

# **KERMIT HIGH SCHOOL**

## **Campus Improvement Plan**

### **2018-2019**



**Principal:**  
**Daniel Sharp**

**Assistant Principal:**  
**Mason Kyle**

**Counselor:**  
**Amanda Urias**

## MISSION STATEMENT

It is the mission of the Kermit Independent School District to provide education of the highest quality for the students of this school district regardless of race, socioeconomic background or creed. We pledge to meet the needs of all students by providing appropriate instruction to match student's intellectual abilities in order to prepare them to fulfill their potential and be productive members of society.

## KHS Vision

Kermit High School, where we find our "Why".

## Kermit High School Site-Based Decision Making Committee

Dean Baker	1 <sup>st</sup> year (3 year term) Science
Jesus Jimenez	1 <sup>st</sup> year (3 year term) LOTE
Gary Roark	1 <sup>st</sup> year (3 year term) SpEd
Tonia Tidwell	Campus/District - Teacher
Lana Williamson	Parent
Cynthia Antillon	Parent
Stacey Hefner	Community Member
Rodney Hayes	Business Member
Mario Davila	Business Member
Amanda Urias	Counselor
Mason Kyle	Assistant Principal
Daniel Sharp	Principal

# Kermit High School

## *2018 - 2019 CAMPUS IMPROVEMENT PLAN*

### *The Planning Process*

Kermit High School has an established history of continuous improvement in providing a quality education for all students. The Campus Improvement Plan of Kermit High School is mutually supportive to accomplish the identified objectives and to address all pertinent federal planning requirements. The campus plan includes requirements as stated in Texas Education Code 11.252 and 11.153. Through systematic planning and detailed analysis of data, the campus improvement committee sets goals, objectives, and standards that reflect high expectations for achievement in all areas of the educational program. Membership in the Kermit High School Campus Improvement Committee consists of teachers, administrators, parents, businesses, and community representatives. Data from the following needs assessments were used to set goals and objectives for the 2018-2019 school year:

- PEIMS Reports
- Teacher Retention Rates
- Student Retention Rates
- Benchmark Scores
- 2018 TELPAS Results
- Spring 2018 STAAR EOC Results
- Parental Involvement Data
- Review of Previous Year's Initiatives
- Federal Programs' Evaluation
- Teacher and Student Survey Results
- Teacher and Student Attendance
- RAPS 360 Reading Scores

<b>Needs Assessment</b>	
<b>Strengths:</b>	<b>Weaknesses:</b>
Climate/ culture positive and focused on growth.	Instructional time not used wisely ; need to focus on bell to bell instruction
Focus on Safe and Orderly Learning and Working Environment	Student reading levels below average with little to no growth over the past year.

<b>2018 Accountability Rating: Standard Met</b>	
Index 1: Student Achievement	Met
Index 2: Student Progress	Met
Index 3: Closing Achievement Gaps	Met
Index 4: Post-Secondary Readiness	Met

<b>Distinctions</b>

## **Kermit High School Campus Goals**

**Goal 1:** Kermit High School will continue to improve state assessment scores in the areas of English Language Arts, Mathematics, Science, and Social Studies. The campus average in each area will be at or above state average.

**Goal 2:** Kermit High School will provide more opportunities for teachers and parents to participate in the decision-making process, in addition to increasing parental involvement opportunities in school activities.

**Goal 3:** Kermit High School will maintain a dropout rate of one percent or less while maintaining an attendance rate of 95% or greater.

**Goal 4:** Kermit High School will continue reading intervention programs. Student reading levels will increase by at least two grade levels this school year.

**Goal 5:** Kermit High School will enhance the implementation of a comprehensive program to address the needs of all students, including special populations, such as Gifted/Talented, Bilingual/ESL, Dyslexia, Special Education, 504 and Migrant.

**Goal 6:** Kermit High School will implement strategies to increase healthy habits and awareness and decrease drug abuse and violent/aggressive behavior to assure student/employee safety.

**Goal 7:** Kermit High School will provide high quality professional development for faculty and staff that is based on the individual needs of teachers and staff.

<b>GOAL 1:</b> Kermit High School will continue to improve state assessment scores in the areas of English Language Arts, Mathematics, Science, and Social Studies. The campus average in each area will be at or above state average.				
<b>OBJECTIVE 1:</b> KHS will close the achievement gap between all student groups in the district so that the passing rate increases to be at or the above state average.				
<b>Indicator:</b> Eng 1: 55%      Eng 55%      Alg 1: 82%      US Hist: 85%      Bio: 93%				
• Percentages are an estimate based on state averages for the 2018 Spring EOC				
ACTIVITIES/STRATEGIES	FUNDS/RESOURCES	PERSON/S ACCOUNTABLE	TIMELINE FOR COMPLETION	DELIVERABLE (Evidence of Success)
1. Provide training and resources for teachers to provide quality, consistent and support of the implementation of the Texas Essential Knowledge and Skills (TEKS).	Local Funds Federal Funds SPED Funds	Principal / Assistant Principal	July 2018 - June 2019	Walkthroughs per week; documents showing participation in trainings; Improved student mastery of TEKS through benchmark data
2. Utilize the Instructional Materials Allotment and programs to the maximum extent appropriate for instruction. Provide additional support in core areas for students with special needs.	Local Funds IMA Funds	Principal	July 2018 – June 2019	Lesson plans will include state-adopted resources and the TEKS-Resource System. 70% of all students passing state assessments.
3. Utilize supplemental materials to enhance instruction in English language arts, math, science,, and social studies.	Federal Funds SPED Funds	Principal, Assistant Principal Teachers, Paraprofessionals	July 2018 – June 2019	Lesson plans will show utilization of purchased programs and/or materials.

4. Disaggregate assessment data to gather information for targeting areas of student's weakness.	Federal Funds SPED Funds Local Funds	Principal / Assistant Principal	July 2018 – June 2019	Schedule of RTI students in remediation.
5. Implement horizontal alignment and vertical teaming in academic areas with the use of TEKS Resource System.	Federal Funds SPED Funds Local Funds	Principal / Assistant Principal	July 2018 – June 2019	Minutes of PLC meetings
6. Deliver the strategies and the principles outlined in the Fundamental Five (F5) with fidelity.	Federal Funds SPED Funds Local Funds	Principal / Assistant Principal	July 2018 – June 2019	Sign-in sheets, walkthroughs
7. Campus assessment program that includes curriculum based assessments (CBAs) every grading period and at least one benchmark.	Federal Funds SPED Funds Local Funds	Principal / Assistant Principal	July 2018 – June 2019	District assessment calendar, CBA forms, data from CBAs and Benchmarks
8. Monitor and analyze campus test data to adjust instruction and intervention	Federal Funds SPED Funds Local Funds	Principal / Assistant Principal	July 2018 – June 2019	Campus data analysis showing student results; copies of intervention schedules
9. Increase professional development and collaboration opportunities for teachers.	Federal Funds, SPED Funds, Local Funds	Principal Assistant Principal	August 2018 - June 2019	Sign-in sheets and/or training certificates and badges

<b>GOAL 2:</b> Kermit High School will provide more opportunities for teachers and parents to participate in the decision-making process, in addition to increasing parental involvement opportunities in school activities.				
<b>OBJECTIVE 1:</b> Increase in participation of parents and teachers by 10%.				
<b>Indicator:</b> The number of parent involvement opportunities will increase. Parents will participate in SBDM, PTO, Principal Advisory Committee, and volunteer with teachers.				
ACTIVITIES/STRATEGIES	FUNDS/RESOURCES	PERSON/S ACCOUNTABLE	TIMELINE FOR COMPLETION	DELIVERABLE (Evidence of Success)
1. Improve relations in levels of involvement among families, school staffs, businesses, and community representatives.	Local Funds Federal Funds SPED Funds	Principal / Assistant Principal	July 2018 - June 2019	Volunteers in the district/ campus will increase by 10%; copies of sign in sheets
2. Promote and sponsor PTO (Parent Teacher Organizations) and/or Booster meetings.	Local Funds	Principal / Assistant Principal / Athletic Director	July 2018 – June 2019	Attendance logs.
3. Continue parental outreach programs to provide parents, teachers, and community with information: <ul style="list-style-type: none"> <li>• Special Education</li> <li>• Bilingual/ ESL</li> <li>• Gifted/Talented</li> <li>• Dyslexia</li> <li>• 504</li> <li>• Migrant</li> <li>• Title I</li> <li>• McKinney-Vento</li> </ul>	SPED Funds Local Funds Federal Funds	Principal / Assistant Principal	August 2018- May 2019	Log of parents attending sessions will be monitored.



4. Maintain the parent-principal advisory committee.	Local funds	Principal	August 2018- June 2019	Maintain signed attendance log
5. Organize campus parental involvement activities including but not limited to the following: <ul style="list-style-type: none"> <li>• Parent Conference Day</li> <li>• Veterans Day Program</li> <li>• Red Ribbon Week/Bullying Awareness Week</li> <li>• Student College and Career Awareness Counseling</li> <li>• Meet the Teacher Day/Night</li> <li>• Transition Workshop</li> </ul>	SPED Funds Local Funds Federal Funds	Principal / Assistant Principal	July 2018 - June 2019	Sign-in sheets will be kept on file from each activity where applicable
6. Organize, publicize and host GED classes.	Local funds	Principal / Assistant Principal	August 2018 - June 2019	Master calendar will reflect that classes are being held
7. Review campus accountability performance in a public forum.	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Meeting artifacts and agenda
8. Recognize students' accomplishments in a variety of ways (i.e. Awards of Excellence, Rotary Student of the Month, Campus Awards)	Local Funds	Principal	August 2018 - June 2019	Log of student recognition activities

<b>GOAL 3:</b> Kermit High School will maintain a dropout rate of one percent or less while maintaining an attendance rate of 95% or greater.				
<b>OBJECTIVE 1:</b> Activities that will encourage attendance and address the needs of at-risk students will be implemented.				
<b>Indicator:</b> Attendance rate: >95% & Dropout rate: <1%				
ACTIVITIES/STRATEGIES	FUNDS/RESOURCES	PERSON/S ACCOUNTABLE	TIMELINE FOR COMPLETION	DELIVERABLE (Evidence of Success)
1. Students will be recognized for certain personal milestones achievements, and honors (i.e. grades, attendance, and honors, Rotary student of the month, K-awards, etc.).	Local Funds	Principal, Assistant Principal, Campus Secretary	August 2018 - June 2019	75% of all students will be recognized with at least one award.
2. Tutorials will be offered for struggling students with success on curriculum standards, as well as, in the four core academic areas.	Local Funds Federal Funds SPED Funds	Principal, Assistant Principal, Teachers	August 2018 - June 2019	Tutorial attendance will be monitored. 95% of all students needing tutorials will attend.
3. Enhance the career and technical courses and certificates available to students through Early College High School (ECHS)	Local Funds Federal Funds SPED Funds	Principal, Counselor	August 2018 - June 2019	Partnership with Odessa College and/or UTPB
4. More students are college and career ready by applying to be recognized as an (ECHS).	Federal Funds SPED Funds Local Funds	Principal, Counselor	August 2018 - June 2019	Application will be submitted to TEA, partnerships will be formed with OC and UTPB.

5. Encourage students to participate in community service organizations: <ul style="list-style-type: none"> <li>• Rotary Interact</li> <li>• 4-H</li> </ul>	Local Funds	Principal, Assistant Principal	August 2018 - June 2019	Monitor the number of students participating
6. Improve student self-respect through character education courses and recognition of positive behavior (i.e. <i>Words of Wisdom</i> , <i>CHAMPS</i> )	Local Funds Federal Funds	Principal, Counselor	August 2018 - June 2019	Student awards distributed. Reduce campus referrals by 10% or more.
7. Provide teachers with tools and training necessary to assist with instruction and classroom management.	SPED Funds Federal Funds Local Funds	Principal	August 2018 - June 2019	Certificates for sessions attended will be kept on file.
8. Attendance committee meetings will be held each six weeks.	Local Funds	Assistant Principal, Counselor	August 2018 - June 2019	Record of meeting, sign-in sheets
9. Maintain a system to assist in addressing the needs of students: (At-risk, 504, Migrant, Dyslexia, LEP, and G/T)	SPED Funds Local Funds Federal Funds	Principal, Assistant Principal	August 2018 – June 2019	Employment record & completion of at-risk data
10. Provide students with opportunities for self-paced credit recovery and tutorials.	SPED Funds Federal Funds Local Funds	Principal, Assistant Principal, Counselor	August 2018 – June 2019	Number of students receiving credit/remediation through program will decrease.

<b>GOAL 4:</b> Kermit High School will continue reading intervention programs. Student reading levels will increase by at least two grade levels this school year.				
<b>OBJECTIVE 1:</b> Kermit High School students will increase reading levels by at least three grade levels from September to May of this school year with MVRC, RTI, Reading intervention classes, differentiated tier 1 instruction, and reading exposures in Spanish and World Geography classes once per week.				
<b>Indicator:</b> The average of student reading levels will increase two grade levels this school year.				
ACTIVITIES/STRATEGIES	FUNDS/RESOURCES	PERSON/S ACCOUNTABLE	TIMELINE FOR COMPLETION	DELIVERABLE (Evidence of Success)
1. Identify students that do not meet the 9 <sup>th</sup> grade reading goal. Enroll these students in before or after school MVRC training.	Local Funds Federal Funds SPED Funds	Principal	August 2018 to June 2019	90% of identified students will attend the training.
2. Offer MVRC during ELL class time.	Federal Funds Local Funds	Principal	August 2018 - June 2019	100% of ELL students use MVRC weekly.
3. Purchase, utilize, and assess students using online reading content programs.	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Disaggregate data from programs

<b>GOAL 5:</b> Kermit High School will enhance the implementation of a comprehensive program to address the needs of all students, including special populations, such as Gifted/Talented, Bilingual/ESL, Dyslexia, Special Education, 504 and Migrant.				
<b>OBJECTIVE 1:</b> KHS teachers will differentiate lessons daily, providing a unique learning experience for all students.				
<b>Indicator:</b> Passing rate for special population students will increase by 10% from the previous year.				
ACTIVITIES/STRATEGIES	FUNDS/RESOURCES	PERSON/S ACCOUNTABLE	TIMELINE FOR COMPLETION	DELIVERABLE (Evidence of Success)
1. Provide professional development on identification and needs: <ul style="list-style-type: none"> <li>• Gifted/Talented</li> <li>• Bilingual/ ESL</li> <li>• 504</li> <li>• Dyslexia</li> <li>• Special Education</li> <li>• CTE</li> <li>• Migrant</li> <li>• McKinney Vento</li> <li>• At-Risk</li> </ul>	Local Funds Federal Funds SPED Funds	Principal	August 2018 - June 2019	All students will be properly identified for the appropriate program.

<ul style="list-style-type: none"> <li>• Provide instruction specific to the instructional needs of special population students based on data disaggregation including the following:</li> <li>• Gifted/Talented</li> <li>• Bilingual/ ESL</li> <li>• 504</li> <li>• Dyslexia</li> <li>• Special Education</li> <li>• CTE</li> <li>• Migrant</li> <li>• McKinney Vento</li> <li>• At-Risk</li> </ul>	Local Funds Federal Funds SPED Funds	Principal	August 2018 - June 2019	Attendance log of each session
2. Provide Success Ed training for all staff with access in 504, LEP, and SPED.	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Attendance log of training will be monitored. Decrease in the number of requests for assistance.
3. Parent needs assessment/surveys and letters distributed for different programs.	Federal Funds SPED Funds Local Funds	Principal	Spring 2019	Copies of letters will be kept on file.

<b>GOAL 6:</b> Kermit High School will implement strategies to increase healthy habits and awareness and decrease drug abuse and violent/aggressive behavior to assure student/employee safety.				
<b>OBJECTIVE 1:</b> Decrease the number of student discipline referrals and incidents of drug/alcohol abuse by 10%.				
<b>Indicator:</b> Discipline referrals will decrease 10% compared to referrals last school year.				
ACTIVITIES/STRATEGIES	FUNDS/RESOURCES	PERSON/S ACCOUNTABLE	TIMELINE FOR COMPLETION	DELIVERABLE (Evidence of Success)
1. Detection canine services will be used regularly to discourage the use of illegal drugs and alcohol.	Local Funds	Principal, Assistant Principal	August 2018 - June 2019	Decrease the number of detection incidents.
2. Publicize, organize, and encourage participation in Bullying Awareness/Red Ribbon Week activities and in the abstinence program. Students, teachers, and parents are encouraged to participate in activities.	Local Funds	Principal, Counselor	October 2018	Increase the number of parents/students participating in the activities by 20%.
3. Maintain and create a campus environment that promotes positive self-esteem and encourages self-respect.	Local Funds	Principal	August 2018 - June 2019	Decrease student discipline referrals and ISS/AEP incidents by 30% or more.
4. Practice Fire Safety and Prevention and participate in fire and disaster drills each month.	Local Funds	Principal, Assistant Principal	August 2018 - June 2019	Maintain a log of each drill monthly to ensure practice.
5. CPR and First Aid training is available to additional staff, other than those required to complete the course.	Federal Funds SPED Funds Local Funds	Principal Nurse	August 2018 – June 2019	A log of all certified personnel will be kept on file.

6. Random drug testing will be implemented for students in extracurricular activities as well as those who are allowed to park on campus.	Federal Funds SPED Funds Local Funds	Principal, Assistant Principal	August 2018 - June 2019	Increase in campus safety
7. Establish a Crisis Response Team and set up campus procedures for responding to varied levels of crises. [CPI training provided in support of the Texas Behavior Support Initiative (TBSI).]	SPED Funds Federal Funds Local Funds	Principal	August 2018 - June 2019	Log of meetings and minutes will be kept on file
8. Implement the recommendations of the district SHAC as required by law.	Local Funds	Principal, Nurse	August 2018 - June 2019	Programs in place; Campus Improvement Plan



<b>GOAL 7:</b> Kermit High School will provide high quality professional development for faculty and staff that is based on the individual needs of teachers and staff.				
<b>OBJECTIVE 1:</b> Professional development opportunities will be available for 100% of employees and offer choice so that teachers can select what PD fits their unique needs.				
<b>Indicator:</b> All employees will obtain the required number of hours of professional development to meet the needs of each area of specialization.				
ACTIVITIES/STRATEGIES	FUNDS/RESOURCES	PERSON/S ACCOUNTABLE	TIMELINE FOR COMPLETION	DELIVERABLE (Evidence of Success)
1. Professional development opportunities for specific subject areas will be provided based on campus needs as reported in the needs assessment. Specifically addressing the following areas: Reading, Writing, Science, Social Studies, and Math	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Maintain log of those attending professional Development. Certificate of Completion on file. Copy of the Needs assessment.
2. Continue horizontal alignment and creation of subject specific timelines. ( TEKS-RS)	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Copies of timelines will be maintained on file.
3. Continue a district vertical team for the following: <ul style="list-style-type: none"> <li>• Language Arts</li> <li>• Math</li> <li>• Science</li> <li>• Social Studies/History</li> <li>• TEKS-RS</li> </ul>	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Attendance and minutes of vertical team meetings will be kept on file.

4. Professional development over general topics such as bullying, FERPA, discrimination, sexual harassment, instructional, and motivational strategies will be conducted.	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Certificates of attendance will be kept on file. Attendance log will be maintained.
5. Update the Assistant Principal on the walk-through method and ensure all campus administrators are completing walk-throughs as required.	Federal Funds SPED Funds Local Funds	Principal	August 2018 – June 2019	Maintain a log of walkthrough visits
6. Develop a highly qualified plan for the campus to ensure all staff are highly qualified or reach highly-qualified status by the end of the school year.	Federal Funds SPED Funds Local Funds	Principal	August 2018 - June 2019	Maintain a copy of the highly-qualified plan