

**Three Rivers Jr/Sr High School  
Campus Improvement Plan  
2020–21 School Year**



## Goals

**Three Rivers Jr/Sr High School will recruit and retain highly-qualified and**  
**Goal 1: certified teachers.**

**Performance Objective 1:** Provide professional development throughout the course of the year that will keep educators abreast of the development or creative and innovative techniques in instruction

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
We will utilize TAPR results, surveys, the needs assessment process, STAAR data and benchmarks to tailor our professional development activities.	Principal/ Assistant Principal					
Align professional development activities related to areas of growth found within TTESS evaluations, both formal and informal.	Principal/ Assistant Principal					

**Performance Objective 2:** Reduce employee turnover and increase employee satisfaction.

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Provide critical needs area teachers (math and science) with stipends.	Sup't, Principal, Human Resources	Title 1 funds				
Provide employees with an interest in being more involved with opportunities to do so.	Principal					
Host employee appreciation events and recognize employee achievements.	Principal					
Create an updated employee handbook so that all staff will have a clear understanding of expectations.	Principal					

## Goals

**Three Rivers Jr/Sr High School parents and community members will be full Goal 2: partners with educators in the education of their students.**

**Performance Objective 1:** Maintain an open and transparent line of communication with parents and community members

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Teachers and staff will conduct conferences, make positive phone calls to build relationships and also be required to utilize different means of communication available to them to keep parents informed of class activities and student performance.	Teachers/ Counselor/ Administration					
Three Rivers Jr/Sr High School will host community events including, but not limited to, open house, 7th grade orientation, family engagement night and "Parent's Night."	Principal/ Assistant Principal					

**Performance Objective 2:** Create opportunities for parents and community members to voice their opinions and give input on some decisions.

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Three Rivers Jr/Sr High School will create a committee that will meet several times each year (at least once per semester) that consists of parents, community members and teachers.	Principal					
Three Rivers Jr/Sr High School will utilize google forms, social media and School Messenger to communicate with parents and community members as well as get feedback.	Principal/ Assistant Principal					

## Goals

**Three Rivers Jr/Sr High School will take increased steps to insure student safety at all times.**

**Performance Objective 1:** Ensure that Three Rivers Jr/Sr High School is in compliance with all local, state and national laws and stays up to date with increased safety measures.

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Three Rivers Jr/Sr HS will develop and maintain an up to date Emergency Operating Procedure (EOP) for the 2020-2021 academic year.	Principal					
Three Rivers Jr/Sr HS will conduct fire drills once a month, hold a reverse evacuation, severe weather drill and go through a simulated lockdown and well as participate in Avoid, Deny, Defend training and simulation.	Principal/ Assistant Principal					
Three Rivers Jr/Sr HS will conduct training through professional development to institute the Standard Response Protocol.	Principal/ Assistant Principal					
Enhanced safety measures will be incorporated throughout the year, including but not limited to, wearing of student ID badges, increased video surveillance and locking of all entry doors.	Principal/ Assistant Principal					
The campus will install and monitor vaping devices throughout the campus and the SAC to reduce and eventually remove vaping attempts.	Principal/ Assistant Principal					

## Goals

Counseling Responsive Services will provide services in prevention and interventions areas including; academic concerns, excessive absences and tardies, dropout prevention, physical, sexual or emotional abuse, coping with stress, discipline management, health and wellness, drug and alcohol prevention, bullying, suicide, conflict resolution, violence prevention and parent education.	Counselor/ Crisis Counselor					
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Three Rivers Jr/Sr High School will increase it's technology resources to better  
**Goal 4:** prepare students for the current and future marketplace.

**Performance Objective 1:** Make Three Rivers Jr/Sr HS a 1:1 campus and ensure that both teachers and students are fully utilizing the technological advances.

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Provide professional development for Google Classroom (or another LMS) and Enriching Students. Create "specialists" among the teachers so that every teacher become versed in the use of those applications.	Principal/ Assistant Principal/ Specialist Teachers					
Purchase 160 Chromebooks to get Three Rivers Jr/Sr HS to a point where each student can be issued a device.	Sup't/ Principal/ IT Director	ESSR?				
Transition every course to a LMS, whether Google Classroom or Schoology.	Teachers					

## Goals

Three Rivers Jr/Sr High School students will be encouraged and challenged to meet their full educational potential with a well-balanced and appropriate

**Goal 5:** curriculum provided to all students.

**Performance Objective 1:** Due to the decreased length of the 2019-2020 school year and the lack of testing, we will achieve one and a half years worth of growth for the 2020-2021 school year.

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Using the results from the Beginning of Year (BOY) tests given to our students in math and english, we will create a learning plan for each student. The tests will help us identify the students in the greatest amount of need and we will utilize class placement, intervention periods, targetted intervention during the enrichment period and subject classroom time to increase their performance.	Principal/ Assistant Principal/ Counselor/ Teachers					
We will utilize the enrichment period to provide PSAT/SAT preparation for students who are not struggling in other academic areas to increase our overall scores.	Principal/ Assistant Principal/ Counselor/ Teachers					
In the spring semester we will host EOC bootcamps to prepare students for those tested subjects.	Principal/ Assistant Principal					

## Goals

**Performance Objective 2:** Three Rivers Jr/Sr High will continue to pursue and research adding additional courses of study to create additional curriculum options for the 2021-2022 school year.

Strategy	Person Responsible	Funding Source	Reviews			
			Formative			Summative
			November	January	March	June
Utilizing the state plans for endorsements, Three Rivers ISD will go through each of them to make sure that we have a plan in place for every student who wants to prepare for a future career path by obtaining that endorsement.	Principal/ Counselor					
Create a master plan schedule with the current teacher roster and look at the certification of each teacher. Utilizing surveys and conversations, we will see where additional course options can be added. Using this master plan schedule we will begin looking at additional teacher needs for the following year.	Principal/ Counselor					
We will continue to strengthen our relationship with Coastal Bend College and get a firm roadmap set in place to include the best options they have available into our schedule for students.	Principal/ Counselor					
Survey students about possible courses of study to limit and focus our options with distance and in school learning.	Principal/ Counselor					