Goal 4: Rogers High School will support and encourage every community member to invest in our children's future and build shared ownership and participation in our district to continue the PRIDE that is Rogers ISD.

Performance Objective 2: Increase online resources for parents and community.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Offer special orientation session for non-English speaking parents to inform about: <ul style="list-style-type: none"> • Graduation requirements • Grades and credits • College admissions • Grade book • Parent Portal • School contacts 	Administration Counselor ELL Coordinator	Parent/student surveys Increased participation by non-English speaking parents				
2) Expand use of RISD web site through department links	Administration Counselor Registrar Teachers	Parent surveys Increased understanding of District policies				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: Rogers High School will support and encourage every community member to invest in our children's future and build shared ownership and participation in our district to continue the PRIDE that is Rogers ISD.

Performance Objective 3: Provide safe environment that fosters open communication with all parents and stakeholders.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Apr	June
1) Encourage parents to participate in open house, booster clubs, mentoring programs and parent conferences	Administration Faculty Extracurricular coaches and sponsors	Parent survey Increased participation by parents				
2) Continued use of School Messenger	Administration Technology team Dept. chairs	Parent survey Increased website traffic				
3) Translators will be available for parent conferences	Administration	Parent survey				
						

Title I

Coordination and integration of federal, state and local services and programs

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Vandeventor	Reading Interventionist	Rally to Read	1.00

2015-2016 Campus Improvement Committee

Committee Role	Name	Position
Classroom Teacher	Larry Allen	
Classroom Teacher	Diane Dohnalik	
Classroom Teacher	John Jarrett	
Classroom Teacher	Christopher Johnston	
Classroom Teacher	Loyd Morgan	
Classroom Teacher	Chelsey Pierce	
Classroom Teacher	John Reason	
Classroom Teacher	Justin Smith	
Classroom Teacher	Brad Wilde	
Parent	Brenda Maddux	