

# **Fredericksburg Independent School District**

## **Fredericksburg High School**

### **2021-2022 Campus Improvement Plan**



# Mission Statement

Inspiring Excellence

## Vision

Educate, Excite, Empower

## Core Beliefs

Children come first.

The classroom is the most important place in the district.

Leadership and accountability are keys to our success.

Have a positive working relationship with Central Office.

Families are valuable partners.

Community partnerships add value.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Fredericksburg High School is a comprehensive 4A high school with a current enrollment of over 1000 students and an average of 955 students over the span of the last four years. Fredericksburg High School earned a "B" per the Texas Education Agency's accountability system prior to Covid -19 (2019). Fredericksburg High School also earned distinctions in the following categories: Academic Achievement in Language Arts/Reading; Academic Achievement in Social Studies Science; and Postsecondary Readiness.

### Student Demographics:

#### 2020- 2021

White-57%/ Hispanic-43% / Economically Disadvantaged-39% / At-Risk-46% / ESL 4% /Special Education-11%

**Average Daily Attendance Rate: 95.2% (20/21)**

### Teaching Staff

**2021-2022-** Total Staff- 104 / Teachers- 77 / Counseling Staff 4 / Campus Administration-4 / Paraprofessionals- 8 / Other -11

## Demographics Strengths

### Strengths: Students

Student-centered faculty

Consistent overall attendance rate for entire student body

Excellent drop out rates

### Graduation Rates: (Four Year Longitudinal Rate)

Class of 2020- FHS 99%

### Drop Out Rate:

Class of 2020 FHS 0.4%

### Strengths: Teachers

Low turnover rate among Teaching Staff

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Adjusting to normal Covid-19 instructional year FHS must monitor and and adjust individual graduation plans to increase Graduation Rates **Root Cause:** Interventions and supports for students receiving Special Education and ELL/ESOL services are not being fully implement with fidelity to insure opportunities to meet graduation requirements are provided.

**Problem Statement 2:** The Average Daily Attendance Rate (ADA) is and mitigated due to COVID-19. Campus administration is adjusting the truancy plan to determine individual student/parent circumstances. Campus ADA daily reports reviewed to determine strategies . **Root Cause:** Campus administration continue to monitor student attendance patterns and the consequences/ incentives implemented to increase overall ADA

# Student Learning

## Student Learning Summary

Students at Fredericksburg High School are meeting state accountability standards across the tested areas in many categories of the STARR/EOC. The students' scores have produced distinctions as noted in previous demographic summaries. Areas in need of review are the low performance in English Language Arts/Reading and overall audit of the Advanced Placement Program, as well as our dual credit platform.

## Student Learning Strengths

The Campus Comprehensive Needs Assessment Committee identified below the areas of strength on our campus:

### 2020- 2021 STARR/EOC data (All Students) Meets Category

#### Subjects:

English I            **FHS 58% State 50% Region 54%**

English II           **FHS 63% State 57% Region 62%**

Mathematics        **FHS 42% State 41% Region 38%**

Science             **FHS 62% State 54% Region 59%**

Social Studies     **FHS 79% State 69% Region 73%**

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** The district accountability data indicates concern for all areas due to the many breaks in our instructional calendar. (Covid -19 Bad weather) **Root Cause:** The success of our past and current intervention plans or curriculum alignment must be addressed to determine resources and supports needed to increase overall performance.

# School Processes & Programs

## School Processes & Programs Summary

Fredericksburg High School reverted back to an eight period day (45 minute period) Master Schedule for the 2021-2022. This schedule was implemented due to some constraints regarding CTE funding as well as other management considerations.

Fredericksburg High School continues to utilize the District approved TEKS Resource System Curriculum for all core area courses. This has allowed both the High School and other campuses to be aligned both vertically and horizontally. Every core teacher, CTE area teacher, and Foreign Language Teachers is expected to design, implement the curriculum with fidelity throughout the year.

Fredericksburg High School as continues to support the "Bring Your Own Device" policy. FHS would like to opportunity of converting to a more efficient model that will allow all teachers and student to have the latest technology at their fingertips (Google School).

## School Processes & Programs Strengths

The Campus Comprehensive Needs Assessment Committee found that the following areas were strengths in the Area of School Processes and Programs:

- \* Master Schedule
- \* Balanced Curriculum - Academics/CTE
- \* Comprehensive Career and Technology Education Program (growth of Culinary Arts/Instructional and Educational practices/Entrepreneurship/Introduction to Trades)
- \* AP Program
- \* Dual Credit
- \*UT On Ramps

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Technology is a constant barrier/obstacle in the instructional delivery and data reporting at the FHS. **Root Cause:** An aligned and updated District and Campus Technology plan that can be executed within a five year period .

**Problem Statement 2:** The implementation of the eight-period day has created opportunities/challenges in areas pertaining staffing needs and student interventions. **Root Cause:** The following areas were impacted due to the conversion of the master schedule (Remote learning and 1;1 Device Deployment, AP offerings, Professional Learning Communities).

# Perceptions

## Perceptions Summary

The core beliefs of Fredericksburg High School are:

- Children come first
- The classroom is the most important component in the district
- Having a positive working relationship with students and parents
- Families are valuable partners
- Community partnerships add value.

We continue to utilize some aspects of Capturing Kids Hearts at Fredericksburg High School. Three years ago when the Program was implemented, it our current mission to close the gap between across all of our demographic categories not only in the area of achievement, but also in the area of social emotional programming related focused on building relationships and maintaining positive culture and climate throughout the campus. Implement the EXCEL Model with fidelity is the key to this success.

E-engage Greetings and Good Things

X-plore Identify the needs of the group.

C-ommunicate Meet the needs you can.

E-mpower The W3's - Who's going to do What, by When.

L-aunch End with reflections and affirmations.

The parents of Fredericksburg High School have been included and welcomed to a active partners over the last year in the area of site-based planning (CEIC), Hispanic Outreach (HAVE), and our Billie parent Organization. The ever improving climate at and culture at Fredericksburg High School can be attributed to the dedication and commitment of the both the parents and faculty.

The philosophy with respect to discipline management on the campus of F.H.S. is one of consistency, fairness, and accountability. The administration prides itself in all three of the areas mentioned above. It is a priority of both the administration and faculty to provide a safe and orderly environment for all all students.

## Perceptions Strengths

The Campus Comprehensive Needs Assessment Committee found that the following areas were strengths:

\* Capturing Kids Hearts

\* Career Mentoring Program

\* Social Media Communication Outlets

\* Extra-Curricular Student Involvement



\* CEIC Parent Involvement

\* Billie Parent Organization

\* Hispanic Parent Outreach (HAVE)

Soical Emotiola Learning Traning (students and staff)

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1:** Effective costumer service and communication are always concerns voices by all stakeholders of the FHS community. **Root Cause:** Processes, procedures and training pertaining to servant leadership and effective communication are skills that require constant monitoring and modelling.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- HB3 CCMR goals
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

## Student Data: Assessments

- State and federally required assessment information
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Local benchmark or common assessments data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Dual-credit and/or college prep course completion data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Enrollment trends

## Employee Data

- Campus leadership data
- TTESS data

## Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

## Support Systems and Other Data

- Budgets/entitlements and expenditures data

# Goals

**Goal 1:** By 2023, 100% of Fredericksburg I.S.D. students will be on or above grade level in all core content areas.

**Performance Objective 1:** Target Algebra I 2021 (STARR/EOC) gap and increase learning to at or above state and regional standards. Increase ELAR, Social Studies, and Science (STARR/EOC by 5%)

**Evaluation Data Sources:** STAAR Campus Reports













TAPR Reports

iXL Diagnostic tools

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize Assistant Principals and professional learning communities (PLC) to analyze testing data in order to align instructional curriculum trends to support support strategies and interventions that will increase student performance in all areas of State/Federal Testing STARR/EOC/AP/TSI - (SPECIFICALLY TARGET ALGEBRA I)</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR Campus Reports TAPR Reports Annual iXL Diagnostic tools</p> <p><b>Staff Responsible for Monitoring:</b> Central Office, Campus Administration, Core Department PLC Teachers,</p> <p><b>Funding Sources:</b> iXL Technology tool - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Review, revise, and administer campus-based assessments periodically (9 week) in core subject areas to monitor student progress relative to STAAR/EOC performance,</p> <p><b>Strategy's Expected Result/Impact:</b> Campus based assessments Data report iXL</p> <p><b>Staff Responsible for Monitoring:</b> Central Office, Campus Administration, Core Department PLC Teachers</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** By 2023, 100% of Fredericksburg I.S.D. students will be on or above grade level in all core content areas.

**Performance Objective 2:** Hire highly qualified teachers to be utilized in areas which will be most impactful for the student's success.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a strategic plan with the Human Resource Department and Campus Chairpersons that outline profiles and procedures essential in the recruitment and selection process of prospective faculty/staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Highly qualified/professional and student-centered faculty.</p> <p><b>Staff Responsible for Monitoring:</b> Human Resource Department Campus Administration Campus Department Chairpersons Colleges/Universities ESC Region Centers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide a cohesive professional development program that addresses the professional and social needs of the faculty/staff ( To include safety, security, technology, ethics/morals, morale, and gratitude).</p> <p><b>Strategy's Expected Result/Impact:</b> Classroom instruction performance/improvement</p> <p><b>Staff Responsible for Monitoring:</b> Human Resource Department, Curriculum Department Campus Administration Campus Leadership Team</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** By 2023, 100% of Fredericksburg I.S.D. teachers and staff will be effective at improving student performance.

**Performance Objective 1:** Increase overall student performance on TELPAS (Texas English Language Proficiency Assessment System) to show growth for all English Language Learners

**Evaluation Data Sources:** TAPR Report  
 TEPLAS Confidential Roster  
 iLit Reading support  
 iXL math support

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Review all previous student data trends regarding TELPAS passing rates to determine performance goals for the 2020-2021 testing period in coordination with the FHS ELL Department</p> <p><b>Strategy's Expected Result/Impact:</b> Growth in the areas TELPAS (listening, speaking, reading, writing, and composite) ratings</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration , Campus ELL Department Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Coordinate with the FHS ELL department ongoing support and professional development as well as training and awareness regarding TELPAS</p> <p><b>Strategy's Expected Result/Impact:</b> Growth in the areas TELPAS (listening, speaking, reading, writing, and composite) ratings</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Campus ELL Department Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Hire additional staff to provide increased support due to increase number of qualified students</p> <p><b>Strategy's Expected Result/Impact:</b> Growth in the areas TELPAS (listening, speaking, reading, writing, and composite) ratings</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Campus ELL Department Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** By 2023, 100% of Fredericksburg I.S.D. teachers and staff will be effective at improving student performance.

**Performance Objective 2:** Positively impact the "Closing the Gap " domain in all of FHS's academic core areas component 5% with an emphasis on Algebra I due to a significant loss of learning impacted by the continued Covid -19 Pandemic

**Evaluation Data Sources:** STAAR Campus Reports  
TAPR Reports  
iXL math program













Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> FHS Administration and professional learning communities (PLC will collaborate to analyze testing data in order to align instructional curriculum trends to develop and support strategies/interventions that will increase student performance in all areas of State/Federal Testing STARR/EOC/AP/TSI</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR Campus Reports TAPR Reports Annual</p> <p><b>Staff Responsible for Monitoring:</b> Central Office, Campus Administration, Core Department PLC Teachers</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> FHS academic core teachers will facilitated and administer ongoing campus-based assessments (9-week) to monitor student progress relative to STAAR/EOC performance,</p> <p><b>Strategy's Expected Result/Impact:</b> Campus based assessments Data report</p> <p><b>Staff Responsible for Monitoring:</b> Central Office, Campus Administration, Core Department PLC Teachers</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				



**Goal 2:** By 2023, 100% of Fredericksburg I.S.D. teachers and staff will be effective at improving student performance.

**Performance Objective 3:** To maximize all student/staff opportunities related to Career and Technology Education (CTE) and advanced academics

**Evaluation Data Sources:** TAPR Reports  
 College Board Reports  
 Dual Credit Completion Rates  
 CTE Certificates

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Review and discuss with all stakeholders the priority and sustainability of all course offerings in the area of CTE in conjunction with every student's academic/career path.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased enrollment in CTE Courses. and advanced certifications/practicums</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, and CTE Department CTE Director</p> <p><b>Funding Sources:</b> - CTE</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> A yearly audit to reconcile PEIMS documentation to meet all state requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Skyward Reports PEIMS Reports CTE Audit sheets</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, and CTE Department CTE Director</p> <p><b>Funding Sources:</b> - CTE</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Ensure that CTE Advisory Councils adhere to membership requirements and are instrumental in the planning, implementation, and evaluation phases of the CTE program</p> <p><b>Strategy's Expected Result/Impact:</b> Agenda, Minutes, Sign-in Sheets</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselors, CTE Department and CTE Advisory Council CTE Director</p> <p><b>Funding Sources:</b> - CTE</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Evaluate current and invest in new resources and partnerships that allow students opportunities to earn certifications and licensures.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of earned scholarships, advanced licenses and certifications. Employment opportunities. Enrollment into Higher Education Programs</p> <p><b>Staff Responsible for Monitoring:</b> Central Office Administration, Campus Administration, Counselors, CTE Department/Advisory Council, and Community Businesses CTE Director</p> <p><b>Funding Sources:</b> - CTE</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Evaluate opportunities for expansion of the dual-credit partnership with Angelo State University. (In-person/remote instructional delivery).</p> <p><b>Strategy's Expected Result/Impact:</b> Student progress Pass/Fail College credit earned</p> <p><b>Staff Responsible for Monitoring:</b> Central Office Administration, Campus Administration, Counselors, San Angelo State University Personnel</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Implement and assess student performance and data trends related to "SAT School Day Administration (Fall/Spring)."</p> <p><b>Strategy's Expected Result/Impact:</b> College Board Data Reports TAPR</p> <p><b>Staff Responsible for Monitoring:</b> Central Office Administration, Campus Administration, Counselors, College Board</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Monitor to increase student enrollments into all UT OnRamps programs (based on current course offerings in the areas of Physics and Chemistry with the addition of Biology, Statistics, and U..S. History).</p> <p><b>Strategy's Expected Result/Impact:</b> UT On Ramps Course Completion TAPR Report</p> <p><b>Staff Responsible for Monitoring:</b> Central Office Administration, Campus Administration, Counselors, UT On Ramps Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>				

**Goal 2:** By 2023, 100% of Fredericksburg I.S.D. teachers and staff will be effective at improving student performance.

**Performance Objective 4:** Increase the effective utilization of technology by all stakeholders at Fredericksburg High School.









Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop a campus-based job description (Technology Specialist) that can be effectively designated to provide technology training and support.</p> <p><b>Strategy's Expected Result/Impact:</b> Efficient use of hardware and software programs. Current technology upgrades to support classroom needs.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, District and Campus Technology Department</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide ongoing professional development as it pertains to instructional technology (Google Classroom LMS Skyward).</p> <p><b>Strategy's Expected Result/Impact:</b> Increased efficient utilization in delivery and communication of the instructional plan.</p> <p><b>Staff Responsible for Monitoring:</b> District and Campus Technology Department, Campus Administration</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Initiate a TOT model that incorporates faculty members to share knowledge and expertise as it pertains to instructional technology.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased efficient utilization in delivery and communication of the instructional technology plan.</p> <p><b>Staff Responsible for Monitoring:</b> District and Campus Technology Department, Campus Administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p> <p><b>Funding Sources:</b> 199 Funds - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				









**Goal 3:** By 2023, 100% of Fredericksburg I.S.D. families will be active participants in their child's education.

**Performance Objective 1:** Survey parents as to specific yearlong activities/programming in order to increase involvement in their student's education.

**Evaluation Data Sources:** Parent Surveys  
Administration/Counseling collaborations

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop a calendar of events to include more than traditional/customary parent meetings (Open House).</p> <p><b>Strategy's Expected Result/Impact:</b> Sign-In Sheets</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Faculty and Staff Parent and Community Organizations</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Evolve campus organizations so that parent/community engagement and volunteerism is openly fostered.</p> <p><b>Strategy's Expected Result/Impact:</b> Charter Agendas Sign-in Sheets</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration Parent/Community Organizations</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Ensure that compliance is met with regard to required meetings and that parents are provided opportunities to advocate alongside campus staff for the success of all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Accurate documentation/representation on following:            ARDS            LPACS            504 Meetings            GT, and any related services.</p> <p><b>Staff Responsible for Monitoring:</b> District Special Education Department, Special Programs Department, Campus Administration, Counselors, Teachers, Parents, and Students,</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** By 2023, 100% of Fredericksburg I.S.D. families will be active participants in their child's education.

**Performance Objective 2:** To maintain student attendance rate at or above the state average (95%) throughout the 2021-2022 school year. FHS will utilize effective and consistent communication as well as coordination with all stakeholders.

**Evaluation Data Sources:** Campus/Student Attendance Data Reports  
Student/Parent Contracts

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor student attendance and determine needs and assistance based on remote/in-person learning.  <b>Strategy's Expected Result/Impact:</b> Six-week Attendance Reports.  <b>Staff Responsible for Monitoring:</b> Campus Administration, Attendance Assistant, District Parent Liaison. Parent/Community Organizations.  <b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Proactively coordinate and communicate plan of action with students who are persistently or chronically in violation of compulsory attendance laws.  <b>Strategy's Expected Result/Impact:</b> Six-week Attendance Reports. Student Attendance Contract  <b>Staff Responsible for Monitoring:</b> Campus Administration, Attendance Assistant, District Parent Liaison. Parent/Community Organizations.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** By 2023, 100% of Fredericksburg I.S.D. families will be active participants in their child's education.

**Performance Objective 3:** Increase two-way communication among all stakeholders via multimedia resources and in all languages of the Fredericksburg High School Community.

**Evaluation Data Sources:** Facebook  
Twitter  
Blackboard  
Skyward









**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All campus staff will employ blackboard and social media options as means to communicate to all campus/community stakeholders in accordance with the district's AUP.</p> <p><b>Strategy's Expected Result/Impact:</b> Verification of Teacher Web usage</p> <p><b>Staff Responsible for Monitoring:</b> District and Campus Technology Department, Campus Administration and Teachers</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ensure that all communication is effectively translated into the languages of the community we serve.</p> <p><b>Strategy's Expected Result/Impact:</b> Designation of a translators.</p> <p><b>Staff Responsible for Monitoring:</b> FHS Campus</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide an events calendar access via social media (web page, Blackboard, Facebook)</p> <p><b>Strategy's Expected Result/Impact:</b> Increased event notifications/publication.</p> <p><b>Staff Responsible for Monitoring:</b> Campus and District Technology Department, Campus Administration, All Departments</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** By 2023, 100% of stakeholders will feel physically and social-emotionally safe and secure in the school environment.

**Performance Objective 1:** To ensure that safe and secure practices and procedures produce a "risk free" learning environment.

**Evaluation Data Sources:** Attendance Rate  
 Student outcries  
 Bullying Reports (Staff and Students)  
 PEIMS Discipline Data trends

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor all ongoing training and drills related to staff/student safety are practiced throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> Documentation from drills, faculty meetings and after action debriefings.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Central Office, Counselors, District Social Worker, Teachers, Students, and local First Responders</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Review and revise new policies, laws and legislative updates to reflect current practices and procedures related to mandatory campus emergency operation plans (EOP) .</p> <p><b>Strategy's Expected Result/Impact:</b> Campus Emergency Operation Plan            Monthly Drills            After Action Review</p> <p><b>Staff Responsible for Monitoring:</b> Campus/District Administration,            FHS Teachers/Staff            FHS Students            Campus based Safety Committee            District Social Worker            Local First Responders</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				





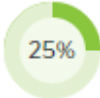





Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide annual Mental Health First Aid training ( Staff and Students) mandated by the Texas Legislature. Fisd social worker will participate in the Teen Mental Health Firs Aid Instructor training. This will allow social worker to develop a teen-lead mental health (SEL) program; an evidence-based program that teaches 10th-12th grade students the skills needed to recognize and assist peers with mental health and substance use challenges and crisis, and how to get the help of an adult quickly.</p> <p><b>Strategy's Expected Result/Impact:</b> Documentation of Referrals</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, District Social Worker, Teachers, and Counselors Outside Agencies FHS Staff and Students</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Meet with Class Officers, Student Council Officers, Real Talk Student Support Group, and other groups of students to address issues regarding school culture and climate.</p> <p><b>Strategy's Expected Result/Impact:</b> Documentation of scheduled meetings</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, District Social Worker, Student Council and Class Officer Sponsors</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
No Progress       Accomplished       Continue/Modify       Discontinue				

**Goal 5:** By 2023, Fredericksburg I.S.D. will develop a sustainable financial model which provides the resources necessary to realize the district vision.

**Performance Objective 1:** Construct and maintain a budget that reflects the needs of all campus staff and students.

**Evaluation Data Sources:** Campus Administration  
Staff and Students  
District Personnel

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Analyze past and current budget trends while performing a campus-based needs assessment to make future budgetary decisions.</p> <p><b>Strategy's Expected Result/Impact:</b> Efficient campus budget development</p> <p><b>Staff Responsible for Monitoring:</b> Finance Department Curriculum Department Campus Administration, Department Heads</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide training specific to faculty and staff with regards to budgetary duties and compliance</p> <p><b>Strategy's Expected Result/Impact:</b> Complete Department budget and requirements (data entry, deadline) Proper use of budgeted funds.</p> <p><b>Staff Responsible for Monitoring:</b> Finance Department, Campus Administration, Campus Budget Managers (Department Chairpersons) Principal's Secretary</p> <p><b>Funding Sources:</b> - 199 Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Continue to utilize the Fredericksburg Educational Foundation (FEF) as a means of financial opportunities to submit proposals from faculty and staff in order to increase and support academic, safety and social/emotional endeavors of FHS.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>

**Strategy's Expected Result/Impact:** Impact on Budget  
Impact on Instructional outcomes.  
Lessen financial burden to parents

**Staff Responsible for Monitoring:** Campus Administration, Campus Budget Managers (Department Chairpersons) Principal's Secretary  
Teachers, Fredericksburg Education Foundation



No Progress

Accomplished

Continue/Modify

Discontinue

# Campus Funding Summary

CTE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	3	1			\$0.00
2	3	2			\$0.00
2	3	3			\$0.00
2	3	4			\$0.00
<b>Sub-Total</b>					<b>\$0.00</b>
199 Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	iXL Technology tool		\$0.00
1	1	2			\$0.00
1	2	1			\$0.00
1	2	2			\$0.00
2	2	1			\$0.00
2	2	2			\$0.00
2	4	1			\$0.00
2	4	2			\$0.00
2	4	3	199 Funds		\$0.00
3	1	1			\$0.00
3	1	2			\$0.00
3	1	3			\$0.00
3	2	1			\$0.00
3	3	1			\$0.00
3	3	2			\$0.00
3	3	3			\$0.00
4	1	1			\$0.00
4	1	2			\$0.00
4	1	3			\$0.00
4	1	4			\$0.00

199 Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	1			\$0.00
5	1	2			\$0.00
<b>Sub-Total</b>					\$0.00