

BORGER H S
Campus Improvement Plan
2016/2017

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

- Objective 1.** Borger High School will achieve alignment between the written, taught and tested curriculum as evidenced by 2016-2017 STAAR and EOC test results.
- Objective 2.** Borger High School will promote highly effective instruction that will meet the needs of all students and increase student achievement as evidenced by 2016-2017 STAAR and EOC test results.
- Objective 3.** Borger HS will provide intensive interventions remediation, and prevention strategies for students not mastering grade level content or previous year's state assessment.
- Objective 4.** The District will promote highly effective instruction for LEP and Special Education students to increase student achievement and close identified learning gaps.
- Objective 5.** Increase enrollment, participation and rigor of PAP, AP, and Concurrent Courses.
- Objective 6.** Borger HS will provide vocational technical education and college prep classes to prepare students for the workplace and for post secondary education.
- Objective 7.** Borger HS will provide alternative learning environments and modes of instruction to increase graduation rates.
- Objective 8.** Borger HS will provide all students education on drug, alcohol, violence, and bullying awareness and prevention.
- Objective 9.** Borger HS will provide all students with opportunities for completion of certification or endorsements in career paths that will increase student achievement in career-related areas and give students employable skills necessary for the workplace.
- Objective 10.** Borger HS will provide students with opportunities for academic excellence through extra curricular student organizations.

Goal 2. Borger ISD will increase student achievement by providing high quality professional development.

- Objective 1.** All Borger ISD core content faculty will receive professional development to support the delivery of a rigorous and relevant curriculum in preparation for the STAAR testing.
- Objective 2.** Borger HS teachers will be provided professional development opportunities that will impact each campus CIP plan.

Goal 3. Borger High School will strive to improve public support and confidence.

- Objective 1.** Borger High School will improve lines of communication and increase campus administrator visibility in order to establish a strong, positive campus climate.
- Objective 2.** Borger HS will promote parent/community partnerships in education by increasing parental/community involvement opportunities.
- Objective 3.** Borger HS will provide translation services for Non-English speaking parents and written communication will be available in English/Spanish.

BORGER H S

Objective 4. Borger ISD will meet the needs of foster students.

Goal 4. Borger HS will create and maintain a safe environment.

Objective 1. Borger HS will provide all students with training on drug, alcohol, violence, bullying awareness, and prevention.

Objective 2. Borger HS staff will implement established safety procedures.

Goal 5. Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

Objective 1. Borger HS will utilize innovative technologies that aid in instruction in classrooms

Objective 2. Borger HS will provide innovative professional development in technology related areas.

Objective 3. Borger HS will implement online testing for students.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 1. Borger High School will achieve alignment between the written, taught and tested curriculum as evidenced by 2016-2017 STAAR and EOC test results.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilization of KILGO components to support curriculum alignment and assessment development.	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal, Teacher(s)	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Common Formative assessment for each six weeks.
2. Weekly verb discussions and two-week chunk meetings to make sure that instruction is aligned to the rigor of the verb and the pacing of instruction is aligned with Kilgo.	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal	August 2016 - May 2017	(L)Local SSA (Shared Services Arrangement)	Summative - Common Formative Assessment and STAAR/TAKS results.
3. Training in and development of common formative assessments and benchmarks reflective of new state assessment rigor.	Executive Director of Special Programs, Instructional Liaison, Principal	November 2016	(L)Local SSA (Shared Services Arrangement)	Summative - Common formative assessments every 6 weeks.
4. New employees to the district or to grade levels will have the opportunity to attend KILGO Scope and Sequence and Data Driven Decision Making to support implementation sustainability efforts.	Executive Director of Special Programs, Principal	District Designated Days	(O)District Aligned Professional Development, (O)Personnel	Summative - Certificates of completion and agenda
5. Verification of consistent implementation of scope and sequence through lesson plan audits.	Assistant Principal(s), Principal	August 2016 - May 2017	(O)Educator Lesson Plans, (O)Staff Time	Summative - Common Formative Assessments every 6 weeks. Lesson plan audit results and improved students achievement every 9-12 weeks.
6. Administrators will meet with departments to disaggregate and analyze common formative assessments in order to place students in appropriate tiered interventions.	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal	August 2016 - May 2017	(O)Access to Student Performance Data	Summative - Increased passing rates on common formative assessments/STAAR/TAKS.
7. Collaborative planning times (Treasure Hunts) will be scheduled every 6 weeks for core-teachers.	Instructional Liaison, Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - AESOP records and sign-in sheets
8. Alignment of instruction, curriculum, and resources to address the content, context verb, and academic vocabulary to the depth and complexity of the TEK/SE.	Assistant Principal(s), Core Subject Teachers, Director of Curriculum and Instruction, Instructional Liaison, Principal	August 2016 - May 2017	(O)Resource Calibration Instrument, (O)Staff Time, (O)Teacher pedagogy	Summative - Common formative assessments every 6 weeks. Increase scores on state assessments.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 1. Borger High School will achieve alignment between the written, taught and tested curriculum as evidenced by 2016-2017 STAAR and EOC test results.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Development of district curriculum team to analyze and develop resource documents that align KILGO components.	Core Subject Teachers, Director of Curriculum and Instruction, Instructional Liaison, Principal	October 2016	(F)KILGO Training and Resources, (O)Access to Student Performance Data	Summative - Increase student achievement on state and local assessments. Sign in sheets, and working copies of curriculum.
10. Borger HS will continue to utilize the previously developed plan for students transitioning from DAEP to ensure consistency in curriculum alignment and rigor level while in an alternative placement.	Assistant Principal(s), Principal	August 2016 - May 2017	(O)No Associated Cost	Summative - Student plans, communication logs, student achievement scores on local assessments post DAEP placements.
11. Improve ELL writing skills with the use of scaffolding, ELPS, and instructional strategies (ie. graphic organizers and linguistic supports). SYSTEM SAFEGUARDS	Assistant Principal(s), Teacher(s)	August 2016- May 2017		Summative - Principal walk through data, lesson plan audits, state and local assessment scores
12. Development of formative assessment for ELL students to gain insight to academic writing level. SYSTEM SAFEGUARDS	Teacher(s)	August 2016- May 2017		Summative - Scores on Woodcock-Munoz writing evaluation
13. Improve EOC scores using data-driven strategies.	Assistant Principal(s), Core Subject Teachers, Director of Curriculum and Instruction, Instructional Services Coordinator, Principal	Aug 2016-May 2017		Summative - Summative - Increase student achievement on EOC assessments.
14. Borger HS will actively monitor students identified as at-risk and implement individualized intervention and assistance as needed.		August 2016- June 2017		Summative -
15. Borger HS will collaborate with all involved in the assessment of educational strategies and methods when dealing with students requiring 504 services.				Summative -

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 2. Borger High School will promote highly effective instruction that will meet the needs of all students and increase student achievement as evidenced by 2016-2017 STAAR and EOC test results.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide systematic and sustained professional development through instructional coaching.		August 2016- May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Contact log, coaching documentation and increased teacher pedagogy as evidenced by walk through data and PDAS.
2. Utilization of higher level/open ended questioning, requiring multi-step processing.	Assistant Principal(s), Director of Curriculum and Instruction, Instructional Liaison, Principal	August 2016 - May 2017	(O)Access to Taxonomy and Question Stems, (O)No Associated Cost, (O)Teacher pedagogy	Summative - Administrator walk through data, lesson plan audits every 6-9 weeks, increased student achievement as evidenced by increased performance on state and local assessments.
3. Campus and district administrators will utilize new walk through procedures to gather data and monitor the effectiveness of classroom instruction. Collected data will be analyzed for areas of teacher need and strategic plan will be created to address those needs.	Assistant Principal(s), Principal	August 2016 - May 2017 -every 6 weeks	(O)No Associated Cost	Summative - Administrator walk through data, action plans every 6 weeks. PDAS evaluations.
4. Utilization of sheltered instructional strategies and English language proficiency standard to scaffold instruction. SYSTEM SAFEGUARDS	Core Subject Teachers, Director of Curriculum and Instruction, Principal	August 2016 - May 2017	(O)Campus Based Professional Development, (O)Staff Time, (O)Teacher pedagogy	Summative - Instructional coaching logs walk through action plans every 6 weeks. Increased student achievement scores as evidenced through local and state assessments.
5. Borger High School offered many Professional Development series of the "Fundamental Five" and once a month book study for the new teachers.	Assistant Principal(s), Principal	August 2016- May 2017	(O)Local Districts	Summative - Instructing coaching for the classroom teacher. Framing the lesson, working in the power zone, frequent small group purposeful talk, recognize and reinforce, and critical writing.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 3. Borger HS will provide intensive interventions remediation, and prevention strategies for students not mastering grade level content or previous year's state assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will use Flex in core areas for students not successful on the previous year's state assessment and as a preventive strategy to increase student achievement on the state assessment.	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Increased student achievement scores as evidenced through local and state assessments.
2. Borger ISD will utilize before school, at lunch, and afterschool "ZAP" or Zeroes Aren't Permitted program to address the needs of students who fail to complete assignments.	Assistant Principal(s), Core Subject Teachers, Principal	August 2016-May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Record of students attendance and increase in achievement as evidenced through course grades.
3. Borger HS will provide summer school for students needing remediation.	Assistant Principal(s), Core Subject Teachers, Principal	June 2016 and June 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Lesson Plans and attendance logs and post assessment results.
4. Provide extra academic support for SPED students in core classes by providing hands-on activities, models, modifications, and accomodations. SYSTEM SAFEGUARDS	Teacher(s)	August 2016 - May 2017		Summative - Increased test scores, benchmarks, administrative walkthroughs
5. Inclusion for SPED students in the area of writing by using hands-on activities related to every day life. SYSTEM SAFEGUARDS	Special Education Teachers, Teacher(s)	August 2016 - May 2017	(O)Personnel	Summative - Increased test scores, benchmarks, administrative walk throughs
6. Borger High School will provide supplemental reading instruction and support for ELL's through web-based learning programs such as: Fast ForWord and Dyned. We are also providing teacher support for the General EdTeachers to help with strategies for mastery.	Special Education Teachers, Teacher(s)	August 2016-May 2017		Summative - Increase test scores, benchmarks, administration walk throughs.
7. Borger High School will provide Special Education assistance in the area of Reading.	Special Education Teachers, Teacher(s)	August 2016-May 2017		Summative - Increase test scores, benchmarks, administrative walk throughs.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 4. The District will promote highly effective instruction for LEP and Special Education students to increase student achievement and close identified learning gaps.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Special Education teachers and general education teachers will participate in common professional learning communities and resource collaboration teams to analyze student data, align instructional practices, collaborate resources and increase teacher pedagogy. SYSTEM SAFEGUARDS	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal, Special Education Teachers	August 2016 - May 2017	(O)No Associated Cost	Summative - Sign-In sheets, collaboration documentation. Increase student achievement as evidenced by performance on state and local assessments.
2. ESL resources and materials for identified ELL students. SYSTEM SAFEGUARDS	Director of Curriculum and Instruction, Teacher(s)	August 2016 - May 2017	(F)Title III Bilingual / ESL	Summative - Expenditure reports walk through data, lesson plan audits every 6 weeks, increased scores on local and state assessments.
3. Borger HS will utilize technology programs for designated ESL students to assist in language acquisition. SYSTEM SAFEGUARDS	Director of Curriculum and Instruction, Teacher(s)	August 2016 - May 2017	(F)Title III Bilingual / ESL	Summative - Program students usage logs.
4. Continue to increase use of English Language Proficiency Standards in daily lesson plans and daily instructional delivery. SYSTEM SAFEGUARDS	Assistant Principal(s), Director of Curriculum and Instruction, Principal, Teacher(s)	August 2016 - May 2017	(O)No Associated Cost, (O)Teacher pedagogy	Summative - Lesson plan audits and walk throughs every 6 weeks and increased student achievement on TELPAS.
5. Borger HS will sustain or increase the number of teachers per grade level with ESL endorsements to meet the needs of the ESL population. SYSTEM SAFEGUARDS	Assistant Principal(s), Director of Curriculum and Instruction, Principal	August 2016 - May 2017	(O)Access to Preparation Class	Summative - ESL endorsement documentation, teacher to student ratio analysis and increase student achievement on state and local assessments.
6. Increase the number of special education students taking the STAAR/critical success factor: Academic Performance. SYSTEM SAFEGUARDS	ARD Committee, Assistant Principal(s), Director of Special Education, Principal, Special Education Teachers	August 2016 - May 2017	(F)IDEA Special Education	Summative - Lesson plans reflecting appropriate TEKS and rigor every 6 weeks and reduction in the number of students taking STAAR M, ARD committee documentation.
7. LPAC Goals (Target Group: ESL, Migrant, LEP) (NCLB: 2)	Director of Curriculum and Instruction, Instructional Liaison, Instructional Services Coordinator, Principal, Special Education Teachers	August 2016- May 2017		Summative - LPAC Documentation

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 5. Increase enrollment, participation and rigor of PAP, AP, and Concurrent Courses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase enrollment of PAP, AP, and concurrent courses by disseminating information about course availability.	Assistant Principal(s), Core Subject Teachers, Counselor(s), Instructional Liaison, Principal, Teacher(s)	August 2016- May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Increased Enrollment and Advanced Academic Courses.
2. Provide training opportunities to all AP/PAP teachers on a yearly basis.	Assistant Principal(s), Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Training certificates and an increased number of passing scores on AP exams.
3. Meet with Frank Phillips College representatives in order to maintain a strong relationship and seek ways to strengthen concurrent offerings.	Assistant Principal(s), Counselor(s), CTE Coordinator, Instructional Services Coordinator, Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Increased concurrent course offerings.
4. Development of an AP committee to address advanced academics with a focus on advanced placement, dual credit/concurrent, and increase Advanced, Level III performance on state assessments.	Director of Curriculum and Instruction, G/T Lead Teacher, Principal	August 2016 - May 2017	(O)No Associated Cost	Summative - Sign in sheets, agendas, increased enrollment and performance in advanced academics classes and on required academic assessments and increased commended performance as evidenced by enrollment numbers and student performance.
5. Continue to facilitate alignment of rigorous Pre-AP/AP curriculum.	Director of Curriculum and Instruction, Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Lesson Plan audit data, walk through data, AP test scores, STAAR level 3 scores.
6. Utilize differentiated instructional strategies that are rigorous and relevant to strengthen the quality of instruction in Pre-AP, AP, and dual credit course offerings.	Director of Federal Programs and Instruction, Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments, (O)Materials	Summative - Walk through data, lesson plans audits, and increase in student achievement as evidenced by an increase in number of students scoring 3 or higher on AP exam by 5%.
7. Borger ISD will provide opportunities for students to take the PSAT at 10th and 11th grade.	Assistant Principal(s), Counselor(s), Principal	May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Increase the number of students taking the PSAT.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 6. Borger HS will provide vocational technical education and college prep classes to prepare students for the workplace and for post secondary education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. College information is disseminated by counselors on-higher education requirements.	Counselor(s)	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Count of materials/number of times materials are distributed and increased number of students participating in post secondary education as evidenced by survey, application data.
2. Borger ISD will offer college preparatory activities such as counseling, ASVAB, military recruiting and college days.	Counselor(s), Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Increased number of students interested in post secondary educational opportunities.
3. Development of CTE Advisory Committee to address CTE program needs and program effectiveness.	District CTE Coordinator, Instructional Liaison	August 2016- May 2017	(O)No Associated Cost	Summative - Sign in sheets, agenda, increased CTE student participation and achievement as demonstrated by enrollment and student performance on state assessment.
4. Borger ISD students will have the opportunity to select course study from a variety of clusters.	District CTE Coordinator, Principal	August 2016 - May 2017	(F)CTE Carl Perkins	Summative - Increased students achievement based upon local and state assessments.
5. Students will explore careers that match their goals, interests, or abilities by utilizing the "Bridges" program and BHS Career and College Night.	Counselor(s), District CTE Coordinator	August 2016- May 2017	(F)CTE Carl Perkins	Summative - Number of participants utilizing the program as evidenced by technology usage records.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 7. Borger HS will provide alternative learning environments and modes of instruction to increase graduation rates.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continued utilization of previously developed processes and procedures to ensure appropriateness of discretionary DAEP placements.	Assistant Principal(s), Principal	August 2016 - May 2017	(O)No Associated Cost, (O)Personnel	Summative - Reduction in discretionary DAEP placements.
2. Borger HS will continue to utilize the previously developed communication plan between the DAEP and the student's home campus to monitor student progress so that core subject teachers can provide instructional support as needed.	Assistant Principal(s), Principal	August 2016- May 2017	(O)No Associated Cost, (O)Personnel	Summative - Communication logs, individual students plans, lesson plans, students achievement as evidenced by post DAEP placement assessments.
3. Provide smaller class and self-paced curriculum through North Star Academy.	Director of Curriculum and Instruction	August 2016- May 2017	(S)State Compensatory	Summative - Campus rosters, student's credit recovery data, Odyssey performance usage reports and number of students successfully recovering/earning credits to graduate.
4. Homebound instruction for students during pre-natal care, per doctor order.	Assistant Principal(s), Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Homebound academic records, homebound attendance record increased student's achievement and increased graduation for pregnant and parenting teens.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 8. Borger HS will provide all students education on drug, alcohol, violence, and bullying awareness and prevention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Inservice training for teachers.	Assistant Principal(s), Principal	August 2016 - May 2017	(F)Professional Development	Summative -
2. Red Ribbon Week	Executive Director of Special Programs	August 2016 - May 2017	(L)Local Projects, (O)Local Districts	Summative - Increase student awareness about alcohol, tobacco, and other drug and violence prevention.
3. Senior's attended a "Drinking and Driving" prevention at FPC.	SRO Officer	April 2017	(L)Local Projects	Summative - Students got to wear goggles that simulated drunk driving at FPC.
4. Positive Behavior	Assistant Principal(s), Core Subject Teachers, Principal	August 2016-May 2017		Summative - Students at BHS got to participate in a school wide Lib Dud for their good behavior.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 9. Borger HS will provide all students with opportunities for completion of certification or endorsements in career paths that will increase student achievement in career-related areas and give students employable skills necessary for the workplace.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Beginning with the freshman class of 2015-2016 school year, mandatory student enrollment in career path/endorsement of choice, including Multidisciplinary Studies, Arts & Humanities, Public Services, STEM, Business and Industry, English Language Arts, Mathematics, Science, and Social Studies	Assistant Principal(s), Counselor(s), CTE Coordinator, Director of Curriculum and Instruction, High School CTE Coordinator, Principal	August 2016-2017	(O)Staff Time	Summative - Enrolment numbers in selected career path/endorsement
2. Increasing availability of innovative career path/endorsement related courses in CTE.	Director of Curriculum and Instruction, District CTE Coordinator, High School CTE Coordinator, Principal, Teacher(s)	August 2016-May2017	(O)Staff Time	Summative - Description of Course Catalog offerings
3. Researching and implementing certification programs for students	Assistant Principal(s), District CTE Coordinator, High School CTE Coordinator, Principal, Teacher(s)	August 2016-May 2017	(O)Staff Time	Summative - List of current and future certification offerings.

BORGER H S

Goal 1. Borger High School will improve academic achievement for all students and will meet the accountability standards.

Objective 10. Borger HS will provide students with opportunities for academic excellence through extra curricular student organizations.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will be provided with the opportunity to become members of the National Honor Society which will increase student achievement by maintaining a high academic standard. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	August 2016- June 2017		Summative -

BORGER H S

Goal 2. Borger ISD will increase student achievement by providing high quality professional development.

Objective 1. All Borger ISD core content faculty will receive professional development to support the delivery of a rigorous and relevant curriculum in preparation for the STAAR testing.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Sustained training with Margaret Kilgo consulting in the areas of Scope and Sequence, Data Driven Decision Making, and Assessment.	Core Subject Teachers, Director of Curriculum and Instruction, Instructional Liaison, Principal	Dates of Training Availability	(F)Title IIA Principal and Teacher Improvement	Summative - Certificates of completion, lesson plan audits, walk through data, PDAS data and local assessment/STAAR/EOC results
2. Collaborative resource collaboration team meetings.	Instructional Liaison, Principal, Teacher(s)	Every Six-Nine Weeks	(L)Local Taxes and State Per Capita Allotments	Summative - Sign in sheets and completed resource rubrics turned in to campus administrator and increased student achievement on state and local assessments.
3. Instructional coaches professional development with a focus on building common vocabulary, process skills, and on building an instructional strategy for leading and coaching.	Professional Educational Consultants	November 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets, certificates of completion (November), increased instructional coaching capacity as evidenced by coaching documentation.
4. Borger ISD will utilize instructional liaisons to facilitate planning, curriculum/assessment alignment and instructional strategies coaching with core content area teachers.	Principal	August 2016-May 2017	(F)Title IIA Principal and Teacher Improvement	Summative - Instructional coaching documentation, agenda, sign in sheets and increased alignment of curriculum, increased teacher pedagogy as evidenced by PDAS.
5. Professional Development to address instructional practices appropriate for preparing students STAAR/EOC testing.	Director of Curriculum and Instruction, Principal, Teacher(s)	August 2016 - May 2017	(F)Title IIA Principal and Teacher Improvement	Summative - Local assessments and STAAR/EOC results. Walk through data and PDAS data.
6. Professional development to address instructional pedagogy.	Core Subject Teachers, Director of Curriculum and Instruction, Instructional Liaison, Principal	August 2016 - May 2017	(F)Title IIA Principal and Teacher Improvement	Summative - sign in sheets and certificates of completion

BORGER H S

Goal 2. Borger ISD will increase student achievement by providing high quality professional development.

Objective 2. Borger HS teachers will be provided professional development opportunities that will impact each campus CIP plan.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional development on working with students and families in poverty. SYSTEM SAFEGUARDS	Director of Curriculum and Instruction	August 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets and certificates for attendance.
2. Provide professional learning community (PLC) professional development for teachers at Borger HS.	Director of Curriculum and Instruction, Principal, Professional Educational Consultants	August 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets and certificate attendance for 2012
3. Collaborative PLC meetings between CTE coordinator and CTE teachers to monitor implementation of the CTE Continuous Improvement plan.	CTE Coordinator, High School CTE Coordinator, Teacher(s)	August 2016 - May 2017	(O)No Associated Cost, (O)Teacher pedagogy	Summative - Sign in sheets and agendas
4. Designated CTE teachers will attend work-based learner training for appropriate certification.	District CTE Coordinator, High School CTE Coordinator, Teacher(s)	October 2016	(F)CTE Carl Perkins	Summative - ESC record of attendance and certificates of completion.
5. Two day step by step inclusion training. Focus will be on developing a systems approach to all of the factors impacting inclusive education.	Professional Educational Consultants	September 2016	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets and certificates of completion
6. Provide professional development on student-centered instruction to increase teacher awareness of culturally diverse approaches to instruction.	Director of Curriculum and Instruction	August 2016 - May 2017	(F)Title IIA Principal and Teacher Improvement	Summative - Principal walk throughs
7. Provide opportunities for collaboration between CTE and core teachers to discuss common vocabularies and reinforcement of core curriculum standards, with an emphasis on writing.	Core Subject Teachers, High School CTE Coordinator, Instructional Liaison, Teacher(s)	August 2016- May 2017	(O)Campus Based Professional Development, (O)Staff Time	Summative - Teacher discussion within PLC's

BORGER H S

Goal 3. Borger High School will strive to improve public support and confidence.

Objective 1. Borger High School will improve lines of communication and increase campus administrator visibility in order to establish a strong, positive campus climate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Detailed communications will be sent out after each department head meeting to all staff to promote consistent knowledge of discussions/activities/campus needs and focus items.	Instructional Liaison, Principal	August 2016 - May 2017	(O)No Associated Cost	Summative - Log of campus instructional communications.
2. Department Heads will meet regularly with their departments and as needed to communicate information that has been given to them for distribution.	Instructional Liaison, Principal	August 2016 - May 2017	(L)Local SSA (Shared Services Arrangement)	Summative - Department Meeting Agendas and sign-in sheets
3. Parents will have the opportunity to meet with teachers to discuss their child's academic achievement during "Parent Teacher Conference Day" and throughout the year when needed.	Assistant Principal(s), Principal, Teacher(s)	October 2016 on going as needed	(O)No Associated Cost, (O)Personnel	Summative - Number of parent participants as evidenced by sign in sheets.
4. Provide parents with the information regarding Borger HS: Calendar of Events, Channel 11, District Website, Regular Campus Communications, Campus Newsletters, Borger Herald Articles, Reports Cards.	Assistant Principal(s), Parent Involvement Coordinators, Principal, Superintendent(s), Teacher(s)	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Increased Parent Involvement as evidenced by school contacts, volunteer sign in sheets.
5. Automative Calling system will be used to inform parents of upcoming testing, calendar items, grade reporting dates and other important information.	Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Increase parent participation.
6. Borger High School administrators will be visible in the hallways and in classrooms in order to be available to answer questions or talk about concerns.	Assistant Principal(s), Principal	August 2016 - May 2017	(O)No Associated Cost	Summative - Data from campus administrator log
7. Borger High School administrators and staff will return emails and phone calls to parents in a timely manner.	Assistant Principal(s), Principal, Teacher(s)	August 2016 - May 2017	(O)No Associated Cost	Summative - Communication logs

BORGER H S

Goal 3. Borger High School will strive to improve public support and confidence.

Objective 1. Borger High School will improve lines of communication and increase campus administrator visibility in order to establish a strong, positive campus climate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Administrators and teachers will promote a positive climate within the district by nominating and awarding a peer teacher with the Velma Freeman Gillespie/Zelma Freeman Root Foundation Award for teaching excellence.				Summative -

BORGER H S

Goal 3. Borger High School will strive to improve public support and confidence.

Objective 2. Borger HS will promote parent/community partnerships in education by increasing parental/community involvement opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will host back to school orientation "New Year's Party".	Assistant Principal(s), Principal, Teacher(s)	August 2016	(O)No Associated Cost, (O)Personnel	Summative - Parent participation as evidenced by sign in sheets.
2. Increase parental involvement in the education of children through ARD meetings, LPAC meetings, parent volunteer program, and School Orientations. SYSTEM SAFEGUARDS	Assistant Principal(s), Parent Involvement Coordinators, Principal, Teacher(s)	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Sign in sheet and agendas
3. Borger HS campus will host PTO and Booster Club organizations.	Assistant Principal(s), Principal, Teacher(s)	Monthly	(O)No Associated Cost	Summative - Number of parent participants as evidenced by memberships
4. Borger HS will provide opportunities for parent involvement through parent/teacher compacts, parent advisory and site based meeting.	Assistant Principal(s), Parent Involvement Coordinators, Principal	August 2016 - May 2017	(O)No Associated Cost, (O)Personnel	Summative - Parent involvement and sign in sheets
5. Parents will receive a copy of the School Improvement LEA Parent Notification letter in their student's back to school packet. The letter is posted on district website and new students enrolling in the district receive a copy in their enrollment packet.	Director of Federal Programs and Instruction	August 2016	(O)No Associated Cost	Summative - Copy of Letter, parent signatures of receipt, posting on district website, TEA submission documentation.

BORGER H S

Goal 3. Borger High School will strive to improve public support and confidence.

Objective 3. Borger HS will provide translation services for Non-English speaking parents and written communication will be available in English/Spanish.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS campus will designate at least one person to translate Spanish/English for conferences. SYSTEM SAFEGUARDS	Principal	August 2016 - May 2017	(O)No Associated Cost, (O)Personnel	Summative - Parent Participation as evidenced through conference sign in sheets.
2. Borger HS will to the extent possible, provide written communications from campus and district in both English/Spanish.	Assistant Principal(s), Parent Involvement Coordinators, Principal	August 2016 - May 2017	(O)No Associated Cost	Summative - Copies of parental communication in English and Spanish.

BORGER H S

Goal 3. Borger High School will strive to improve public support and confidence.

Objective 4. Borger ISD will meet the needs of foster students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger ISD will collaborate with Texas Department of Family and Protective Services to develop and implement clear, written procedures for how transportation to maintain a student in foster care in his or her school of origin (unless it is not in the student's best interest) will be provided, arranged and funded. (Title I SW: 10) (Target Group: All) (NCLB: 5)	Instructional Services Coordinator, Superintendent(s)	December 2016-May 2017	(F)Federal Grants, (S)Local Funds	Formative -

BORGER H S

Goal 4. Borger HS will create and maintain a safe environment.

Objective 1. Borger HS will provide all students with training on drug, alcohol, violence, bullying awareness, and prevention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Community wide drug free rally during Red Ribbon Week (student programs and awareness materials distributed).	Assistant Superintendent(s), Principal	October 2016	(O)Access to facilities, (O)Personnel	Summative - Sign in sheets
2. All High School staff will follow procedures for all drills/actual incidences as outlined in the established campus Emergency Operation Plan.	Principal	August 2016 - May 2017	(O)No Associated Cost	Summative - Documentation of safety drills and reports.

BORGER H S

Goal 4. Borger HS will create and maintain a safe environment.

Objective 2. Borger HS staff will implement established safety procedures.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will utilize the RAPTOR visitor management system.	Principal	August 2016 - May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Campus Visitor Data Records.
2. Borger HS will utilize surveillance cameras to monitor parking lots and facilities.	Director of Environmental Services, Principal	August 2016- May 2017	(L)Local Taxes and State Per Capita Allotments	Summative - Surveillance records and decrease in vandalism, loitering, facility safety.

BORGER H S

Goal 5. Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

Objective 1. Borger HS will utilize innovative technologies that aid in instruction in classrooms

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Installation of smart boards in all high school classrooms.	Director of Technology, Principal, Superintendent(s)	August 2016-May 2017	(O)Staff Time	Summative - list of classrooms with smart boards installed
2. Provision of multiple iPad labs for teacher use.	Director of Technology, Principal, Superintendent(s)	Aug 2016- May 2017	(O)Staff Time	Summative - List of iPad labs available, sign up sheet for iPad lab use.

BORGER H S

Goal 5. Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

Objective 2. Borger HS will provide innovative professional development in technology related areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide quality professional development for teachers using Smart Baords	Principal, Teacher(s)	August 2016		Summative - Professional Development
2. Provide quality professional development in innovative technologies for teachers	Director of Technology, Principal, Teacher(s)	August 2016		Summative - Professional Development

BORGER H S

Goal 5. Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

Objective 3. Borger HS will implement online testing for students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide online STAAR-A testing for BHS Students	Assistant Principal(s), Counselor(s), Principal	June 2016-June 2017	(O)Personnel, (O)Staff Time	Summative - Options for online testing to replace paper test.
2. Provide online TELPAS testing for ESL and LEP students.	Assistant Principal(s), Counselor(s), Instructional Liaison, Instructional Services Coordinator, Principal	Aug 2016- May 2017	(O)Personnel, (O)Staff Time	Summative - Options for online testing to replace paper test.

BORGER H S Site Base

Name	Position
Ammerman, Matt	Principal
Carroll, Shannon	Frank Phillips College
Conaway, Dede	Associate Principal
Denton, Bree	CTE
Denton, Michael	Inclusion/Math Teacher
Gonnering, David	General Education
Horton, Linda	CTE/ Department Head
Mcquade, Sandra	Assistant Principal
Murga, Pedro	ESL/Spanish/Department Head
Price, Jud	Business Member
Schroeder, Barbie	Instructional Services Coordinator
Watkins, Natalie	Parent
Welch, Luke	Assistant Principal

Borger High School 2016/2017 Campus Needs Assessme

Introduction

The Borger High School SBDM committee met on September 26, 2016 in order to assess the needs and strengths of Borger High School. The needs assessment enabled the committee to identify gaps in curriculum, instruction, and other areas of importance. Evidence compiled from the needs assessment were used to develop activities/strategies in the Campus Improvement Plan. Recommendations for the 2016-2017 Campus Improvement Plan were based on the study/disaggregation of the following data:

- a. STAAR/TAKS data
- b. AYP data
- c. ACT/SAT results
- d. Parent Surveys
- e. Campus Demographic Data

Demographics

Borger, Texas is located in the Texas Panhandle in Hutchinson County. Borger High School consists of four grades (9th - 12th) and serves around 800 students. According to the latest AEIS report, Borger High School is approximately 5 percent African-American, 40 percent Hispanic and 49 percent White and 6% other. Also according to the latest AEIS report, 4.4 percent of the campus is listed as Bilingual/ESL, 77 percent CTE, 9.2 percent Gifted and Talented and 11.6 percent of the campus is listed as special education. Finally, 64% of the campus is Non-Educationally Disadvantaged, 36 percent of the campus is listed as Economically Disadvantaged and 40 percent of the campus is At-Risk according to the latest AEIS report. Hispanic, At-Risk and Economically Disadvantaged populations continue to increase.

Student Findings

The 2013-2014 first time test taker in Algebra, they scored 90% compared to 78% statewide. In Biology, they scored 94% compared to 84% statewide. In English I, they scored 79% compared to 61% statewide. In English II, they scored 79% compared to 67% statewide. In US History they scored 90% compared to 72% statewide.

The 2014-2015 first time testers, in the area of Algebra, they scored 85% compared to 85% statewide. In Biology, they scored 94% compared to 94% statewide. In English I, they scored 69% compared to 71% statewide. In English II, they scored 76% compared to 73% statewide. In US History they scored 94% compared to 92% statewide. On the STAAR EOC Tested areas, 69% Borger High School 71% state averages with English I being the weakest subject tested.

We are waiting for the state wide averages to be released at this point.

Overall, it was found that Special Education, Economically Disadvantaged and Hispanic students scored lower on tests than other students and that these areas are an increasing part of the student population or, as in the case of the Special Education students are at a higher percentage of the population compared to the district or the state average percentages.

Campus Needs Assessment Priorities

Goal 1:

Borger High School students will improve academic achievement for all students and will meet the 2016-2017 accountability standards.

Goal 2:

Borger High School will implement timely and necessary professional development in order to increase student achievement and improve the teaching and learning process.

Goal 3:

Borger High School will establish clear communication methods between the administration and staff and between the school and parents with the goal of building trust.

Goal 4:

Borger High School will strengthen the current PAP, AP and Concurrent program.