

Fredericksburg Independent School District
Gillespie County High School
2021-2022 Campus Improvement Plan



Mission Statement

Fredericksburg Independent School District Mission Statement

Fredericksburg ISD students are inspired to be successful and innovative in a diverse and changing world.

Vision

Fredericksburg Independent School District Shared Vision Statement

Fredericksburg ISD partners with families, students, and community to provide a safe and supportive learning environment. We excite the imagination of every student. We engage them in relevant, compelling learning experiences in order to prepare them for life in a diverse, global society.

GCHS Motto

Faith to do anything....

Hope for a better tomorrow....

Love life no matter the obstacles...

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Things are going wonderful at GCHS and many students are graduating. We just need more space because we want to continue to grow!! With more space and more staff and technology, we can bring many more students from the HS to give them what they need to graduate. It is a challenge with COVID this year and we hope to graduate more each year but not sure that will happen in 2021-2022.

Demographics

Demographics Summary

GCHS's enrollment for the 2020-2021 school year reflected many more students enrolled. Graduated 37.

According to TEA's Texas Academic Performance Report (TAPR):

GCHS demographics reflect the following students enrolled

- Ethnic Distribution: Hispanic and White
- Economically Disadvantaged:
- Section 504:
- English Learners (EL):
- Students with Disciplinary Placements
- Bilingual/ESL:
- Career & Technical Education:
- Gifted & Talented:
- Special Education:

Teachers by Years of Experience include:

- 11-20 Years: 100%

Demographics Strengths

Students thrive on the love and respect GCHS shows them. They know GCHS is a safe place and they would rather be there in some cases than home.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The majority of student population is at-risk of failing academically or dropping out of school. **Root Cause:** Students' family environment contributes to lack of academic support at home.

Problem Statement 2: at-risk **Root Cause:** family issues

Problem Statement 3: staff has to play many roles in such a small school. The teacher/counselor is part-time for 21-22 so that adds to challenges. **Root Cause:** high student social needs based on life hardships.

Student Learning

Student Learning Summary

A-F rating have been postponed, however when GCHS is rated it is rated on Student Achievement domain.

Student Learning Strengths

GCHS graduated 37 students in 2020-2021. That is the most GCHS has ever graduated.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: GCHS students lack motivation. **Root Cause:** Students' family environment contributes to lack of motivation.

Problem Statement 2: attendance **Root Cause:** lack of student motivation

Problem Statement 3: lack of SAT/ACT engagement **Root Cause:** students have a hard time seeing the importance

Problem Statement 4: more space **Root Cause:** building size

Problem Statement 5: more technology needed **Root Cause:** money

School Processes & Programs

School Processes & Programs Summary

Drop-out prevention is achieved by motivating students to finish their course work for graduation. Edgenuity helps with this greatly!! Teachers are available to help review lessons.

School Processes & Programs Strengths

GCHS has a graduation rate of 96.3%.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: GCHS experiences financial limitations. **Root Cause:** The district budget does not provide for GCHS's financial limitations.

Perceptions

Perceptions Summary

GCHS strives to provide a safe, friendly and informative environment where students, staff and families are treated with respect and encouragement. Even when students come in with a discipline record or are probation, GCHS staff lets them start fresh so they can focus on achieving their goals.

Perceptions Strengths

The community is supporting GCHS.

The graduation rate for GCHS is 96.3%.

Many more scholarships are given and many more guest speakers are coming in.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: The community did not have a lot of information or support for GCHS in the past. We are working to change that with community outreach. **Root Cause:** The community had not been educated about the program at GCHS.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements
- Covid-19 Factors and/or waivers

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Alternative Education Accountability (AEA) data

Student Data: Assessments

- State and federally required assessment information
- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Postsecondary college, career or military-ready graduates
- Student failure and/or retention rates

Student Data: Student Groups

- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Male / Female performance, progress, and participation data
- Section 504 data
- Homeless data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Student surveys and/or other feedback
- School safety data
- Enrollment trends

Employee Data

- Campus leadership data

- Professional development needs assessment data
- TTESS data

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation









Goals

Goal 1: By 2023, the majority of GCHS students will be on or above grade level in all core content areas.

Performance Objective 1: GCHS will increase the graduation rate from 96.3% to 99%.

Evaluation Data Sources: FISD Strategic Plan although is changing a bit

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
<p>Strategy 1: Provide opportunities for students to earn credit through Edgenuity.</p> <p>Strategy's Expected Result/Impact: Data records on the number of students graduating will increase.</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Funding Sources: Edgenuity - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: By 2023, the majority of GCHS teachers and staff will be effective at improving student performance by ensuring curriculum and instructional needs are met.

Performance Objective 1: GCHS will develop systems that recruit and retain high quality and effective teachers. The hope is to grow the program with students which will mean more staff.

Evaluation Data Sources: FISD Strategic Plan which will be changing in the future a bit.

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: Continue administrative support to encourage staff and provide what they need to be successful. Strategy's Expected Result/Impact: Increased success of all students as evidenced by graduation rate Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: By 2023, the majority of GCHS teachers and staff will be effective at improving student performance by ensuring curriculum and instructional needs are met.

Performance Objective 2: GCHS will develop a campus-wide system that provides meaningful and on-going professional development support to allow teachers and staff to grow and meet district goals by offering instructional, behavioral, and curriculum trainings..

Evaluation Data Sources: FISD Strategic Plan which will change a bit in the future

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: Provide supplemental professional development and planning opportunities for teachers. Strategy's Expected Result/Impact: Development and use of new academic strategies. Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: By 2023, the majority of GCHS families will be active participants in their children's education by coming to meetings and staying up to date with literature sent from the school.

Performance Objective 1: GCHS will develop a two-way district-wide communication system that engages all families as active participants in their children's education. Currently GCHS has a website that allows for question to GCHS staff.

Evaluation Data Sources: Fisd Strategic Plan









Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: GCHS will continue to use the website and start using blackboard more. Strategy's Expected Result/Impact: Fisd Strategic Plan Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: By 2023, the majority of GCHS families will be active participants in their children's education by coming to meetings and staying up to date with literature sent from the school.

Performance Objective 2: GCHS will develop a campus-wide culture that welcomes and values all families. At enrollment GCHS staff ask the family of their needs and directs them to community resources.

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
<p>Strategy 1: GCHS will host parent nights to give updates and educate about opportunities for involvement. The GCHS graduation fosters a time for families to come together and celebrate accomplishments.</p> <p>Strategy's Expected Result/Impact: Parent involvement</p> <p>Staff Responsible for Monitoring: Campus Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: By 2023, the majority of GCHS stakeholders will feel physically and socially-emotionally safe and secure in the school environment. Prober signs are posted for evacuations, and students are made to encourage each other and not tear each other down.

Performance Objective 1: GHCS will develop a campus-wide system that involves administration and staff in the creation, ongoing review, and modification of a physical safety and security plan. Follow the district plan that has been established.

Evaluation Data Sources: FISD Strategic Plan that will change a bit in the future.









Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Follow Strategic Plan and state guidelines for drills, etc. Strategy's Expected Result/Impact: Safe schools Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: By 2023, the majority of GCHS stakeholders will feel physically and socially-emotionally safe and secure in the school environment. Prober signs are posted for evacuations, and students are made to encourage each other and not tear each other down.

Performance Objective 2: GCHS will develop a proactive campus-wide system to develop and foster the social-emotional safety and security of all students and staff. On-campus counseling is provided and a district wellness counselor.

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
<p>Strategy 1: Counseling resources will be provided coupled with social worker help.</p> <p>Strategy's Expected Result/Impact: Social emotional health of students that will increase academic performance.</p> <p>Staff Responsible for Monitoring: Campus Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: By 2023, GCHS will have developed a sustainable financial model, which provides the resources necessary to realize the district vision. This model will begin the discussion of a new building for GCHS/DAEP.

Performance Objective 1: GCHS will develop and maintain a budget based on student needs.

Evaluation Data Sources: Fisd Strategic Plan which will change a bit in the future.

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
<p>Strategy 1: GCHS staff members will work diligently to build and maintain their budgets.</p> <p>Strategy's Expected Result/Impact: Good Working Budget</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>Funding Sources: - 199 Local Funds</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: By 2023, GCHS will have developed a sustainable financial model, which provides the resources necessary to realize the district vision. This model will begin the discussion of a new building for GCHS/DAEP.

Performance Objective 2: GCHS will improve attendance rates by at least 10%

Evaluation Data Sources: FISD Strategic Plan will change a bit in the future.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Run and analyze attendance reports every week. Strategy's Expected Result/Impact: Documentation of attendance patterns and course of action. Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Dec	Feb	Apr	June
	 85%	 90%	 90%	 100%
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Campus Funding Summary

199 Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Edgenuity		\$0.00
5	1	1			\$0.00
Sub-Total					\$0.00