

**Birdville Independent School District**

**Haltom High School**

**2022-2023 Formative Review**



# Table of Contents

Goals	3
Goal 1: Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.	3
Goal 2: The system will utilize efficient and effective operations to support and improve the learning organization.	8
Goal 3: All students and staff will learn and work in a safe and responsive environment.	12

# Goals

**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.

**Performance Objective 1:** We will achieve a 5% (minimum) growth on the EOC tests at the "meets" or "masters" level for every identified at-risk student group (SPED, EB and White students).




**Evaluation Data Sources:** Campus and District summative assessment data





Final STAAR EOC testing data







PLC meeting notes

Individual student monitoring

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administrators and Department Chairs (DC) will coach and support Professional Learning Community (PLC) Leads and teachers to clearly define and monitor campus and district instructional expectations.</p> <p><b>Actions:</b> Ongoing targeted professional learning opportunities</p> <p>Consistent C &amp; I presence at Professional Learning Community (PLC) meetings for STAAR EOC tested subjects - REVISED Jan 2022</p> <p>Ongoing reinforcement and coaching of strategies and instructional expectations</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Campus C &amp; I team, and Leaders of Learners (LOL) Team</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - - Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> We will conduct classroom observations with feedback consistently throughout the year.</p> <p><b>Actions:</b> Administrator and C &amp; I classroom observations with timely and specific feedback - Minimum of 2 walkthroughs per teacher, per year - REVISED Jan 2022</p> <p>Learning walks for new teachers to observe strategies and "best practices" of peers - REVISED Jan 2022</p> <p>Increased observations and feedback in classes with special populations</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Campus C &amp; I team</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Campus Professional Learning Communities (PLC) will engage in thorough data digging processes to identify and discuss ways to close gaps in learning.</p> <p><b>Actions:</b> Identification and communication of students needing additional intervention</p> <p>Focused Professional Learning Community (PLC) meetings in STAAR EOC tested subjects</p> <p>Common assessments and data disaggregation in STAAR EOC tested subjects</p> <p>Campus C &amp; I support at STAAR EOC PLC meetings - REVISED Jan 2022</p> <p>Classroom observations to ensure effective instructional strategies are taking place</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Campus C &amp; I team, PLC Lead Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Students who were coded as "absent" or "other" during Sp 2021 testing (or who have failed an EOC in the past) will engage in ongoing accelerated instruction (AI) in alignment with the requirements of HB4545.</p> <p><b>Actions:</b> Students coded "absent" or "other" will take a BOY assessment to determine AI needs</p> <p>Identified students will be provided with ongoing accelerated instruction opportunities before/during/after school and on select Saturdays</p> <p>Staff will continuously track progress of identified students to ensure progress in meeting 30 hour requirement per subject needed</p> <p>An incentive program will be established to encourage student engagement and participation - REMOVED Jan 2022 (It was determined that ESSER funds cannot be used for this purpose)</p> <p>Communication with identified students and parents will be ongoing through EOY or until student passes applicable EOC</p> <p><b>Staff Responsible for Monitoring:</b> Campus C &amp; I team, Principal, ESSER Tutors/Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> ESSER Tutors - ESSER - \$116,042</p>	Formative			Summative
	Nov	Jan	Mar	June
	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> 40%</div> <div style="text-align: center;"> 50%</div> <div></div> <div></div> </div>			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.

**Performance Objective 2:** We will provide increased College Career & Military Readiness (CCMR) opportunities for all students and closely monitor graduation potential of current seniors (providing early interventions as necessary) as evidenced by 90% of the senior class meeting 1 or more performance objectives.

**HB3 Goal**

**Evaluation Data Sources:** CCMR End of Year (EOY) data

Individual Graduation Committee (IGC) documentation





Graduation Rate







Documentation of military recruiters and college visits (virtual, face-to-face)

Edgenuity documentation

Other intervention documentation

Parent/Student communication documentation

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will promote and communicate opportunities for 10 - 12th grade students to participate in PSAT &amp; SAT testing and we will provide multiple opportunities for all students to practice test content.</p> <p><b>Actions:</b> Communication of PSAT &amp; SAT testing to 10 - 12th students through multiple platforms</p> <p>Khan Academy PSAT &amp; SAT practice embedded in Buff Time bi-weekly</p> <p>Individualized communication for testing to students and parents identified through Collegeboard's AP Potential reports</p> <p>10th - 12th Grade PSAT &amp; SAT participation rates</p> <p>SAT Bootcamp offered for PSAT top 80 juniors - ADDED Jan 2022</p> <p>Offer ASVAB testing for students interested in the military - ADDED Jan 2022</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Academic Dean, Counselors, Graduation Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> AVID seniors (100%) will be accepted to college or military and AVID seniors will be exposed to college and military opportunities on an ongoing basis.</p> <p><b>Actions:</b> AVID seniors will participate in face-to-face and virtual college visits</p> <p>HHS campus will promote a "college going" atmosphere</p> <p>AVID teachers will ensure students have completed college entry requirements</p> <p>Multiple colleges, recruiters, business professionals, and Haltom graduates will be invited to speak to AVID seniors about opportunities after graduation - REVISED Jan 2022</p> <p><b>Staff Responsible for Monitoring:</b> AVID Coordinator &amp; Site Team, Academic Dean, Graduation Counselor, Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> We will identify and provide early interventions for seniors in danger of not graduating and HHS Graduation Coach will conduct frequent meetings with all students in the 2021-22 cohort who are in a credit deficient.</p> <p><b>Actions:</b> Appropriate teachers, assistant principals and counselors will be notified of identified students in an effort to provide additional targeted support</p> <p>Students will be supported and monitored through the Individual Graduation Committee (IGC) process as needed</p> <p>Students will be provided additional support (as needed) for external school factors inhibiting school performance</p> <p><b>Staff Responsible for Monitoring:</b> Graduation Coach, Academic Dean, Assistant Principals, Counselors, Teachers</p> <p><b>Funding Sources:</b> Intervention Personnel - 199 - General Funds: SCE - \$754,657</p>	Formative			Summative
	Nov	Jan	Mar	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 1:** Students will achieve their full potential through a system that is responsive to the academic, social, and emotional needs of the student.







**Performance Objective 3:** We will reduce the percentage of Special Education students who receive In School Suspension (ISS) and Out of School Suspension (OSS) due to disciplinary issues by 5% in each grading period.

**Evaluation Data Sources:** Skyward Discipline Data reports

Discipline Training agendas from campus professional learning

Discipline Flow Chart

Classroom Walkthrough Data & Checklists

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will use CHAMPS campus-wide and provide student incentive programs in an effort to decrease disciplinary issues for all students. - REVISED Jan 2022</p> <p><b>Actions:</b> CHAMPS posted and evidence of use in all classrooms</p> <p>Ongoing reinforcement of CHAMPS and other classroom management techniques - REVISED Jan 2022</p> <p>Campus-wide use of HHS discipline flow-chart</p> <p>Implementation of behavior incentive programs for students - ADDED Jan 2022</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Assistant Principals, Department Chairs, Office Support Staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	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:** The system will utilize efficient and effective operations to support and improve the learning organization.

**Performance Objective 1:** We will monitor core staff on their consistent use of literacy building strategies that benefit all students through AVID walks and administrative walk-throughs documented in Eduphoria.





**Evaluation Data Sources:** Student work samples and artifacts







Professional Learning agendas with a Literacy focus as evidenced by the use of AVID strategies that specifically support EB students.

Classroom observations

ELA assessment data (interims, compositions, EOC, Star 360) - ADDED Jan 2022



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All teachers will be trained on AVID Reading and Writing strategies and will commit to implement one strategy for each multiple times throughout the year. - REVISED Jan 2022</p> <p><b>Actions:</b> Beginning of Year (BOY) professional learning on AVID Reading &amp; Writing strategies - REVISED Jan 2022</p> <p>Ongoing AVID training for Reading &amp; Writing Strategies - REVISED Jan 2022</p> <p>Implementation of an artifact upload schedule for all departments requiring submission of Reading &amp; Writing artifacts 3x per year - REVISED Jan 2022</p> <p><b>Staff Responsible for Monitoring:</b> Academic Dean, AVID Elective Teachers, Department Chairs</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> We will conduct classroom observations with feedback consistently throughout the year to ensure instructional strategies are being implemented campus-wide.</p> <p><b>Actions:</b> Consistent administrator and C &amp; I classroom observations with timely and specific feedback</p> <p>Learning walks for new teachers to observe strategies and "best practices" of peers - REVISED Jan 2022</p> <p>Increased observations and feedback in classes with special populations</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Campus C &amp; I team</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All teachers will engage students in AVID Reading & Writing strategies on a consistent basis throughout the year. - REVISED Jan 2022 <b>Actions:</b> Student artifacts  Focused professional learning opportunities for staff  Classroom observations <b>Staff Responsible for Monitoring:</b> Administrators, Campus C & I team, Department Chairs  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				


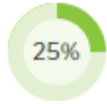






**Goal 2:** The system will utilize efficient and effective operations to support and improve the learning organization.

**Performance Objective 2:** All teachers will participate in the ongoing professional learning of strategies and best practices to support and grow literacy in Emergent Bilinguals (EB) and all students through cross-curricular collaboration regarding consistent use of SIOP best practices once per grading period.

**Evaluation Data Sources:** Professional Learning agendas with a Sheltered Instruction focus (August 15 2022, Sept/Oct trainings during Lunch & Learns with core areas, sheltered training in Oct 2022).

Ongoing collaboration opportunities with district Multilingual Services Department (push-in lessons and planning with teachers)

Classroom observations and walk-throughs in Eduphoria (Ketcham with SS in Sept, walks with Baylor, Vance)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will collaborate with the Multilingual Services department to ensure all teachers are trained in sheltered instruction.</p> <p><b>Actions:</b> Targeted professional learning throughout year focusing on building reading/writing/listening/speaking skills in Emergent Bilinguals (EB) and all students</p> <p>Ongoing monitoring of the academic progress of EB students</p> <p>Increased technology use with EB students in an effort to build familiarity with Texas English Language Proficiency Assessment System (TELPAS) testing process</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, TELPAS/EL Administrator, Academic Dean</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b></p> <p><b>Funding Sources:</b> Personnel - 199 - General Funds: SCE</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> We will conduct classroom observations with feedback consistently throughout the year to ensure strategies are being implemented campus-wide.</p> <p><b>Actions:</b> Consistent administrator and C &amp; I classroom observations with timely and specific feedback</p> <p>Learning walks for new teachers to observe strategies and "best practices" of peers - REVISED Jan 2022</p> <p>Increased observations and feedback in classes with special populations</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Campus C &amp; I team</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** The system will utilize efficient and effective operations to support and improve the learning organization.

**Performance Objective 3:** We will promote the ASPIRE program to all students using multiple platforms in an effort to provide additional academic enrichment opportunities outside of the school day for reading and math as evidenced by increased enrollment from May 2022 to May 2023.

**Evaluation Data Sources:** Artifacts of communication (flyers, emails, social media posts, etc...)

ASPIRE student participation counts BOY/MOY/EOY

ASPIRE student academic performance

Artifacts of collaboration between ASPIRE and other campus programs (SAT Prep, AI, Homework Help Line) - ADDED Jan 2022







**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 1:** Social emotional learning will be a priority for all students and staff.

**Evaluation Data Sources:** Character Strong implementation in Buff Time

Social Emotional Learning (SEL) student survey data BOY/MOY/EOY - REVISED Jan 2022

Buff Time lesson plan agendas







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will continuously engage students in Social Emotional Learning (SEL) lessons throughout the year.  <b>Actions:</b> Teachers will commit to using the Character Strong curriculum each Friday during Buff Time.</p> <p>Teachers will engage students in the Character Strong curriculum on a weekly basis.</p> <p>Student groups will help to promote Character Strong as part of school culture.</p> <p>Student survey conducted BOY/MOY/EOY to track students' social-emotional well being and safety at HHS - ADDED Jan 2022</p> <p><b>Staff Responsible for Monitoring:</b> Crisis Counselors, Counselors, Administrators, Academic Dean, Character Strong team</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 3:** All students and staff will learn and work in a safe and responsive environment.

**Performance Objective 2:** We will improve and maintain ongoing communication with parents in a thorough and timely manner through social media and Blackboard use for all campus events as evidenced by a 10% increase in parent participation in community events from August 2022-May 2023.

**Evaluation Data Sources:** Parent contact documentation via attendance contact program, teacher contact logs.

Social media documentation provided to district consistently.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> We will communicate important information with parents and the HHS community in a timely manner through the use of multiple platforms.</p> <p><b>Actions:</b> All school communication will be posted on multiple social media platforms in an effort to reach a larger audience.</p> <p>Text/Email/Phone call blasts will be utilized and sent in English and Spanish (when possible)</p> <p>HHS website will be updated frequently</p> <p><b>Staff Responsible for Monitoring:</b> Designated Admin, Campus Media Specialist</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				