

Hooks High School

Campus Improvement Plan

2018/2019



Danny Garrett
401 Ave. A Hooks, TX
903-547-2215
Garrettd@hooksisd.net

Date Reviewed: 10/18/18

Date Approved: 10/22/18

Vision Statement

Our vision in Hooks ISD is to be a dynamic learning community vigorously pursuing student success; challenging all to achieve excellence in our ever- changing global society.

Mission Statement

Our Mission is to graduate responsible and productive citizens prepared for success by delivering appropriate and individualized educational experiences.

Belief Statements

- We believe empowering student passion for learning is essential to their future.
- We believe the lifelong process of adult learning is crucial to student success.
- We believe active leadership cultivates purpose driven leaders at every level.
- We believe change is inevitable; growth is the result.
- We believe acknowledging diversity strengthens learning.
- We believe collaboration and inclusion are cornerstones of a unified learning community.
- We believe that accepting individual responsibility results in shared accountability.

Hooks ISD Board of Trustees

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Hooks High School Campus Improvement Committee 2018-2019

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Callie Morphew	Resource Teacher
Casey Allen	Teacher
Teri Sciara	Teacher
Angela Hatchett	Teacher
Hal Hillis	Teacher
Brian Leeper	Teacher
Neal Kiser	Teacher
Rowdy Peacock	School Staff
Mark Adcock	Ace Coordinator

Strategic Priorities

Priority 1. Recruit, support, and retain teachers and principals

Priority 2. Build a foundation of reading and math

Priority 3. Connect high school to career and college

Priority 4. Improving low-performing schools

School Profile

The Hooks High School (HHS) is located within the city limits of Hooks, Texas. Hooks is a small community located in the northeast corner of Bowie County, just a few miles west of the city of Texarkana.

Hooks High School serves approximately 352 students in grades 9-12.

The High School offers a challenging curriculum that meets or exceeds the requirements of the Texas Education Agency. The high school Graduation/Foundation Plan requires the students to choose an endorsement, a personal pathway of study. Much as a student would pick a major in college, the new option for an endorsement provides a targeted area of study. All students entering the 9th grade in 2014 and thereafter will be required to select an endorsement pathway. The endorsements offered at Hooks High School are STEM, Business and Industry, Arts and Humanities, Public Services, and Multidisciplinary. Hooks High School offers a variety of vocational studies, as well as, UIL athletics; UIL band; UIL academic opportunities; and the After School Centers for Education (ACE) program. In addition, students have the opportunity to earn college credits through concurrent enrollment in dual credit classes.

The adequate, well-kept facilities and classrooms are fully sufficient for educational excellence. Public Support for education in HHS is evident both in the community and through the parent volunteer programs. The administrative and instructional staff is motivated to produce confident, qualified leaders as they graduate and leave Hooks High School.

Hooks High School

Enrollment by Ethnicity:		
Hispanic	34	8.24%
American Indian/Alaskan	2	.568%
Asian	1	.284%
African American	41	12.78%
Hawaiian/Pacific Islander	0	0
White	248	71.88%
Two or More	21	6.25%
Total District Enrollment	347	100%

Student Achievement

Student achievement data comes from reports in Academic Performance Report, PEIMS, PBMAS, and State Accountability. We disaggregate our data (with the help of DMAC) by passing rates in subject and grade and by advanced rates. The achievement gap between our white and African American population is decreasing. Economically disadvantaged students are also moving closer in achievement ratings to the All Student group. While our state assessment scores are good, one of our biggest areas of concern at Hooks High School and state wide is our students not making the progress they will need in order to perform at the final phase in level over the next few years. Intervention programs are in place, but continued research and innovation are needed to eliminate achievement gaps and to make sure progress is made toward the final phase in level. According to surveys 80% of parents feel their child is able to get help from teachers at school, 92% feel teachers have high expectations for their child and 92% of parents and 100% of teachers feel the school is doing a good job teaching the basics such as English, Math, Science and Social Studies.

Hooks High School

	2016-17 State Avg. APPROACHES/ MEETS/MASTERS	2016-17 District Avg. APPROACHES/ MEETS/MASTERS	2017-18 State Avg. APPROACHES/ MEETS/MASTERS	2017-18 District Avg. APPROACHES/ MEETS/MASTERS
English I	60/44/8	63/43/6	60/44/7	76/63/8
English II	62/47/6	66//43/2	66/50/8	59/42/3
Alg. I	82/50/27	87/60/38	83/56/33	98/69/39
Biology	85/59/21	94/57/10	87/60/24	94/63/10
US History	92/67/37	96/68/39	92/72/42	96/77/38

Student Achievement Strengths:

- Percentage of students meeting satisfactory performance exceeds state average in Algebra I, Biology, US History, and English I.
- **Student Achievement Needs:** Increase differentiation of student instruction in all grade levels to provide for both intervention and enrichment.

Curriculum, Instruction, Assessment

The curriculum director of Hooks Independent School District is responsible for supporting development and implementation of district curriculum. The curriculum department provides district leadership in the following areas: development and delivery of instruction, interventions for students, professional development, assessment, instructional technology, and instructional resources. The needs assessment for curriculum and instruction includes review of the district curriculum, methods of delivery as well as monitoring efforts to determine effective implementation.

At Hooks High School we share common goals and concerns for the commitment to the welfare of all children. The goal of the 9-12 curriculums is to ensure that all students will learn the same core of significant content at a specific instructional level, from teacher to teacher and grade to grade. Although the curricular objectives are aligned with national content standards, Texas Essential Knowledge and Skills, and state-mandated tests, the overriding goal is to design a curriculum that is academically rich, holistic, student-centered, and culturally diverse, honoring input and contributions from all Hooks ISD stakeholders. Hooks High School is committed to the development of an exemplary system-wide curriculum that promotes high expectations for its teachers and students that result in meaningful student learning. The system-wide curriculum can best be described as a thinking curriculum, one that integrates content, process, and product; typifying real world situations. The decisions, strategies, and practices supporting the alignment of the written, taught, and tested curriculum will be rooted in internal and external research critical to providing optimum learning opportunities for all students.

School Culture

Hooks High School is a diverse Learning Community that strives for excellence by nurturing the many different cultures and backgrounds in our community and school. We offer a wide variety of classes to encourage students to excel in their academics and extra-curricular activities; also to set goals for success. HHS makes it our goal to graduate responsible and productive citizens ready for a global society through the many offerings. HHS is centered on student success by exhibiting positive professional attitudes with and towards our students and community. Our students are self-disciplined and strive to be good stewards of our school. Family and community surveys show that 90% believe our campus staff treats their child with respect and say that it is easy for them to talk to their child's principal. 81% of parents feel problems at school are handled promptly and fairly. Additionally, surveys showed 88% believe staff is willing to listen to parents and 84% believe the school encourages their child to be responsible.

100% of staff report that it is easy for them to talk to their campus principal and 90% report that problems at our campus are handled promptly and that discipline is fair and related to the rules. Staff also feels that they are willing to listen to parents and make them feel welcome at the campus. Public access to the High School Campus is limited to the front entrance and open access areas are being fenced. The high school campus emphasizes the importance of kindness. Overall, 85% of parents and 100% of staff are satisfied with Hooks High School.

Surveys indicate that 90% of our staff feels that our campus is a safe environment in which to work.

The survey shows that 89% of parents feel that their students are safe while at school.

Students and parents feel the high school is a safe place to learn and offers a variety of classes that meets the needs of our community after graduation.

Family and Community Involvement

Parental and community involvement are areas of focus for Hooks High School. Parental involvement continues to grow all across the campus as parents/guardians are invited to attend many events. Involvement has increased at the campus level in parent organizations, site-based decision making, and family night activities. Our parents and guardians attended *Meet the Teacher Night* in the fall and *Open House* in the spring. The Veterans Day programs are well-attended by local veterans and family members of those students performing. The School Health Advisory Committee is active and plans relevant programs for students and community. Family Skyward access has proved to be a useful tool for parents to monitor grades, absences and discipline. According to a recent parent survey, parents and guardians agree that Hooks High School is continuing to improve in the area of family and community involvement. The survey also shows that the community agrees that community members are welcome to attend school events, the communication between the campus and community is strength, and the campus maintains a good relationship with all community members. The survey shows that 86% of parents and guardians are satisfied with Hooks High School; 92% believe the campus sets high standards for students; 96% state the campus leaders are easy to communicate with, and 92% believe the campus employees are doing a good job of teaching the basic academic subject.

At Hooks High School, our parents and community have an overall belief that our school is safe and effective.

WORKSHEET FOR DISTRICT AND CAMPUS IMPROVEMENT PLANS 2018-2019

<u>COST</u>	<u>FTE'S</u>	<u>HIGH SCHOOL</u>	<u>FTE'S</u>	<u>JUNIOR HIGH</u>	<u>FTE'S</u>	<u>ELEMENTARY</u>	<u>FTE'S</u>	<u>DISTRICT</u>
PIC 30								
Teacher Salaries	0.5	\$ 29,000	1.625	\$ 70,000	0.1	\$ 7,500	2.225	\$ 106,500
Aide Salaries	1	\$ 20,000	2	\$ 40,000	1.3	\$ 17,000	4.3	\$ 77,000
Supplies Software		\$ 8,000		\$ 17,500		\$ 12,100		\$ 37,600
Supplies General				\$ 1,500		\$ 3,000		\$ 4,500
Other (Travel)		\$ 500		\$ 400		\$ 250		\$ 1,150
Capital Outlay		\$ 26,500						\$ 26,500
Total PIC 30		\$ 84,000		\$ 129,400		\$ 39,850		\$ 253,250
PIC 24								
Teacher Salaries	0.83	\$ 37,000					0.83	\$ 37,000
PIC 28								
Other Alternative School		\$ 42,000		\$ 20,000		\$ 1,000		\$ 63,000
PIC 34								
Teacher Salaries Pre-k					0.5	\$ 20,000	0.5	\$ 20,000
Aides Salaries Pre-k					1.15	\$ 24,000	1.15	\$ 24,000
Total PIC 34						\$ 44,000		\$ 44,000
Grand Total		\$ 163,000		\$ 149,400		\$ 84,850		\$ 397,250

Hooks ISD

Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

This school wide program will consolidate funds in the following way:

_____ Full Consolidation of Funds _____ Consolidation of Federal Funds Only X Title I, Part A Only

Federal Program/Funding Source	
<i>Title I, Part A</i>	\$208,939
<i>Title II, Part A</i>	\$32,450
<i>Title IV, Part A</i>	\$11,983
<i>RLIS</i>	\$16,879
<i>Title IV, Part B 21st Century Community Learning Centers</i>	\$628,616
<i>National School Lunch and Breakfast Program</i>	\$293,000
<i>Child and Adult Care Food Program (Supper)</i>	\$70,000
<i>Apprenticeship Grant Dislocated Workers</i>	\$14,000
State Program/Funding Source	
<i>State Compensatory Education</i>	\$719,496
<i>Career & Technology</i>	\$719,447
<i>Gifted/Talented</i>	\$33,667
<i>Special Education</i>	\$761,284
<i>Bilingual/ESL</i>	\$18,686
<i>High School Allotment</i>	\$86,625
<i>Textbook Fund</i>	\$50,000
<i>Apprenticeship Grant</i>	\$30,000

Hooks High School

Goal 1. Provide all staff with a foundation of support to promote leadership and success.

Objective 1. All staff will be provided with the time, resources, and training to become a Professional Learning Community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All staff will be given opportunities to improve their instruction and broaden their knowledge of the diverse needs of their students, especially Economically Disadvantaged students and African American students, through staff development in all academic areas. Services are contracted through Region VIII Service Center. (Title I SW: 1) (Target Group: AA, ECD, AtRisk) (Strategic Priorities: 1) (CSFs: 7)	Principal(s)	September	(S)Local Funds, (S)State Compensatory - \$500	Committee will meet and revise the CIP and copies will be provided each committee member.
2. High quality teachers and paraprofessionals will be sought, hired and retained to fill vacancies. The electronic application system will be utilized to help find quality applicants. (Title I SW: 4) (Target Group: All, AtRisk) (Strategic Priorities: 1) (CSFs: 1,7)	All Staff	August, October, January, and February	(F)Title I, (S)State Comp FTE, (S)State Compensatory - \$49,000	Sign-in sheets and agendas from staff development sessions. Professional Development will be evaluated locally to determine the effectiveness of training.
3. Provide professional development and training that will drive instruction and increase academic achievement. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1)	Director of Curriculum and Special Programs, Teacher(s)	October, January, and February	(S)Local Funds	Retain sign-in sheets and agendas and Curriculum Alignment documentation.
4. To encourage new teacher recruitment, education students from local colleges will be allowed to conduct observations and student teaching activities. (Target Group: All) (Strategic Priorities: 1) (CSFs: 7)	Principal(s), Teacher(s)	Weekly	(S)Local Funds	Summative - Student observation and student teacher logs.
5. Provide collaborative time for ELA Teachers to meet with Region VIII once per six weeks. Other core teachers as requested by department heads. (Target Group: All) (Strategic Priorities: 1) (CSFs: 7)	Counselor(s), Department Heads, Principal(s)	twice a semester	(S)Local Funds	Summative - Agendas and minutes and sign in sheets from meetings within the Region IIIV.
6. New staff will continue to be assigned mentor teachers within their departments. (Title I SW: 3) (Strategic Priorities: 1) (CSFs: 7)	Director of Curriculum and Special Programs, Principal(s), Superintendent(s)	May	(S)Local Funds	Summative - Mentor documentation of meetings with new staff.

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7. The district will provide a stipend to teachers who teach in a critical shortage area, and a stipend for all teachers with a masters degree. (Strategic Priorities: 1) (CSFs: 1)	Principal(s)	September	(S)Local Funds	Summative - Payroll records
8. Continue to align instruction and curriculum in core content areas through department meetings. (Title I SW: 5) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,2)	Counselor(s), Director of Curriculum and Special Programs, Principal(s)	April, May, June and July	(S)Local Funds	Summative - Sign-in sheets and meeting agendas.
9. New teachers will have walk thru evaluations weekly. All other teachers will have 10 walk thru evaluations per semester. (Strategic Priorities: 1) (CSFs: 1,2,7)	Dean of Students , Principal(s)	Semester	(S)Local Funds	Forms will be used to evaluate each walk thru.
10. Continue horizontal alignment in English and Rtl classes. (Title I SW: 3,8) (Target Group: AA, ECD, AtRisk) (Strategic Priorities: 2) (CSFs: 1,2,4,7)	Counselor(s), Rtl Coordinator, Teacher(s)	September and January	(S)Local Funds	Formative - Rtl Lesson Plans and Rtl team meetings.

Hooks High School

Goal 2. Hooks ISD will provide an exemplary instructional program for all students to enhance achievement access, and equity.

Objective 1. All student and student groups will increase their level of academic performance by 3% from the previous year through the utilization of intensive remediation and tutorial programs, with special emphasis given to economically disadvantaged, special education , and African American students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted by the Campus Site-Based Committee (which includes parents, business representatives, community members, and school staff) to identify educational strength and weaknesses in student performance, school culture and climate, staff quality, curriculum and instruction, family and community involvement, school context and organization, and technology. (Target Group: All) (CSFs: 5)	Counselor(s), Principal(s)	Spring Semester	(S)Local Funds	Comprehensive needs assessment survey
2. To extend learning time, strategies classes with enriched, accelerated curriculum will be provided during the school day to better meet the needs of our students at risk of not meeting the challenging State academic standards. Intervention in math, science, social studies, and English will provide small group instruction. (Target Group: AA, ECD, SPED, AtRisk) (Strategic Priorities: 2) (CSFs: 1,4)	Counselor(s), Principal(s), Rtl Coordinator	every 6 weeks	(S)Local Funds	Summative - STAAR Mastery for core subjects
3. Identify students who are at-risk of not progressing to the TEA expected level; approaches to meets to mastery standard on the state assessments using bench mark and state assessment data through utilization of DMAC. (Title I SW: 2) (Target Group: AtRisk) (Strategic Priorities: 4) (CSFs: 1,2)	Counselor(s), Director of Curriculum and Special Programs, Principal(s), Teacher(s)	January	(S)Local Funds	Formative - Core Curriculum teachers will view disaggregation data from benchmark test and state assessments using DMAC and previous state assessment scores.
4. Specific targeted instruction in ELA for African American, White, special education and continuously enrolled students will be implemented to address missing system safeguards with the 2018 STAAR EOC Assessment. (Target Group: All) (CSFs: 1)	Counselor(s), Principal(s)	every 6 weeks	(S)Local Funds	STAAR Mastery Results

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. To strengthen the core academic program and provide opportunities for all children to meet the challenging State academic standards, aligned curriculum and instruction will be utilized in all core subjects with resources from TEKS Resource cooperative, Region 8 ESC training, and Region 4 workbooks and textbooks. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Counselor(s), Principal(s)	every 6 weeks	(L)Think Through Math, (L)USA Test Prep, (S)Local Funds	Summative - Teacher generated test, benchmarks, a mastery of STAAR.
6. To provide more in-depth, quality learning time, after-school tutoring in small group sessions or one-on-one sessions will be offered in the core courses. (Target Group: All) (CSFs: 1,4)	ACE Director, Counselor(s)	every 6 weeks	(S)Local Funds	Summative - STAAR Mastery Results
7. All mainstreamed special education students will be supported by the special education teacher or an assistant in core academic classrooms, and the special education will plan, align, and coordinate instruction with the math teachers. (Target Group: SPED) (Strategic Priorities: 2) (CSFs: 1)	Counselor(s), Principal(s), Special Ed Teachers	every 6 weeks	(S)Local Funds	Summative - STAAR Mastery Results
8. Increase instructional time in EOC remediation courses for students not meeting minimum expectations on EOC tested subject areas by modifying student schedules and implement After School Centers for Education (ACE). (Title I SW: 8) (Target Group: All, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,4)	ACE Staff, All Staff, Computer Lab Instructor, Counselor(s), Teacher(s)	daily	(F)After School Centers on Education Grant, (S)State Comp FTE - 0.83, (S)State Compensatory - \$37,000	Examine documentation of student schedule modifications, 6 weeks grade in EOC Lab, Progress Reports, six weeks grades, and EOC Scores.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Provide resources and interventions for students identified with Dyslexia, English Language Learners (ELL), and Section 504 (Section 504 is a federal law designed to protect the rights of individuals with disabilities in programs and activities that receive Federal financial assistance from the U.S.). (Target Group: ESL, Dys, 504) (Strategic Priorities: 4) (CSFs: 1)	Director of Curriculum and Special Programs, Dyslexia Specialist, ELL Coordinator, Principal(s), Teacher(s)	daily	(F)Title I	Dyslexia, ELL, and 504 documentation will be used to determine student success.
10. Administrators and teachers will meet quarterly to evaluate student progress, discuss student needs, determine an appropriate academic assessment schedule (such as benchmarking) and collaborate in regards to instructional strategies that will enable all students to meet the challenging State academic standards. (Target Group: All) (CSFs: 1)	Principal(s)	every 9 weeks	(S)Local Funds	Summative - Meeting Logs.
11. Implement student tutoring for all 9th, 10th, 11th grade students during homeroom to improve student achievement in core content area. (Target Group: 9th, 10th, 11th) (Strategic Priorities: 2) (CSFs: 1,4)	Dean of Students , Teacher(s)	daily	(S)Local Funds	Summative - Benchmark scores and progress on USA Test Prep software.
12. Improve rate of attendance by implementing attendance enhancement program. (Title I SW: 2,6) (Strategic Priorities: 4) (CSFs: 4)	Assistant Principal(s), SRO Officer	each semester	(S)Local Funds	Daily attendance reports.
13. Math Lab will be used for all students in Algebra I to increase the number of students scores advancing from approaches to meets to masters. (Strategic Priorities: 2) (CSFs: 1,4)	Computer Lab Instructor, Counselor(s), Teacher(s)	Daily	(S)Local Funds	Student achievement on state test

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. Provide mandatory summer credit recovery program for those students with credit deficiencies and students at risk of failure or drop out by utilizing computer lab software and A+. (Title I SW: 2,8,9) (Target Group: AtRisk) (Strategic Priorities: 4) (CSFs: 1,4)	ACE Director, Computer Lab Instructor, Counselor(s), Principal(s), Teacher(s)	June and July	(S)Local Funds	Students at risk of failure and credit deficiencies will have an opportunity to recover credits and prepare for EOC test.
15. Mandatory after school tutorials provided through the Afterschool Centers on Education (ACE) Program and/or teachers to improve student achievement in core content area. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)	ACE Staff, All Staff, Math Coach, Principal(s)	January, February, March, and April	(S)Local Funds	Previous test scores, benchmark scores, and EOC Test Results will be evaluated.
16. Validate student grades using progress reports, report cards and DMAC reports with benchmark assessments to analyze the correlation of what is being taught with what is being tested. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4)	Principal(s), Teacher(s)	every 3 weeks	(S)Local Funds	DMAC Reports, Progress Reports, and Report Cards

Hooks High School

Goal 2. Hooks ISD will provide an exemplary instructional program for all students to enhance achievement access, and equity.

Objective 2. Evaluate the level of success of all students in meeting college and career rediness standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide ACT prep class to prepare students for the college entrance exam by utilizing prep materials, computer software, and advisory council that has experience with strategies. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1)	Counselor(s), Principal(s)	daily	(S)Local Funds	Student enrolled in the class will score above the state average as documented by counselors.
2. Provide opportunity for 11th grade students to take ACT at district expense. (Target Group: 11th) (Strategic Priorities: 3) (CSFs: 1)	Counselor(s), Principal(s)	Semester	(S)Local Funds	Summative - Scores on ACT.
3. Provide opportunity for 10th grade students to take PSAT at district expense. (Target Group: 10th) (Strategic Priorities: 3) (CSFs: 1)	Counselor(s), Principal(s)	Semester	(S)Local Funds	Summative - Scores on PSAT.
4. HHS will offer dual enrollment courses thru Texarkana College and TC at TexAmerica. (Strategic Priorities: 3) (CSFs: 1,4)	Counselor(s), Director of Curriculum and Special Programs	August and January	(S)Local Funds	Students will maintain a passing grade in dual enrollment courses each six weeks and will earn High School and College Credit.
5. Provide opportunity for economically disadvantaged students to take Dual Credit class through TC at district expense. (Target Group: ECD) (Strategic Priorities: 3) (CSFs: 1,5)	Counselor(s), Principal(s)	Semester	(S)Local Funds	Summative - Enrollment for Dual Credit Classes.
6. Provide a financial award assistance workshop during the fall semester for the senior students and their guardians. (Target Group: All) (Strategic Priorities: 3) (CSFs: 5)	Counselor(s)	September	(S)Local Funds	Sign-in sheets for the meeting.
7. Graduating seniors will have the opportunities to attend the following: College Campus visitation, Career Nights, Job Fair when available and Senior Night. (Title I SW: 7) (Target Group: 12th) (Strategic Priorities: 3)	Counselor(s), Principal(s)	May	(S)Local Funds	Sign in Sheets and agendas from meetings attended.
8. Evaluate the current career education and counseling program for strengths and weaknesses. (Title I SW: 10) (Strategic Priorities: 3,4) (CSFs: 1,2)	Counselor(s), Principal(s)	October	(S)Local Funds	Review the results of survey will be presented to students, staff and selected guardians.

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Objective 2. Evaluate the level of success of all students in meeting college and career rediness standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Provide students with leadership opportunities past local level at district expense. (Target Group: CTE) (Strategic Priorities: 4) (CSFs: 2,3)	Counselor(s), Principal(s)	April	(S)Local Funds	Summative - Students attending leadership activities.

Hooks High School

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Objective 3. Employ strategies to improve attendance, decrease the drop-out rate, maintain a 96.5% attendance daily rate, and have a 100% graduation rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide Content Mastery with emphasis on individualized help for all students (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Director of Curriculum and Special Programs, Paraprofessional(s), Principal(s), Teacher(s)	Daily	(S)Local Funds	We will evaluate the number of students served based on the students sign in's and login's.
2. Provide mandatory summer credit recovery program for those students with credit deficiencies and credit recovery for students at risk of failure or drop out by utilizing computer lab software, A+, and ACE program. (Title I SW: 2,8,9) (Target Group: AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,4)	ACE Staff, Computer Lab Instructor, Counselor(s), Principal(s), Teacher(s)	June and July	(F)After School Centers on Education Grant, (S)State Compensatory - \$34,500	Summer credit recovery will reduce the percent of students entering the school year with credit deficiencies and the number of students failing one or more courses will decrease. This program will also increase the EOC scores.
3. Continue to utilize Campus Intervention Teams (CIT) for intervention strategies in the regular classroom. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1)	Assistant Principal(s), CIT Committee Members, Director of Curriculum and Special Programs	Each semester	(S)Local Funds	Documentation of meetings and recommended strategies will be kept.
4. Follow-up progress reports will be issued to all students who are failing one or more courses after the three (3) week grading period. Parents/Guardians will be notified by mail, e-mail, Skyward, telephone, or additional progress reports if their child is failing one or more courses after the three (3) week grading period. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	Teacher(s)	Each 6 weeks	(S)Local Funds	We will look at the number of parent contacts after 3 week progress reports.
5. Parents and Guardians will be given a schedule of dates for Report Cards and Progress Reports. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	Counselor(s)	August	(S)Local Funds	We will monitor web-site hits, and skyward logins.
6. Encourage students and parents to complete a Foundation Diploma with an endorsement(s) or the Foundation Diploma with a distinguished level of achievement. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	Assistant Principal(s), Counselor(s), Principal(s), Teacher(s)	April	(S)Local Funds	We will monitor the number and type of diplomas awarded each year and the number of Graduations Plans on file using Skyward software.

Hooks High School

Goal 2. Hooks ISD will provide an exemplary instructional program for all students to enhance achievement access, and equity.

Objective 3. Employ strategies to improve attendance, decrease the drop-out rate, maintain a 96.5% attendance daily rate, and have a 100% graduation rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Math Labs will be utilized to work with at risk and failing students. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Computer Lab Instructor, Math Coach, Teacher(s)	Daily	(S)Local Funds	We will monitor the number of students assigned to math labs.
8. UIL Club Sponsors and Coaches will check grades for all UIL Students. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1)	Athletic Coaches, Club Sponsors, UIL Coordinator	Weekly	(S)Local Funds	Grade checks done weekly will reduce the number of students ineligible for participation in UIL events.
9. Utilize Texas Virtual Schools and other nontraditional computer software systems to allow students additional opportunities for a Foundation Diploma with endorsement (s) or the Foundation Diploma with a distinguished level of achievement. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1)	Counselor(s), Director of Curriculum and Special Programs, Principal(s)	Each Semester	(S)Local Funds	Summative - We will use class schedules/rosters, Skyward reports and Texas Virtual School Network reports on student achievement/completion.
10. Students with excessive absence will be required to attend the Truancy Awareness Class. (Target Group: All) (Strategic Priorities: 4) (CSFs: 4)	Assistant Principal(s), Principal(s), SRO Officer	each semester	(S)Local Funds	Attendance reports will be generated from Skyward and the number of students attending the Truancy Awareness Class will be documented using sign in sheets.
11. Establish attendance incentive program to meet the district goal of 96.5. (10/15/2016) (Strategic Priorities: 4) (CSFs: 6)	Counselor(s), Dean of Students , Principal(s), SRO Officer	weekly and each semester	(S)Local Funds	Attendance reports will be generated from Skyward weekly and at the end of each semester.

Hooks High School

Goal 3. Instruction will be strengthened by broadening the integration of technology into teaching and learning.

Objective 1. Students will demonstrate skills in technology, math, and science that will prepare them for the future.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Smart Boards will be established in all math ELA social studies and science classrooms to help address various learning styles. (Title I SW: 8,9) (Target Group: All) (Strategic Priorities: 3,4) (CSFs: 1,6)	Director of Technology, Math Coach, Principal(s), Technology Support Team	weekly	(S)Local Funds	Summative - Increase student proficiency using smart boards to improve EOC scores.
2. Provide professional development for all staff to integrate and utilize technology tools provide by Hooks ISD. (Strategic Priorities: 4) (CSFs: 3,7)	Assistant Principal(s), Director of Curriculum and Special Programs, Director of Technology, Principal(s), Teacher(s), Technology Support Team	August, October, January, and February	(S)Local Funds	Professional Development sign in sheets will reflect the number of teachers trained on the integration of technology in classrooms. Walk through evaluations and formal observations by campus and district administrators will determine the usage of technology.
3. Continue to provide robotics instruction to provide an avenue for students to compete in math, science, and technology at the local, regional, and state levels. (Strategic Priorities: 3) (CSFs: 1,4)	Robotics Teacher, UIL Coordinator	after schools	(S)CATE Monies, (S)Local Funds	Summative - Students will demonstrate projects created at STEM expo and at Robotics Competitions.
4. Identify and monitor workforce educational opportunities that are available to Career and Technology Education (CTE) students. (Strategic Priorities: 3) (CSFs: 1)	CTE Coordinator, CTE Instructors	Weekly	(S)Local Funds	Documentation provided to and by the CTE Coordinator.
5. Implementation of Chrome Book carts to be used in the classrooms as instructional resources. (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,6)	Paraprofessional(s), Technology Support Team	Daily	(S)Local Funds	Summative - A log Sheet will be attached to the Chrome Book Cart to document the usage.
6. Technology equipment and products will be maintained and renewed. (Strategic Priorities: 4) (CSFs: 3,6)	Director of Technology, Principal(s)	September, daily and yearly	(S)Local Funds	The number of completed trouble tickets and Purchase Orders will track the technology repairs and renewals.

Hooks High School

Goal 4. Meet the safety and security needs of students and staff including the teaching and encouragement of positive school wide behavior.

Objective 1. Provide a safe and secure environment for all students at Hooks High School.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement campus discipline policies and the student code of conduct through student and staff handbooks as well as district website. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	All Staff	Daily	(S)Local Funds	Discipline referrals and parent and student signed receipt of campus handbook, including the student code of conduct, and discipline reports. Yearly Evaluation and Discipline Reports
2. When necessary, students with severe discipline problems will be assigned to the Disciplinary Alternative Education Center in order to receive more individualized help with self-control. (Target Group: All, AtRisk, 9th, 10th, 11th, 12th) (CSFs: 6)	Assistant Principal(s), ISS Monitor, Principal(s)	Daily	(S)State Compensatory - \$42,000	Public Education Information Management System (PEIMS) reports to document students placed in Disciplinary Alternative Education Program (DAEP) or In School Suspension (ISS).
3. Require district identification badge to be worn by all staff. (Title I SW: 10) (Strategic Priorities: 1) (CSFs: 6)	Assistant Principal(s), Principal(s), SRO Officer	Daily	(S)Local Funds	Principal will visually audit staff for their badge.
4. Implement the "I Love You Guys" standard response protocol for emergency management. Planning and training will be provided to all staff (Strategic Priorities: 4) (CSFs: 4,6)	All Staff	Daily	(S)Local Funds	Summative - Safety drill logs and reports.
5. HHS will continue to randomly conduct drug testing of students. (Strategic Priorities: 4) (CSFs: 6)	Receptionist, SRO Officer	4 times a year	(S)Local Funds	Reports provided by Lab Cor.
6. Provide teachers, staff, and students training to identify and prevent student(s) who may be affected by harassment or dating violence. (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,6)	Counselor(s), Principal(s), School Nurse, Teacher(s)	September October	(S)Local Funds	Summative - Student survey, Counselor will conduct a question survey to create small group intervention.
7. Utilize surveillance cameras, call buttons, and/or intercoms to promote student and staff safety. (Strategic Priorities: 4) (CSFs: 6)	Director of Technology, Principal(s)	Daily	(S)Local Funds	Recorded records of camera system and maintenance documentations.
8. Character Education Packets (CEP) will be used in the ISS program for better choices and personal growth. (CSFs: 6)	ISS Monitor, Principal(s)	Daily	(S)Local Funds	Completion and quality of work of CEP used in ISS.

Hooks High School

Goal 4. Meet the safety and security needs of students and staff including the teaching and encouragement of positive school wide behavior.

Objective 1. Provide a safe and secure environment for all students at Hooks High School.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Provide CPR training to all appropriate staff and to all students before graduating HHS. (Target Group: 12th) (Strategic Priorities: 3) (CSFs: 3,6)	Principal(s), School Nurse	2nd semester	(S)Local Funds	Summative - Rosters of training sign in sheets and student transcripts.
10. Limit access to campus with locked entrance, and classroom doors, Raptor Check-in-out software, and Skyward. Raptor reports will document the number of students, parents, and visitors checked in or out. (Strategic Priorities: 4) (CSFs: 5)	Assistant Principal(s), Receptionist, SRO Officer	Daily	(S)Local Funds	Summative - Raptor reports will document the number of students, parents and visitors who check in and out of the campus.
11. Alice Training for new teachers to the district to ensure safe environment. (Strategic Priorities: 1) (CSFs: 6)	SRO Officer	1st semester	(S)Local Funds	Sign in sheets of teachers trained.
12. Counselor and Nurse will meet with female students to ensure proper etiquette in social media, dating violence, bullying, and relationships. (08/22/2016) (Target Group: F, 9th, 10th, 11th, 12th) (CSFs: 3,6)	Counselor(s), School Nurse	1st six weeks	(S)Local Funds	Survey for students to discreetly identify any student who may be in danger of dating violence, and other topics they need information on.
13. HHS will have the county drug dogs visit campus at random times throughout the year. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,6)	Principal(s), SRO Officer	4 times a year	(S)Local Funds	Summative - Results of visit by drug dog.

Hooks High School

Goal 5. Promote parent, student, school, and community relationships that foster increased student achievement.

Objective 1. Provide opportunities to involve parents, school, community, and local business.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Promote parental and community involvement by hosting events that foster relationships between families, community, and the school. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	All Staff	Monthly	(S)Local Funds	Parent and community and staff sign in sheets and surveys to document feed back.
2. Increase parental involvement through scheduled parent informational meetings highlighting testing requirements, graduation plans, college scholarship information, and other various means of communication. (Title I SW: 6) (Strategic Priorities: 4) (CSFs: 5)	All Staff	daily	(S)Local Funds	Utilization of sign in sheets, e-mail and reports generated through Skyward.
3. Promote family access by continuing to provide parents and guardians updated information through notifications using Skyward, Facebook, and Hooks school websites. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	All Staff		(S)Local Funds	Skyward, school website and Facebook visits will be monitored.
4. Provide written parental involvement policy and school parent compact; provide parents, staff, and community the opportunity to volunteer. (Strategic Priorities: 4) (CSFs: 5)	Counselor(s), Director of Curriculum and Special Programs, Human Resource Director, Principal(s)	monthly	(S)Local Funds	Volunteers will log in through the Campus sign in program.
5. Promote parental involvement by providing weekly grade notification to parents using skyward. (Strategic Priorities: 4) (CSFs: 5)	Attendance Secretary, Director of Technology	Weekly	(S)Local Funds	Summative - Skyward will send automatic grade notifications weekly to parents and we will continue to monitor the number of parent login's and the number of notifications sent.
6. Promote parental involvement by sending Skyward e-mail notifications of scholarship opportunities available to Juniors and Seniors. (Target Group: 11th, 12th) (Strategic Priorities: 3) (CSFs: 5)	Attendance Secretary, Counselor(s), Principal(s)	each Semester	(S)Local Funds	Summative - Increase number of scholarships attained by Junior and Senior students as a result of Skyward notifications.

Hooks High School

Goal 5. Promote parent, student, school, and community relationships that foster increased student achievement.

Objective 1. Provide opportunities to involve parents, school, community, and local business.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Increase financial aid and scholarship opportunities by hosting a Senior Parent Night to present financial aid and scholarship information to parents and students. (Target Group: 12th) (Strategic Priorities: 3) (CSFs: 5)	Counselor(s)	Fall	(S)Local Funds	Summative - Parent and student sign in sheets of those in attendance.
8. Systems will be put in place for teachers to communicate with students through the student's school email account using Skyward and Google. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	Attendance Secretary, Teacher(s)	Monthly	(S)Local Funds	Summative - Number of contacts made between the teacher and students and students and teachers through e-mail.
9. Promote positive relationships with parents and students by teachers making contact with their students parents during the first six weeks. (Strategic Priorities: 4) (CSFs: 5)	Teacher(s)	First 6 weeks	(S)Local Funds	Summative - Teachers will keep a log of all parents contacted.
10. The A honor roll will be posted on district Facebook page and in the local newspaper to promote better community relations. (CSFs: 5)	Counselor(s)	each six weeks	(S)Local Funds	Summative - Honor roll posted to Facebook and local newspaper publication.
11. Promote HHS to local K-8 schools by hosting a student visitation day. (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,5)	Counselor(s)	second semester	(S)Local Funds	Summative - New students transferring in to attend HHS.
12. Promote HHS to local K-8 schools by hosting a parent informational visit and tour of the school facilities. (Target Group: All)	Counselor(s)	second semester	(S)Local Funds	Summative - Parent and student sign in sheets
13. Promote parental information by hosting a parent night to pick up report cards. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	Counselor(s), Teacher(s)	each semester	(S)Local Funds	Summative - Teacher, Student and parent sign in sheets of those in attendance.

Hooks High School

Goal 5. Promote parent, student, school, and community relationships that foster increased student achievement.

Objective 1. Provide opportunities to involve parents, school, community, and local business.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. To provide each eighth grade student with an effective transition to high school. All eighth graders and parents will be invited to the eighth grade parent night in the spring for help in course selection and eighth grade orientation in the summer where they will be provided a guided tour of the campus. (Target Group: 8th) (Strategic Priorities: 3) (CSFs: 1)	Counselor(s), Principal(s)	Yearly	(S)Local Funds	Summative - Parent and student sign in sheets.

Hooks High School

Goal 6. Employ strategies to improve attendance and decrease the drop-out rate.

Objective 1. To maintain a 95% attendance rate daily and have 100% graduation rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Parents will be contacted when students are absent. (Target Group: All) (Strategic Priorities: 4) (CSFs: 5)	Principal(s), Receptionist	Daily	(S)Local Funds	Reports from Skyward will assist the Receptionist in calling parents. Skyward also sends e-mails to parents when their student is absent.
2. Students with excessive absences will be required to attend Truancy Awareness class. (CSFs: 4)	SRO Officer	each semester	(S)Local Funds	HHS will monitor reports from Skyward and the use of Truancy Awareness Class to reduce the percent of students required to take the class.
3. Continue to promote the use of Skyward so parents can track their child's attendance. (Target Group: All) (CSFs: 5)	Attendance Secretary	Daily	(S)Local Funds	Skyward reports will allow the campus administrators to see the number of parents viewing their students attendance.
4. Improve attendance rate by implementing attendance enhancement program. (Target Group: All)	Assistant Principal(s), Principal(s)	Semester	(S)Local Funds	Principal will review daily attendance reports.
5. Establish a truancy policy based on number of absences to meet the 90% rule. (Target Group: All)	Attendance Secretary, Dean of Students , Principal(s), SRO Officer	Weekly	(S)Local Funds	Summative - Weekly attendance reports.
6. Students not meeting the 90% rule for attendance will be required to attend after school for attendance recovery credit. (Target Group: All) (Strategic Priorities: 4) (CSFs: 4)	Attendance Secretary, Dean of Students , Principal(s), SRO Officer	Semester	(S)Local Funds	Summative - Improve grades and attendance.

Hooks High School

Goal 7. Hooks ISD will maintain equitable and adequate financing of education for all students

Objective 1. The High School campus will manage all funding to better prepare all students for graduation, higher education, or training.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus administrators will track all expenditures to insure equability for all students. (Strategic Priorities: 4) (CSFs: 2,3)	Business Manager, Campus Secretary, Principal(s)	daily	(S)Local Funds	Monthly budget reports will determine availability of campus funds.
2. Campus administrators will work with other district personnel to systematically plan upcoming budgets. (Target Group: All) (CSFs: 3)	All Staff	May and June	(S)Local Funds	Budget request documentation will assist with budget planning.
3. Campus administrators will monitor and help with adjustments needed for facility plan. (CSFs: 3)	Assistant Principal(s), Principal(s)	October and May	(S)Local Funds	Updated facility plan will reflect campus facility needs.
4. Campus administrators will collaborate to develop the district and campus plans. (Strategic Priorities: 4) (CSFs: 3)	Campus Secretary, Counselor(s), Director of Curriculum and Special Programs, Principal(s)	Sept October	(S)Local Funds	Summative - Hooks ISD Board of Trustees will approve the plans when presented.