

HIGHLAND SCHOOL
DISTRICT IMPROVEMENT PLAN
2023 – 2024

Steven Pyburn, Superintendent

Morgan Martin, Principal

Shea Baucom, Dean of Students

FUND SOURCES:

DISTRICT

ESSA (Title I, Part A)	\$27,547.00
ESC Contracted Services	\$2,754.00
Title II, Part A	\$4,746.00
ESC Contracted Services	\$1,186.00
Title IV	\$10,000
ESC Contracted Services	\$2,750

The Title I, A funds available to the district are used to pay a portion of the salary for the Kinder/Elementary teaching position.

DATA SOURCES

The Comprehensive Needs Assessment was developed by the district using a variety of techniques to gain the needed information. The district hosts multiple Title I meetings throughout the course of the school year. The orientation is held on the first day of school, parents are informed of the district's Title I status, what this means, and the various ways they can be involved in shaping the educational plans of the district.

Throughout the school year, the district will hold Title I meetings the first Friday of the month in conjunction with the PTO meetings. Parents are given the opportunity to have input on the district's Parent Involvement policy, the Parent, Student, Teacher Compact, and the District Improvement Plan. These meetings are held in conjunction with a PTO event to generate greater participation. In the spring, a meeting is held and parents are given the opportunity to have input with regards to the Comprehensive Needs Assessment. We also send out a parent survey through Google Forms to collect feedback for our CNA.

The district also uses STAAR and EOC data in order to evaluate the performance of the district with regards to state mandated tests. All core curriculum teachers are asked to provide academic progress data based on NWEA Map testing, iStation monthly assessments and Imagine Math assessments. Both of these online supplemental curriculums offer assessment and enrichment activities. These online curriculums are used primarily for enrichment.

Because Highland is made up of a student population that is over 70% transfer it is important that all students are assessed by our Reading Interventionist when they first arrive in the district. It is important that we work proactively to ensure that all of our students are able to read at or above grade level by the time they graduate from the district.

SITE BASED DECISION MAKING COMMITTEE

HIGHLAND INDEPENDENT SCHOOL DISTRICT

NAME

POSITION

Tammy Carper

General Education Teacher

Karlie Sauer

General Education Teacher

Dawn Thomson

Classroom Paraprofessional

Rachel Shipp

General Education Teacher

Shahala Hoelscher

Counselor

Morgan Martin

Principal

Steven Pyburn

Superintendent

Shea Baucom

Dean of Students

Ben Smith

General Education Teacher

Laura Schuchard

Technology Director

Jennifer Bankhead

Business / Community: Nolan County Soil and Water Con.

Lesli Tomlin

Parent

Mandi Barkley

Parent

Kinley Hoelscher

Student

Cutter Dent

Student

HIGHLAND ISD
10 REQUIRED COMPONENTS OF A TITLE I, PART A
SCHOOLWIDE PROGRAM

1. Comprehensive Needs Assessment
2. Reform Strategies
3. Instruction by Highly Qualified Paraprofessionals and State Certified / Effective Teachers
4. High-Quality and Ongoing Professional Development
5. Strategies to attract State Certified / Effective Teachers.
6. Strategies to Increase Parental Involvement
7. Transition
8. Teacher Decision-Making Regarding Assessments
9. Effective and Timely Assistance to Students Experiencing Difficulty
10. Coordination and Integration of Federal, State, and Local Services, Programs and Funds

District Profile

The Highland Independent School District is located in Nolan County in Central West Texas. The district covers 257 square miles. The district is a one campus district with an elementary wing and a secondary wing. Highland Elementary is made up of 110 students from grades PK – 5, and Highland Secondary School is made up of 113 students from grades 6th – 12th. The district employs approximately 20 Administration and support staff, 13 secondary teachers, and 8 elementary teachers. The student ethnicity is approximately 87% white and 13% Hispanic. The district has a long history of academic excellence and is considered one of the better school districts for education in the Abilene Big Country area. The students that attend Highland come from several communities including Sweetwater, Roscoe, Maryneal, and Champion.

Objective 1B: At least 90% of the students will approach or meet state performance standards for the 2023-2024 STAAR Reading assessment, with 25% mastering grade level.

Action & Strategies Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
2023 STAAR results will be analyzed to determine strengths areas of improvement.	Principals, Teachers	STAAR results, Eduphoria	May 2024	Disaggregated data used to evaluate results on benchmarks, daily assignments, and progress reports from math programs.	<ul style="list-style-type: none"> Student performance on identified weaknesses will demonstrate improvement on 2022 STAAR Reading assessment. 	Ongoing during the 2022-2023 school year.	1
Teachers will receive training on new STAAR type questions.	Principal, Teachers	Region 14 training, Eduphoria	2023-2024	Documentation of teacher lesson plans Documentation of training	<ul style="list-style-type: none"> Increased performance on assessments with build in items. 	Throughout the school year.	1
Accelerated Instruction on STAAR objectives.	Teachers, Paraprofessional	Eduphoria, Bright Thinkers, Istation, STAAR Master	May 2022	Documentation of teacher lesson plans	<ul style="list-style-type: none"> Student performance on STAAR Reading objectives. 	Throughout the school year.	1
ELAR vertical alignment	Principals, K-5 teachers and secondary math teachers	Eduphoria, Elementary and Secondary textbooks, ESC 14	May 2022	Staff development meetings regarding alignment of specific learning objectives	<ul style="list-style-type: none"> Students demonstrate growth on the 2023 STAAR Reading assessment. Growth in NWEA MAP testing 	May 2022-2023	1
Formative/Summative assessments	K-5 teachers and all secondary math teachers	Release STAAR tests, Eduphoria data, NWEA Map Growth	2022-2023	Documentation of teacher lesson plans Testing Calendar	<ul style="list-style-type: none"> Performance on assessments and exit tickets 	Throughout the school year 2022-2023	1
Intensive reading intervention for targeted students (Reading First Program)	K-3 teachers, Reading Interventionist	FCRR, IAG, Neuhaus Basic Language, Take Flight, NWEA Map Reading Fluency	May 2022 End of students' 3rd Grade Year	Progress monitoring, NWEA reports, Istation reports, TPRI	Students are reading at grade level by 3rd Grade Student growth in areas of identified weakness	Throughout the school year. 2022-2023	1

Objective 1C: At least 90% of the students will approach or meet state performance standards for the 2022-2023 STAAR Science assessment, with 15% mastering grade level.

Action & Strategies Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
2022 STAAR results will be analyzed to determine strengths areas of improvement.	Principals, Teachers	STAAR results, Eduphoria	May 2024	Disaggregated data used to evaluate results on benchmarks, daily assignments, and progress reports from math programs.	<ul style="list-style-type: none"> Student performance on identified weaknesses will demonstrate improvement on 2022 STAAR Science assessment. 	Ongoing during the 2022-2023 school year.	1
Teachers will receive training on new STAAR type questions.	Principal, Teachers	Region 14 training, Eduphoria	2023-2024	Documentation of teacher lesson plans Documentation of training	<ul style="list-style-type: none"> Increased performance on assessments with build in items. 	Throughout the school year.	1
Accelerated Instruction on STAAR objectives.	Teachers, Interventionist	Eduphoria, Bright Thinkers, Istation, STAAR Master	May 2024	Documentation of teacher lesson plans	<ul style="list-style-type: none"> Student performance on STAAR Science objectives. 	Throughout the school year.	1
ELAR vertical alignment	Principals, K-5 teachers and secondary math teachers	Eduphoria, Elementary and Secondary textbooks, ESC 14	May 2024	Staff development meetings regarding alignment of specific learning objectives	<ul style="list-style-type: none"> Students demonstrate growth on the 2023 STAAR Science assessment. Growth in NWEA MAP testing 	May 2022-2023	1
Formative/Summative assessments	K-5 teachers and all secondary math teachers	Release STAAR tests, Eduphoria data, NWEA Map Growth	2023-2024	Documentation of teacher lesson plans Testing Calendar	<ul style="list-style-type: none"> Performance on assessments and exit tickets 	Throughout the school year 2022-2023	1
Intensive reading intervention for targeted students	K-3 teachers, Reading Interventionist	FCRR, IAG, Neuhaus Basic Language, Take Flight, NWEA Map Reading Fluency	May 2024	Progress monitoring, Istation reports, TPRI	Student growth in areas of identified weakness	Throughout the school year.	1

Ideal State (Goal): Goal II: Staff Quality: Highland ISD will recruit, retain, and support effective teachers and principals.

Objective:

1A- By May 2024, 100% of core academic classes will be taught by appropriately certified teachers, and 100% of paraprofessionals with instructional duties will be ESSA requirements. The LEA will recruit and retain effective leaders.

Action & Strategies Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Provide a yearly stipend for JH and HS science and math positions.	Superintendent , Business manager	Budget	May 2024	<ul style="list-style-type: none"> Payroll Retention of positions 	<ul style="list-style-type: none"> Retention of positions year to year Increased performance scores 	End of each six-week period/EOY	1

Ideal State (Goal): Goal III: School Climate/Safe and Healthy Schools: All students at Highland ISD will be educated in learning environments that are safe, drug free, and conducive to learning.

Objective:

1A- HISD will meet the School Safety Standards and ensure the EOP is updated and implemented.

Action & Strategies Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Retrain all guardians in the Guardian Program	Superintendent		Oct. 2023	<ul style="list-style-type: none"> Documentation of completed retraining 	<ul style="list-style-type: none"> Implementation of House Bill 3 requirements 	May 2024	1, 10
HISD will make improvements on the following: <ul style="list-style-type: none"> Improvement on exterior doors Install protective window film Install Knox Box system Upgrade cameras Upgrade WIFI and extend to all instructional facilities Upgrade fencing to meet new requirements Stop the Bleed kits in every classroom Conduct emergency drills through Raptor 	Superintendent , Principal, Director of Technology	Budget, Grants, Nolan County Health Department	2023-2024	<ul style="list-style-type: none"> Cameras, Use of Raptor through drills and logs, Knox Boxes installed, documentation of meetings with officers 	<ul style="list-style-type: none"> Implementation of House Bill 3 requirements 	May 2024	1, 10
CPR/Stop the Bleed Training	Nurse, Nolan County Fire Department	Programs provided by the nurse and fire department.	May 2024	Documentation on file.	Increased teacher awareness	2023-2024	1, 10

Ideal State (Goal): Goal III: Maintain a positive school climate that encourages successful student learning and participation in co-curricular and extra-curricular activities in a safe and drug free environment.

Objective:

1B- HISD will provide students and staff with assistance and training that promote a safe and drug free environment that will result in fewer office referrals.

Action & Strategies Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Campus search by drug dog	Principal, Superintendent	Drug dog provided by private company, funds provided by general school budgeted item.	2023-2024	<ul style="list-style-type: none"> Documentation of illegal contraband 	<ul style="list-style-type: none"> Fewer office referrals 	Fall and Spring semester	1,10
Secondary student drug screening	Principal	Private company paid by funds from the general school budget.	2023-2024	<ul style="list-style-type: none"> Documentation of random student selection Documentation of positive results 	<ul style="list-style-type: none"> Fewer office referrals 	2023-2024	1,10
DARE Program for 5th and 7th grade	County Deputy, Elementary Teachers, Counselor	DARE Program Material from Nolan County Sheriff's office	2023-2024	<ul style="list-style-type: none"> Documentation of monthly calendar Documentation of teacher lesson plans 	<ul style="list-style-type: none"> Fewer office referrals Fewer classroom disruptions Maintain 96% of higher attendance 	2023-2024	1,10
Emergency Drills	Principals, All Staff	Scheduled drills set by administration	2023-2024	<ul style="list-style-type: none"> State Emergency Drill Log Sheet 	<ul style="list-style-type: none"> Formative Evaluations of each completed drill 	Monthly 2023-2024	1,10
Bully Education	Counselor, Principals, All Staff	ESC 14 Consultant	2023-2024	<ul style="list-style-type: none"> Documentation of counselor plans 	<ul style="list-style-type: none"> Fewer office referrals Fewer classroom disruptions Maintain 96% of higher attendance 	2023-2024	1,10
Suicide Prevention Training	Counselor, All teachers	Online training	2023-2024	<ul style="list-style-type: none"> Documentation of teacher attendance of training 	<ul style="list-style-type: none"> Increased teacher awareness 	2023-2024	1,10
Abstinence Program	Ms. Hendrix, Secondary Principal	WTCSSA	2023-2024	<ul style="list-style-type: none"> Documentation of teacher lesson plans Documentation of monthly calendar 	<ul style="list-style-type: none"> Student goal setting survey Role-play evaluation Pre-and Post-assessments 	2023-2024	1,10
CPS Training	Counselor	CPS Hotline Information	2023-2024	<ul style="list-style-type: none"> Documentation of teacher attendance at training 	<ul style="list-style-type: none"> Increased teacher awareness 	2023-2024	1,10
EOP	Superintendent Principals,	Sheriffs department, Roscoe Police Department, DPS, Game Warden, Threat Assessment Team, Texas State School Safety Training	2023-2024	<ul style="list-style-type: none"> Documentation of Emergency Operations Manual Documentation of Emergency Operations Training Log 	<ul style="list-style-type: none"> Proper procedures are put into practice by all staff 	2023-2024	1,10

School Guest Procedures	Office Staff, All Staff	Guest / Parent Sign-in Book, Guest Badge	2023-2024	<ul style="list-style-type: none"> Documentation of guest / parent sign-in book 	<ul style="list-style-type: none"> All guests wear required badge while on school campus 	2023-2024	1,10
CPR/Stop the Bleed Training	Nurse, Nolan County Fire Department	Programs provided by nurse and fire department.	Aug. 2023	Documentation of teacher attendance at training	<ul style="list-style-type: none"> Increased teacher awareness 	2023-2024	1,10

Ideal State (Goal): Goal IV: College and Career/Graduation/Dropout Reduction: HISD will connect students, classrooms, and campuses to Career, College and Military Readiness (CCMR).

Objective:

1A- HISD will assist students regarding career, college, and military choices through graduation plans and scheduling.

Action & Strategies Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Build graduation plans in 8th grade	Counselor, Principal	TEA Required graduation plans	2023-2024	<ul style="list-style-type: none"> Graduation Plans TSIA completion Student enrollment in specific courses 	<ul style="list-style-type: none"> Completion of Graduation plans 	2023-2024	1,2,3
Implement Career Exploration courses in 7th and 8th grade	Counselor, Principal	Xello	2023-2024	Student transcript	<ul style="list-style-type: none"> Completion of Graduation Plans 	2022-2023	1,4
Maintain dual credit participation	Principal, Counselor	Western Texas College	2023-2024	<ul style="list-style-type: none"> WTC Transcript 	<ul style="list-style-type: none"> Transferable course credit to post secondary degrees 	2023-2024	1,6
Provide Industry Based Certifications for post-secondary readiness	CTE Teachers, counselor	Microsoft office, AWS Welding	2023=2024	<ul style="list-style-type: none"> Certifications 	<ul style="list-style-type: none"> Passed certifications and credit for completion through CCMR 	2022-2023	1,2,3
College Field Trips	School Guidance Counselor	School vehicle transportation; Student Activity Fund	2022-2023	<ul style="list-style-type: none"> Student college sign-in sheets 	<ul style="list-style-type: none"> Exposure to different college/university settings. 	Fall 2022	1,2,3
Senior mock job interviews & resume	Counselor, English teacher, SEED	SEED examples, and templates	2023-2024	Feedback from SEED interviewers	Job readiness	Spring 2024	1,2,3

Ideal State (Goal): Goal V: Community/Diversity Communication: Parents and community members will be partners in the education of students in HISD.

Objective:

1A- By May of 2024, 90% of all students' parents/guardians and/or family members will participate in at least one school sponsored academic activity for/with their child(ren).

Action & Strategies Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I Schoolwide Components
Communicate with parents concerning absences and tardies	Dean of Students	PEIMS Report each six weeks	2023-2024	<ul style="list-style-type: none"> Letters to parents, phone calls 	<ul style="list-style-type: none"> Increased attendance and decreased tardies 	Six Weeks	1,10
Schoolwide Google Calendar	Principal, Technology Director	Google calendar app, school email to submit dates	2023-2024	<ul style="list-style-type: none"> Website 	<ul style="list-style-type: none"> Increased attendance at events 	2023-2024	1,10

