

Paradise Independent School District

Paradise High School

2018-2019 Goals/Performance Objectives/Strategies

Mission Statement

The mission of Paradise High School is to unite the efforts of staff with the support of parents and community to provide challenging educational opportunities in academic, career and technology, and leadership areas for all students. We will demonstrate service, integrity and excellence in all that we do. We will provide an environment in which students become proficient, life-long learners who make successful contributions to society.

Vision

The vision of Paradise High School is to provide a climate which empowers students and provides an academic rigor for excellence in order to promote a self reliant, self confident, life long learner.

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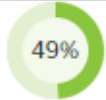




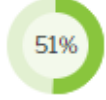

Goals








Goal 1: Improve Student Achievement

Performance Objective 1: All STAAR tested areas will be at least 5% above the state percentage

Evaluation Data Source(s) 1: 2019 STAAR results

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>1) NWEA Mapping - Grades 9 and 10 in content ELAR and Math</p>	Principals and Content Teachers	Teachers will have current data on each student's level of attainment of TEKS/standards in order to close the gaps in their learning. The impact will be higher student achievement.				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) Administrators book study. Classroom Assessment for Student Learning - Doing It Right - Using It Well.</p>	Principal	Common vocabulary from all campuses on formative assessment and how to guide teachers in these techniques.				
<p>3) Contact and network with schools in the top quartiles of our comparison schools list. Host or visit these school(s).</p>	Principal	Sharing of information and resources to improve classroom instruction and possible student schedules.				
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>4) District wide writing initiative. All contents will write in their classrooms using common procedures, including graphic organizers and scoring rubrics.</p>	Assistant Supt., Principals, Teachers	Students will increase their communication skills in writing, reading comprehension and thinking.				
<p>Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>5) Norma Jackson literacy training, half day training on writing across the curriculum and conventions/rubrics. 2-18-19</p>	Assistant Supt., Principals	Student achievement in reading, writing, and problem-solving/critical thinking.				

<p align="center">Critical Success Factors CSF 1 CSF 7</p> <p>6) Half day training for HS ELA teacher on strategies, resources and upcoming TEKS revisions Consultant Tosh McGaughy-ESC 11.</p>	<p>Assistant Supt. and Principal</p>	<p>Teacher supported in understanding the Reading TEKS standards, available resources to impact student learning.</p>				
<p>7) Teachers will attend the CAST conference in Fort Worth (10-31 - Nov. 3).</p>	<p>Assistant Supt., Principal</p>	<p>Teachers will bring back new strategies and better understand streamlined TEKS and SEs.</p>				
<p align="center">PBMAS Critical Success Factors CSF 1 CSF 7</p> <p>8) Teachers will attend CAMT conference in 2019.</p>	<p>Assistant Supt., Principal</p>	<p>Improved math scores on STAAR.</p>				
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Goal 1: Improve Student Achievement

Performance Objective 2: All sub-populations will be no more than 5% below the "All Students" population on STAAR


Evaluation Data Source(s) 2: Comparison of sub-populations with "All Student" group on STAAR 2019

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3</p> <p>1) Working with STAAR classroom instructors, develop individual plans for remediation for students that have not been successful on the STAAR tests.</p>	STAAR teachers and Principal	Academic growth for those students identified as needing intensive instruction.				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) All STAAR tested students will participate in a "boot camp" prior to their EOC exam using targeted instruction on all objectives.</p>	Teachers and Principals	Increased academic performance on STAAR exams.				




= Accomplished



= Continue/Modify



= No Progress








= Discontinue

Goal 1: Improve Student Achievement

Performance Objective 3: ESL students will perform no lower than 5% below the "All Students" population on STAAR reading.

Evaluation Data Source(s) 3: STAAR Results

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) All ELAR teachers will add the ESL supplement to their certificate.</p>	Assistant Sup. and Principal			 47%		
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Goal 1: Improve Student Achievement

Performance Objective 4: Special Education students' STAAR passing rate will increase to not lower than 5% below the "All Students" population in ELAR, Math, Science and Social Studies.

Evaluation Data Source(s) 4: Results of the STAAR assessments of Special Education students.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>PBMAS Critical Success Factors CSF 1 CSF 7</p> <p>1) Place the most efficient, successful educators in positions to work with the SPED students.</p>	Principal	Staff assignments				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Maximize instructional time for special education students by reviewing the master schedule.</p> <p>CTE Courses for SPED students - ELA</p>	Principal and SPED teachers	SPED students' schedules.				
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Goal 1: Improve Student Achievement

Performance Objective 5: Paradise will increase the "All Students" performing at "Masters" in every STAAR assessment by 5% annually until above 25%.

Evaluation Data Source(s) 5: Analysis of STAAR "Masters" student results in "All Students" category after final accountability reports are released.

Summative Evaluation 5:

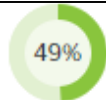
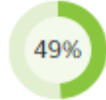




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Teachers will know who the Gifted and Talented students are in their regular classrooms and challenge these students along with high achieving students to excel, think, and write creatively.</p>	GT Coordinator, Principal, and Teachers	Classroom observations and STAAR test results.				
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Goal 1: Improve Student Achievement

Performance Objective 6: Students who are At-Risk of not completing high school will perform no lower than 5% below the "All Students" population on all STAAR assessments.

Evaluation Data Source(s) 6: 110% gains lists; monitoring resources and instructional strategies

Summative Evaluation 6:





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Teachers will have access to resources and progress monitoring tools to ensure At-Risk students served in remedial classes during school hours and before school will show gains toward meeting STAAR standards.</p>	Principal and Assistant Sups.	At-Risk students will show progress on STAAR and move closer to 110% gains.				
<p>2) Accurate student records of identified students with program descriptions maintained at the campus level, including dismissals at the end of the year.</p>	Principal, Counselor and PEIMS Secretary	Students' green folders are updated each year.				
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Goal 1: Improve Student Achievement

Performance Objective 7: Economically Disadvantaged students' STAAR results will be no lower than 5% below the "All Students" population.

Evaluation Data Source(s) 7: Review accountability reports

Summative Evaluation 7:

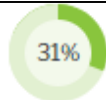


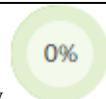

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Ensure these ED students have the resources needed to complete homework assignments and provide them resources when needed.</p>	Counselors	Higher Grades		100%	100%	
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 1: Improve Student Achievement

Performance Objective 8: Students identified as Gifted and Talented will participate in opportunities to heighten their creativity and problem solving, and challenges beyond the basic curriculum.

Evaluation Data Source(s) 8: Student Perfoame or Showcases

Summative Evaluation 8:

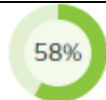




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Increase opportunities for students identified as G/T.	Principal	Increased activity by G/T students.		 31%		
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Goal 1: Improve Student Achievement

Performance Objective 9: Career and Technical Education programs will be evaluated each year for curriculum and equipment needs. Carl Perkins Federal Funds.

Evaluation Data Source(s) 9: Review CTE program evaluation at the end of the school year.

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CTE Program Director at the High School will actively work with teachers on program improvements in curriculum and equipment as required under grant requirements for the Carl Perkins Federal Funds - ESC Shared Services.	Assistant Sup and CTE Director	Teachers have resources for CTE programs.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 1: Improve Student Achievement

Performance Objective 10: Teachers will differentiate instruction and align methods and techniques to diverse student groups.

Evaluation Data Source(s) 10: Classroom walkthroughs and evaluations.

Summative Evaluation 10:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Discuss the professional development needs and other support measures so teachers will have the skills to differentiate in their classrooms.</p>	Assistant Sup and Principal	Increased student success.				
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Goal 1: Improve Student Achievement

Performance Objective 11: Each campus will provide 504 services, including the development and oversight of medical plans, to identified regular education students.

Evaluation Data Source(s) 11: Review roster of students and their services at the end of the year and discuss positives and suggestions for improvements.

Summative Evaluation 11:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Identified students will have a 504 plan with staff and teachers available to provide their services, especially oral accommodations for tests. The principal with the assistance of the district nurse will oversee the writing of medical plans for 504 students.	Principal, 504 Coordinator, Nurse	Students receiving all services in a timely manner.				
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Goal 1: Improve Student Achievement

Performance Objective 12: Increase Staff and Student attendance to at least 97%.

Evaluation Data Source(s) 12: Staff and Student attendance percentage.

Summative Evaluation 12:

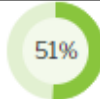







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Monthly reports shared with staff.	Principal	Improved attendance.				
2) Renaissance Cards for students meeting grade and attendance guidelines.	Principal and Attendance clerk	Increased student performance and attendance.				
3) Early release for students on Fridays whom meet the grade and attendance guidelines set forth.	Principals and Teachers	Improved student performance and attendance.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 1: Improve Student Achievement

Performance Objective 13: Paradise will hire highly effective, quality staff; provide relevant professional development; and give support through a mentoring program to improve student retention.

Evaluation Data Source(s) 13: Mentors will support new teachers and provide information and assistance as needed per the individual teacher. Highly effective teachers are in each classroom and there is low turnover rate of teachers.

Summative Evaluation 13:

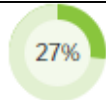






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Ensure all open positions are posted on the PISD website, at the AppliTrack site and at each building office.</p>	Superintendent and Principal	Quality staff hired				
<p>Critical Success Factors CSF 7</p> <p>2) Staff receives training when hired at Paradise ISD.</p>	Assistant Sup. and Principals	Teachers are highly effective in the classroom and turnover rate is much lower.				
<p>Critical Success Factors CSF 7</p> <p>3) Each new teacher will be assigned a mentor who acts as the person to go to for technical support as well as curricular and instructional strategy assistance.</p>	Principal and Mentor	Easier transition into the district.				
<p>4) The principal will meet with all new staff two times per semester.</p>	Principal	Retain highly qualified staff.				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>						

Goal 1: Improve Student Achievement

Performance Objective 14: Staff will provide intensive, high quality instruction to all students to meet state and local requirements and to prepare students for college and careers.

Evaluation Data Source(s) 14:

Summative Evaluation 14:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue Weatherford College CTE programs to continue to develop valuable working skills for students to use upon graduation into workforce or higher education.	Principal, CTE Director, Weatherford College	Certificates received by students				
Funding Sources: Perkins- CTE - 0.00						
2) Collaborate with Weatherford College and Texas Woman's University to continue to offer dual credit.	Principal, Counselor	Number of graduates with college credit				
3) Provide focused tutorials for students in need of remediation. Daily tutorials are provided through STAAR prep courses.	Principal, Counselor, Teacher					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 2: Ensure the Security and Safety of All Students and Staff

Performance Objective 1: Annually evaluate the upgrades and changes needed at each campus and facility to ensure safety for students and staff.

Evaluation Data Source(s) 1: To review changes made during the school year to enhance security measures.

Summative Evaluation 1:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Traffic flow patterns developed and implemented at the beginning of the school year 2018-19	Principals and Staff	Less traffic congestion and safety for students at arrival and dismissal times.				
2) A crosswalk is manned at arrival and dismissal times between the Junior High and High School.	Principals and Staff	Safety for students				
3) Administration and Staff assigned morning and afternoon duties to monitor parking, parking lots, bus stops, high traffic areas and main common areas inside the school building.	Principals and assigned staff.	Improved student behaviors and safety with drivers.				
4) Continue to replace dated cameras for better quality cameras to provide better security.	Principal	Able to identify problems more accurately as they occur and formulate plans to prevent possible problems.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: Build a school culture of high expectations and trust between parents, staff, students and the community.

Performance Objective 1: Continue avenues to gauge the climate at school, using surveys, meetings, open houses and informational nights.

Evaluation Data Source(s) 1:

Summative Evaluation 1:





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 5 1) Hold a "Meet the Locker" for all students and parents prior to the first day of school.	Principals and staff	More participation by incoming students. Allows the first day of school to operate in as a normal day.				
Critical Success Factors CSF 5 2) Host college nights for Weatherford and TWU.	Principal and Counselor	Increase enrollment in Dual Credit				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: Build a school culture of high expectations and trust between parents, staff, students and the community.

Performance Objective 2: All parents, teachers, staff and students will have access to online surveys for gathering information for school improvement.

Evaluation Data Source(s) 2:

Summative Evaluation 2:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Provide notice to parents, staff and teachers of surveys, how to access them. Discuss survey results at site base and staff meetings.</p>	Principal	More participation in taking the surveys.				
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Goal 3: Build a school culture of high expectations and trust between parents, staff, students and the community.

Performance Objective 3: PISD will hire and maintain qualified and highly effective teachers and staff.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct recruitment activities such as posting job vacancies on multiple websites and maintaining an active webpage to ensure the recruitment of highly qualified personnel.	Principal	Principal attestations				
2) Analyze data from all teachers' certifications, testing, staff development and service records to ensure that all meet HQ status.	Principal working with the Assistant Sup.	Principal attestations, Certifications during the hiring process				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: Build a school culture of high expectations and trust between parents, staff, students and the community.

Performance Objective 4: The PISD staff will receive quality professional development designed to meet the needs of the campuses and district.

Evaluation Data Source(s) 4:

Summative Evaluation 4:


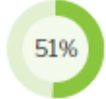



Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Staff will receive two days of training when hired at Paradise ISD. Curriculum and instructional strategies training, and required information.	Assistant Superintendent, Teacher leader presenters	Turnover rate lower than the state.				
2) Science and Math teachers attend CAST and CAMT.	Department Chair, Principal	Lesson plans reflecting strategies learned.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 4: Provide opportunities for family and community involvement.

Performance Objective 1: Ensure parents and the community feel welcomed and appreciated as vital stakeholders at the campus.

Evaluation Data Source(s) 1: Informal feedback from parents and community members.

Summative Evaluation 1:

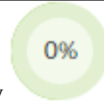
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Promote Parent Portal online program for parents to access grades. E-mail 3 week progress reports and 6 week report cards to parents and offer hard copies to be mailed to parents that request this form.</p>	Principals, Registrar	Parent survey, emails				
<p>Critical Success Factors CSF 5</p> <p>2) Utilize the school messenger system of communication with students and parents. (In Spanish when needed)</p>	Principals	Documentations of calls				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Host Junior/Senior college nights.</p>	Counselor	Schedule of events, sign in sheets				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Host incoming Freshman Parent Orientation.</p>	Counselor, Principal	Schedule of the event, sign in sheets				
<p>Critical Success Factors CSF 5</p> <p>5) Encourage parents to be involved in the many opportunities available to them through volunteer programs at school or through one of the booster organizations.</p>	Principal and Directors	Positive feedback through multiple means, including surveys.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>6) Chris in the Classroom - anti bullying/ resiliency program with staff and parent training and a student assembly.</p>	Counselor	Positive feedback from school and community.				



= Accomplished



= Continue/Modify



= No Progress




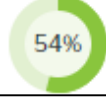




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Goal 5: Technology will support student instruction and learning.

Performance Objective 1: PISD will provide technology for staff and students, which will impact learning and be fiscally attainable for the district.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Provide carts and charging stations for classroom sets of Mac Books. Provide one cart of Chrome Books for the agricultural classes.	District, Principal	Functioning charging stations in classrooms.		 54%		
Critical Success Factors CSF 1 2) Piloting Chromebooks	District technology director and Principal.	Students will use devices in class during instruction. We will use these in various classes beginning with agriculture and IPC.		 54%		
Funding Sources: IMA - Instructional Materials - 49000.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 6: School context and organization will be influenced by a shared decision making and leadership in the processes and procedures driving teaching, learning and safety.

Performance Objective 1: All campuses will address the Emergency Operations Plan (EOP) annually and conduct and document required drills.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


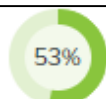
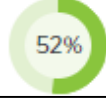


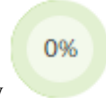

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Educate teachers about the procedures for the Crisis Management Plan and Emergency Operation Plan.	Principal, Assistant Principal	100% of staff are trained in crisis management.				
2) Teachers will educate students about the procedures of the crisis management plan. Continue this education through the drills during the school year.	Principal, Assistant Principal	Documented minutes from drills.				
3) Be in compliance with all fire drills performing one fire drill a month.	Assistant Principal	Documented drill logs.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 6: School context and organization will be influenced by a shared decision making and leadership in the processes and procedures driving teaching, learning and safety.

Performance Objective 2: Processes and procedures will be in place for continuous school improvement.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Require all visitors to sign in at the front office and obtain a visitor's badge. Continue to utilized key cards and video surveillance. 2) Updated cameras in the surveillance system. 3) Adding two additional surveillance cameras.	Principal, Office Staff, Technology Department	Visitor sign in log, cameras up and running				
2) Utilize Drug dogs to search parking lots, lockers and classrooms.	Principal and Assistant Principal	Drug-Free Campus				
3) Drug test all extracurricular students and student drivers with a parking permit.	Principal and Assistant Principal	Drug Free Campus				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 7: Paradise ISD will comply will all state and federal requirements for students and staff trainings/programs.

Performance Objective 1: All staff will participate in trainings required by state and federal laws and guidelines.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 7 1) Staff will be trained by the district during August in-service, with some of the training provided through online Canvas offered by ESC 11.	Assistant Supt., Principals, School Attorney	All trained and hours logged.		100%	100%	

Goal 7: Paradise ISD will comply will all state and federal requirements for students and staff trainings/programs.

Performance Objective 2: Students will receive special programs - other instructional initiatives mandatory recognition dates instruction as listed in board policy EHBK.

Evaluation Data Source(s) 2: Records

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Principals reviewed policy EHBK and decided best practices for complying.	Principals	Students exposed to national and state required information.		