

**Skidmore-Tynan High School  
Campus Improvement Plan  
2017-2018**

**Vision**

Skidmore-Tynan ISD will at all times promote the belief that our school is the Destination of Choice for students and adults. Our strategies and actions will support this endeavor.

**Mission Statement**

The mission of the Skidmore-Tynan ISD is to develop in all students the knowledge, skills, and work ethic that enable them to become successful and productive members of society.

**Skidmore-Tynan District Goals**

**Goal I** S-TISD will generate and promote opportunities for high levels of student success

**Goal II** S-TISD will be the Destination of Choice for all employees

**Goal III** S-TISD will create a safe and orderly learning environment with facilities that are well-managed

**Goal IV** S-TISD will promote at all times a strong partnership between parents, staff and the community

**SKIDMORE-TYNAN INDEPENDENT SCHOOL DISTRICT**  
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**Comprehensive Needs Assessment Summary**

In accordance with state and federal legislative requirements, the District SBDM at Skidmore-Tynan Independent School District conducted a comprehensive needs assessment for the 2017-18 school year. The needs assessment was conducted to identify gaps in the areas listed below. Data and findings from the comprehensive needs assessment were then used to develop the strategies and action plans in the additional sections of the District Improvement Plan.

**District Demographics**

The staff at Skidmore-Tynan HS includes 20.8 Teachers, 1.5 paraprofessionals, 1 counselor, and 1 administrator. The student population is 29.6% White, 1.1% African American, 66.9% Hispanic, .6% American Indian, 1% Asian, .2 % Pacific Islander, and .6 % two or more races. Additionally, the campus serves 57 % economically disadvantaged students, and 1.3% Limited English Proficient students. The high school has 33.3% At Risk Students.

**Student Achievement (2017 STAAR Assessment)**

The following data were reviewed in relation to student achievement:

Skidmore-Tynan High School Passing Percentages:

<u>All Students</u> Year	<u>All Students</u>		<u>Hispanic</u>		<u>White</u>		<u>Economically Disadv</u>	
	16	17	16	17	16	17	16	17
English I	77%	72%	77%	70%	74%	74%	71%	63%
English II	81%	68%	79%	65%	88%	78%	79%	57%
Biology	93%	91%	91%	89%	96%	95%	75%	85%
U.S. History	89%	88%	84%	85%	100%	96%	83%	84%
Algebra I	83%	75%	71%	72%	83%	80%	75%	74%

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**Comprehensive Needs Assessment Summary (continued)**

**Upon review of the test data, several findings were noted.**

1. Achievement Gap
  - a. Scores for the Hispanic student group are lower than White student group
  - b. Scores for the Economically Disadvantaged student group are lower than White student group
2. Results from the Performance Based Monitoring System show:
  - a. The number of Special Education students receiving instruction in a resource classroom exceeds recommended performance level
  - b. Low performance on STAAR tests (Reading, Math, Science, & Social Studies)
  - c. The number of SPED students taking STAAR Alt 2 exceeds 2%
3. Skidmore-Tynan ISD consistently outpaces both the region and the state in the area of student achievement

**Areas of need include:**

1. The High School will continue efforts to close the achievement gaps between different student groups
2. The High School will assess how much time Special Education children are spending in the resource classroom
3. The High School will enhance the inclusion model of instruction as it pertains to Special Education children
4. The High School will stay within the 2% Allowance of student testing with STAAR Alt 2
5. The High School will continue to provide supplemental instruction.

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**Comprehensive Needs Assessment Summary (continued)**

**Family and Community Involvement  
Activities**

- Campus Committees
- Booster clubs
- Parent Information Meetings
- Open House
- School Health Advisory Council
- Book Fair
- Veterans' Day Activities
- Fall Festival

**Needs**

- Enhance Facebook postings

**Staff Quality, Recruitment, and Retention  
Activities**

- Competitive Salaries
- Traditionally have small class sizes
- Large district contribution for TRS Active Care
- Supportive environment

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**Comprehensive Needs Assessment Summary (continued)**

**Needs**

- Increase retention rate
- More rigorous recruitment process
- Adjust staffing to account for large classes by grade level

**Technology  
Activities**

- Google Apps and Classroom implementation
- Use of All In Learning
- Increase in computer labs (58 computers in Hoff Library)
- New wireless projectors and Summative cameras

**Needs**

- Increase student workstations in classrooms
- Enhanced utilization of Google Classroom
- Enhanced Teacher webpages

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**PARENTAL INVOLVEMENT POLICY**

**STATEMENT OF PURPOSE**

Skidmore-Tynan HS welcomes the participation of parents and recognizes that parental involvement increases the opportunities for student success. A positive link between home and school is vital to the academic success of each child. Skidmore-Tynan HS is dedicated to developing and maintaining partnerships with parents and community members by keeping an open line of communication with all stakeholders. Skidmore-Tynan HS will continue to foster and maintain ongoing communications with parents concerning their opportunities for involvement, their children's education progress, and their children's eligibility for special programs.

**PARENT INVOLVEMENT IN DEVELOPING THE POLICY**

The High School Improvement Committee is comprised of parents, teachers, administrators, and community members. One of the responsibilities of this committee is to address the design, implementation, and review of the district's parental involvement policy.

**ANNUAL TITLE I MEETING**

An Annual Title I public meeting will be held in the Fall to review the Title I, part A services provided for students. Parents will be informed of their right to be involved and opportunities for parental participation will be explained. Parents will be advised that the effectiveness of the Parental Involvement Program will be evaluated annually and continually revised to meet the needs of the students, school, parents, and community.

**SCHOOL-PARENT COMPACTS**

In accordance with Title I regulations, The High School has a school-parent compact that outlines the roles and responsibilities for the teacher, parent, and student in the education for each child. The compact, written in both English and Spanish, is provided annually to all parents, to explain how students, parents, and staff will share responsibility for student performance and success. Members of the campus advisory committee will be consulted in the design, implementation, and revision of the compact.

**STAFF-PARENT COMMUNICATION**

Skidmore-Tynan High School will make every effort to communicate with parents information about programs, curriculum, academic assessments used to measure student progress, proficiency levels students are expected to meet, and student progress and performance. Important information will also be provided in the student handbook and on the district website. In so far as possible all communication will be provided in a language and format the parents can understand.

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**PARENTAL INVOLVEMENT OPPORTUNITIES**

Skidmore-Tynan High School is committed to assisting each school in planning and implementing effective parent involvement through technical assistance and coordination of funding to coordinate, to the extent possible, with other parent involvement activities in programs such as Gifted and Talented, Special Education, ESL, and Career and Technical Education.

Parents are encouraged to become school volunteers and participate in numerous district and campus activities/organizations, such as

- Campus Committees
- District Committees
- Booster clubs
- Parent Information Meetings
- Meet the Teacher
- Public School Week Activities
- Conferences
- School Health Advisory Council

**COMMUNITY INVOLVEMENT**

Community members are encouraged to provide input into the district's educational programs. They are offered opportunities to participate in activities such as

- Serving on campus and district committees
- Advisory committees
- Addressing the Board of Trustees

Based on the input of community members, parents, and district staff members, programs are tailored to meet the unique needs for students, parents, and community members.

**EVALUATION**

Parents will be encouraged to provide input regarding the Parental Involvement Program. The evaluation procedure will include an assessment of the policy as well as recommendations for improvement. They will consider:

- Increasing parent involvement
- Identifying barriers that limit parent participation
- Identifying ways to overcome barriers which may limit participation by parents

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<b>District Goal 1:</b>	Goal 1:S-TISD will generate and promote opportunities for high levels of student success						
<b>Performance Goal:</b>	All students populations will achieve 90% mastery on all EOC tests to achieve meets standards as measured by TAPR 2017-2018						
	Formulate TEKS/EOC Aligned Curriculum Timelines in Summer of 2017 for all core subject areas						
<b>Summative Evaluation</b>	Meets standards EOC scores and student performance & TEKS/EOC Aligned Curriculum Instructional Timelines						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
Disaggregation and dissemination of EOC scores to all teachers	SD	AR, SE, ESL, GT, MIGRANT	Principal Teachers	Aug. 2017 Apr 2018	All In Learning	Use printed disaggregated data. Ability to identify students in need of intervention	Improved EOC scores
Align secondary curriculum and instruction to TEKS and EOC throughout <b>all content areas</b> , utilizing a wide variety of instructional resources and strategies for improved student success	SD	<b>Focus:</b>	Achieve Meets standards Status Measured by TAPR through TEKS/EOC Aligned Curriculum and Instruction	Aug. 2017 May 2018	Using “Wait Time” as a focused instructional strategy Instructional staff	Documented alignment in lesson plans and curriculum timelines Principal classroom walkthroughs	Revised benchmarks Improved EOC scores PDAS
Offer interventions during the school day and after school to all students needing extra help with special emphasis on the at-risk	SD	AR, SE, ESL, GT, MIGRANT	Principal Teachers Counselor	Aug. 2017 May 2018	Interventions by regular classroom teachers, Daily Tutorial Period added, Recommendations for intervention teacher assistance	Classroom intervention results TAT data Intervention report	3 week and 6 week grades
Identify and accelerate special populations to student’s full potential for success; provide credit recovery and recover all dropouts	SD	AR, SE, ESL, GT, MIGRANT	Principal Teachers Counselor	Aug. 2017 May 2018	Interventions by regular classroom teachers, Teacher Assistance Teams –TAT, Recommendations for intervention teacher assistance	Classroom intervention results TAT data Intervention report	3 week and 6 week grades



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Continue the positive focus and coherent sequential efforts of CATE so that all students experience successful careers after graduation	SD	AR, SE, ESL, GT, MIGRANT	Principal Teachers Counselor	Aug. 2017 May 2018	Recommendations from teacher New CTE strand and classes added	Intervention reports CATE Evaluation fro each students and the sequence of courses for PEIMS coding	3, 6, and 9 week grades
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**SKIDMORE-TYNAN INDEPENDENT SCHOOL DISTRICT**  
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<b>Focus</b>	Career & Technology Education CATE						
<b>District Goal:</b>	Goal 1 : S-TISD will generate and promote opportunities for high levels of student success						
<b>Performance Goal:</b>	Increase student learning thru use of technology and vocational training to increase student educational potential						
<b>Summative Evaluation</b>	Number of students entering professions/ college						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
Provide mechanized & technological equipment to ensure that all students succeed	SD	AR, SE, ESL,GT, MIGRANT	Teachers Principal	Aug 2017 May 2018	Equipment, security software, technology funds or alternative funds	PO's	Improved EOC scores
Provide skills that make students employable, marketable, business aware, critical thinkers, and problem solvers.	SS, FS	AR, SE, ESL,GT, MIGRANT	Teachers Principal	Aug 2017 May 2018	Checklist, \$200	Draft checklist	Students enter professions/ College
Provide instructional, relevant field trips to places of career interest	SS, FS	AR, SE, ESL,GT, MIGRANT	Teachers Principal	Aug 2017 May 2018	Business/career center agreements Bus transportation	Plan of trips	Completed trip and student feedback

**SKIDMORE-TYNAN INDEPENDENT SCHOOL DISTRICT**  
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<b>Focus</b>	Reduction of Dropouts						
<b>District Goal:</b>	Goal 1: S-TISD will generate and promote opportunities for high levels of student success						
<b>Performance Goal:</b>	The dropout rate will decrease by at least 2.0% to maintain a rate of <1.0%						
<b>Summative Evaluation</b>	Improved attendance, Recovery of dropout						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
Counseling provided in grades Pre-K thru 12	SD	AR, SE, ESL, GT, MIGRANT	Parents, Teachers, Counselor Principal Supt.	Aug. 2017 May 2018	Counselor intervention as needed	3 week & 6 week reports; Semester reports, Attendance records	% of students who graduated from HS as compared to 9 <sup>th</sup> grade enrollment
Support for intervention credit recovery programs for students at risk of dropping out	SD	AR, SE, ESC, GT MIGRANT	Principal, Parents Teachers Counselor	Aug. 2017 May 2018	Counselor, Principal Utilize DAEP and ISS teacher	6week reports on attendance; attendance committee	TAPR report
Continue to work with Coastal Bend College for the at-risk students with Talent Search	SD	AR, SE, ESC, GT MIGRANT	Students Counselor CBC	Aug. 2017 May 2018	Classroom	Students enroll in CBC early prevention program	%of students receiving interventions/credit to stay on target for graduation
Conference with parents & students; provide Saturday School, if necessary file on students thru court system	SD	AR, SE, ESC, GT MIGRANT	Principal Teachers Parents Counselor Supt.	Aug. 2017 June 2018	Workshops	Document efforts to recover dropouts	Number of dropouts recovered TAPR Report
Implement courses: Student Leadership, Family & Consumer Science,	SS, PS, FS	AR, SE, ESC, GT MIGRANT	Counselor Teacher Principal Supt.	Aug. 2017 May 2018	Text, equipment	Survey students and increase course offerings as population increases	Increased course offerings

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<b>Focus:</b>	Campus Safety						
<b>District Goal:</b>	Goal 3: S-TISD will create a safe and orderly learning environment with facilities that are well-managed						
<b>Performance Goal:</b>	To reduce the incidents of truancy, violence, and drug and alcohol abuse						
<b>Summative Evaluation</b>	Decreased incidents of truancy, violence and drug and alcohol abuse						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
Distribute & familiarize District Wide Safety/Crisis Intervention Plan annually to faculty; utilize procedures in classroom	DR	All Populations	Principal Teachers Paraprof	Aug 2017 May 2018	Campus meetings	Agenda item	Staff awareness, memos, in-service
Utilize random canine searches with Canine Contraband Detection	DR	All Populations	Principal Supt	Aug. 2017 May 2018	Bee County Sheriff's Dept.	Random searches	Reduced rate of confiscation
Provide violence intervention strategies and promote self esteem in the classroom	DR	All Populations	Principal Teacher Counselor	Aug 2017 May 2018	Internet	Lesson plans, discipline record attendance record	# of discipline referrals
Provide staff development for addressing student need: prevention, resolution, treatment	DR	All Populations	Counselor Principal Attendance Team ESC2	Aug. 2017 May 2018		Attendance records, failure lists, discipline referrals	Staff development records
Provide each classroom with emergency communication	DR	All Populations	Principal Teacher Tech Coor	Aug 2017 May 2018	Application via computer		Install app on every staff computer

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<b>Focus:</b>	Student and Faculty Attendance						
<b>District Goal:</b>	Goal 1 & Goal 2: S-TISD will generate and promote opportunities for high levels of student success and will create a safe and orderly learning environment with facilities that are well-managed						
<b>Performance Goal:</b>	Increase student and faculty attendance to a least 96% or better						
<b>Summative Evaluation</b>	Improved attendance rate						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
Phone call, home visits, attendance make-up program Parent conferences Involvement of law enforcement for truancy	SD, DR,	AR, SE, ESC, GT MIGRANT	Campus Secretary Teachers Counselor Principal Nurse Comm. Police	Aug. 2017 May 2018	Phones, letters, home  Law Enforcement	Documentations of contacts	Improved attendance TAPR reports
Inform parents of attendance problems with 3.5 and 10 day notices (unexcused)	SD, DR,	AR, SE, ESC, GT MIGRANT	Attend. Committee Counselor Principal	Aug. 2017 May 2018	Postage \$500	Copies of letters	Attendance rate improved
Periodic recognition and awards for attendance	SD, DR	AR, SE, ESC, GT MIGRANT	Principal Teachers Counselor	Aug. 2017 May 2018	Class reward program	Recognition plan/ documentation of recognition	Attendance rate improved
Improved attendance of all teachers and paraprofessionals	TS	All Staff	Principal Teachers	Aug. 2017 May 2018	Improved interaction among all staff Mentors assigned to new staff	# of days present	Attendance rate improved
Encourage all teachers and staff to make their best effort to be at school and provide quality instruction everyday	TS	All Staff	Principal Teachers	Aug. 2017 May 2018	Plans for “Play” for teachers	Documented in-service on FISH	Attendance rate improved
Incentives for teacher attendance	TS	All Staff	Principal Teachers	Aug. 2016 May 2017	\$50 pay for each day of 2003-2016 local sick days not used in June	June pay check	Attendance rate improved

**SKIDMORE-TYNAN INDEPENDENT SCHOOL DISTRICT**  
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<b>Focus:</b>	Personnel						
<b>District Goal:</b>	Goal 2: S-TISD will be the Destination of Choice for all employees						
<b>Performance Goal:</b>	The campus will attract and retain highly qualified personnel						
<b>Summative Evaluation</b>	Low teacher turnover						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
SBDM & principal will make a priority to hire only certified teachers	SD	AR, SE,ESL, GT, MIGRANT	Principal Teachers Parents SBDM	June 2017 May 2018	Competitive pay, high needs areas stipends, and high insurance contributions.	Proof of certification	SBDM recommendation to school board
Evaluate individual teacher needs and schedule Professional Development through ESC2 or ESC3	SD	AR, SE,ESL, GT, MIGRANT	Principal Teachers	Sept 2017 May 2018	\$1,500 for costs of professional development	Certificate from ESC2/ESC3	Increased EOC scores
Dept. meetings & principal walk throughs with feedback to the teachers	SD	AR, SE,ESL, GT, MIGRANT	Principal Teacher	Aug 2017 May 2018	Document areas of strength and area for improvement	Documentation of meetings & walk through	Increased EOC scores
Initial staff development & classroom delivery of the TEKS	SD	AR, SE,ESL, GT, MIGRANT	Principal Teachers	Aug 2017 May 2018	Teacher/ Principal collaboration for improvement	Lesson plans developed in a unified format	Increased EOC scores
Mentors will be assigned by principal at beginning of school year for all new teachers		AR, SE,ESL, GT, MIGRANT	Teacher Principal	Aug 2017 May 2018	Teachers periodically meet together	List of mentors	Increased EOC scores
One week summer program designed to help Paraprofessionals meet and pass a standardized test that will meet the highly qualified standard	SD	AR, SE,ESL, GT, MIGRANT	Principal Teachers	July 2017 July 2018	Ongoing training during the school year with a paired teacher	Daily lessons	Additional help for students

**SKIDMORE-TYNAN INDEPENDENT SCHOOL DISTRICT**  
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<b>Focus:</b>	Extracurricular Involvement by all students						
<b>District Goal:</b>	Goal 1 & Goal 3: S-TISD will generate and promote opportunities for high levels of student success and will create a safe and orderly learning environment with facilities that are well-managed						
<b>Performance Goal:</b>	All student will be encouraged and assisted in joining at least one extracurricular event						
<b>Summative Evaluation</b>	Increased student participation in extracurricular events						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
Increase student participation at all grade levels and among all special populations in a extracurricular opportunities from sports to UIL academics to drama to art	SS FS	AR, SE, ESL, GT MIGRANT	Principal AD Coaches of all events Teachers	Aug. 2017 May 2018	Funds for competitions, uniforms, etc.	Recruitment efforts of coaches Actual number of students participating	# of Student participating
Designate coordinators to align athletic and academic knowledge, skills and competition	SS FS	AR, SE, ESL, GT MIGRANT	Principal, Athletic Director All Coaches	Aug. 2017 May 2018	UIL Coordinator One Act Play Director Athletic Director Girls' Athletic Coordinator Junior High Athletic Coordinator	Level of competition # of competitions # of students involved/increased	Results of all extracurricular competitions
Focus on improved level of competitiveness for all students	SS FS	AR, SE, ESL, GT MIGRANT	Principal AD Coordinators All Coaches	Sept. 2017 May 2018	Principal All Faculty and Staff Academic Fridays	Various Competitions	Increased number of winners and improved performances

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<b>Focus:</b>	The campus will promote a strong partnership between school staff, parents, and community members that will result in shared responsibility and commitment for a quality educational system.						
<b>Performance Goal:</b>	Goal 4: S-TISD will promote at all times a strong partnership between parents, staff and the community						
<b>Summative Evaluation</b>	Participation of parents and Community members student performance objectives will be met.						
<b>Actions Implementations</b>	<b>Needs Assess.</b>	<b>Special Pop.</b>	<b>Persons Respons.</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Document</b>
Create more community / parent involvement  Inform local businesses and community about school events	SS	All Pops	Principals Counselors Staff	Aug 2017 May 2018	Displays, media articles, facebook Website, twitter	Feedback form community	Articles, face book, website
Publicly recognize students / parents through the school newsletter, student publications, and through school board recognition	SS	All pops	Principals Counselors Staff	Aug 2017 May 2018	News articles, board agendas, website and facebook	Feedback from parents and community members	Same
Observed Public School week, Drug free school week, Grandparents day, Open House	SS	All pops	All Staff	Aug 2017 May2018	Fliers home, website, facebook, twitter	Same	Same