

**Hemphill Independent School District**  
**Hemphill High School**  
**2021-2022 Campus Improvement Plan**



# Mission Statement

The mission of the Hemphill Independent School District is to equip all students in a safe learning environment with the skills necessary to lead productive and satisfying lives.

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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

## **Accountability Data**







- Texas Academic Performance Report (TAPR) data
- Effective Schools Framework data
- Accountability Distinction Designations
- Federal Report Card Data
- RDA data














# Goals

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all students.

**Performance Objective 1:** Implement activities and programs to support student academic, social, emotional growth.

**Evaluation Data Sources:** Increase Special Education student performance, Increase EOC scores  
Meet or exceed Performance Growth Goals














Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Re-evaluate Special Education students' testing levels based on progress and growth on the 2019 EOC administrations.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be an increase in the English I, English II, Biology, Algebra I, And US History EOC scores.</p> <p><b>Staff Responsible for Monitoring:</b> English I Teacher English II Teacher Biology Teacher US History Teacher Algebra Teacher</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Conduct student assemblies to promote positive student behavior and character. Other items discussed will be dress code, tardy policy, bullying, harassment, dating violence, internet safety.</p> <p><b>Strategy's Expected Result/Impact:</b> The number of ISS and OSS suspensions will decrease. Positive interaction and respect among all students will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Compose a list of special education students and students not on target to attend appropriate tutorial sessions to meet instructional needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Pass/Fail List Classroom Observations</p> <p><b>Staff Responsible for Monitoring:</b> Administrator Counselor Teachers</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Create a list of clubs and organizations for all HHS stakeholders</p> <p><b>Strategy's Expected Result/Impact:</b> Club and Organization sheet</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Teachers</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 3.1, 3.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Students who fail any part of the EOC test will be enrolled in mandatory tutorial classes.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in EOC scores.</p> <p><b>Staff Responsible for Monitoring:</b> Administrator</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all students.

**Performance Objective 2:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning.











**Evaluation Data Sources:** Help to increase attendance Performance growth

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize chrome books to enhance learning for ELA, Science, and Math content areas. Development of system to organize where students can do interventions during the school day.</p> <p><b>Strategy's Expected Result/Impact:</b> Intervention Documentation EOC Data</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Continue Service Learning Projects for Developmental Programs participation in school and community activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Community Involvement</p> <p><b>Staff Responsible for Monitoring:</b> Administrator Teachers</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement an open door policy and establish an anonymous bullying report on the school web site. All reports of bullying will be fully investigated using HISD Protocol and parents will be communicated about the steps we are taking that their child reported or took place in.</p> <p><b>Strategy's Expected Result/Impact:</b> School Climate</p> <p><b>Staff Responsible for Monitoring:</b> Administrator Counselor</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 2:** We will strive to have all students performing at or above grade level

**Performance Objective 1:** Improve graduation rates to ensure students are college and/or career ready.

**Evaluation Data Sources:** Met Performance Objectives










Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Counselor will conduct guidance sessions and individual conferences for all students.  <b>Strategy's Expected Result/Impact:</b> Parents and students will reflect that they have a better understanding of CTE course offerings, academic endorsements, and certifications.  <b>Staff Responsible for Monitoring:</b> Administrator                      Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Train and support teachers to include a variety of differentiated instruction components within daily lesson plans (classroom community, respectful tasks, flexible grouping, and on going assessments)  <b>Strategy's Expected Result/Impact:</b> Classroom Observations                      Walk Through                      Intervention Plans                      EOC Data                      Local Assessments                      Pass/Failure Rates  <b>Staff Responsible for Monitoring:</b> Administrator   <b>Schoolwide and Targeted Assistance Title I Elements:</b>                      2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 2:** We will strive to have all students performing at or above grade level

**Performance Objective 2:** Integrate 21st Century Learning and Texas College & Career Readiness skills and strategies into curriculum.

**Evaluation Data Sources:** Students who graduate with 3 hours of AP, Dual Credit, License or Certification








Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Facilitate use of common application, research admission requirements, ACT.SAT expectations, Scholarship, Document submission</p> <p><b>Strategy's Expected Result/Impact:</b> ACT/SAT enrollment College admission Scholarship Money</p> <p><b>Staff Responsible for Monitoring:</b> Counselor Teacher</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Increase the number of college credit bearing coursework(Dual credit, advanced Placement)</p> <p><b>Strategy's Expected Result/Impact:</b> Enrollment in college credit bearing courses</p> <p><b>Staff Responsible for Monitoring:</b> Administrator Counselor Teachers</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Build a foundation of reading and math. Student data will be closely reviewed to determine if student can be served by another existing program (Dyslexia, 504, Special Education)</p> <p><b>Strategy's Expected Result/Impact:</b> RTI for each students progress.</p> <p><b>Staff Responsible for Monitoring:</b> Teacher</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Enhance students academic courses through various presentations made by parents/community/former student speakers/College Recruiters/Military Recruiters.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student awareness.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Counselor</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Ensure that all families, business, and community partners are fully engaged in the mission of our district.

**Performance Objective 1:** Increase links between home and school by providing systemic opportunities for parent engagement








**Evaluation Data Sources:** Increase in positive response rate by parent/community

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Involve all HHS stakeholders to participate in the homecoming parade to reflect a more positive cultural climate.</p> <p><b>Strategy's Expected Result/Impact:</b> Participation in parade</p> <p><b>Staff Responsible for Monitoring:</b> Administrator Sponsors Teachers</p> <p><b>Schoolwide and Targeted Assistance Title I Elements:</b> 2.5, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Ensure that all families, business, and community partners are fully engaged in the mission of our district.














**Performance Objective 2:** Enhance communication to provide stakeholders with timely, effective and reliable communication via a dynamic communication system

**Evaluation Data Sources:** Increase of positive response rate from internal and external stakeholders .

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Host an annual college fair on campus. <b>Strategy's Expected Result/Impact:</b> Student awareness. <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** We will recruit, retain, and reward quality personnel

**Performance Objective 1:** Provide a safe comfortable and well maintained environment.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide trained mentors for teachers new to the district.  <b>Strategy's Expected Result/Impact:</b> Allow new teachers to learn about district and have someone to help.   <b>Schoolwide and Targeted Assistance Title I Elements:</b>                      2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide teacher centered training opportunities to optimize individual teacher growth.   <b>Schoolwide and Targeted Assistance Title I Elements:</b>                      2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Add teacher to support PBMIS and academic gap closure to work with intervention and RTI Teachers.   <b>Schoolwide and Targeted Assistance Title I Elements:</b>                      2.4, 2.5, 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p>  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

# Campus Advisory Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Classroom Teacher	Alex McSwain	Teacher
Classroom Teacher	Chris Ratcliff	Teacher
Classroom Teacher	Heidy Griffin	Teacher
Classroom Teacher	Christa Gibbs	Teacher
Classroom Teacher	Sandra Butler	Teacher
Classroom Teacher	Angela Iles	Teacher
Classroom Teacher	Lea Warren	Teacher
Business Representative	Jeremy Eells	Business Representative
Classroom Teacher	Nina Farrell	Teacher
Parent	Tana Sepulvado	Parent
Community Representative	Debbie Impson	Community Representative