

Fort Worth Independent School District 2019-2020 Campus Improvement Plan

Campus Name: 003 - South Hills HS

Principal: Durbin, Rodrigo

Executive Director: Steven Johnson

Fort Worth ISD Mission Statement

Preparing ALL students for success in college, career, and community leadership.

Vision

Igniting in Every Child a Passion for Learning

Student Outcome Goals

Early Literacy - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2019.

Middle Grade Math - Percent of students who meet or exceed standard on STAAR Algebra I EOC exam by the end of grade 9 will increase from 77% to 87% by 2019.

College and Career Readiness - Percent of graduates who have met the criteria for Post-Secondary Readiness, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2019.

School Profile

Student Enrollment by Program

Attendance Rate: 93.6

Special Education: 7.3

Dual Language/ESL: 16.5

Gifted and Talented: 7.9

Career and Technology: 64.6

Percentage of at-risk students: 82.5

Percentage of English Language (EL) students: 17.2

Percentage of economically disadvantage students: 80.7

2019-2020 Campus Site-Based Committee

Name	Role
Rodrigo Durbin	Principal
Jennifer Kleiber	Campus Non-Teacher Professional
Amanda Bradley	Campus Non-Teacher Professional
Miriam Rodriguez	Campus Non-Teacher Professional
Gilberto Grenald	Teacher
Jessica Conrad	Teacher
Fred Jahns	Campus Non-Teacher Professional
Kristen Lybrand	Teacher
Gina Palladino	Teacher
Felipe Rodriguez	Parent
Jeremy Trettel	Campus Non-Teacher Professional
Brooke Battles	Campus Non-Teacher Professional
Tran Nguyen	Parent
Rebecca Anthony De Cardoza	Parent
Sandra Saenz	Campus Non-Teacher Professional

Accountability Summary

Visit Txschools.org for an overview of the State Accountability Systems and school profile for South Hills HS. The 85th Texas Legislation passed House Bill (HB) 22, establishing three domains for measuring performance of campuses:

Beginning with 2019-2020, campuses will receive a rating of **A-F** for overall performance, as well as performance in each domain.

[Click here for the TEA Accountability Resource Page](#)

State Accountability Ratings by Domain	Overall Performance Accountability Rating
Domain 1: Student Achievement 70	69 - Met Standard
Domain 2: School Progress 72	
Domain 3: Closing The Gaps 62	

Campus Distinction Designations

Academic Achievement in Mathematics: 0

Academic Achievement in Science: 0

Academic Achievemnet in English Language Arts/Reading: 0

Top 25 Percent: Comparative Academic Growth: 0

Postsecondary Readiness: 1

Top 25 Percent: Comparative Closing the Gaps: 0

Campus Assurances and Certification for the 2019-2020 School Year

I certify acceptance and compliance with all provisions set forth by:

Yes the Fort Worth ISD School Board;

Yes the Texas Education Code;

Yes Title I, Part A; and

Yes Turnaround Plans

[Click here to see the full Guide to Campus Assurances](#)

When you select "Yes," you are certifying that you have access to or have received the document that outlines all of the requirements discussed above. Additionally, you are indicating your assurance that these requirements will be implemented on your campus by yourself, your designee, or your leadership team.

Comprehensive Needs Assessment Summary for 2019-2020

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weakness?	Priorities What are we going to intervene? If addressed, this need will create the most impact.
Demographics	1. Diverse in population	1. scaffolding training for the increase in number of EL students	1. Address strategies for closing achievement gap across all student populations
	2. Less fights; students accept one another	2. diversity training for high rate of referrals for African Americans	2. Increase student participation in extracurricular activities
	3.	3.	3. Increase communication between all stakeholders
	4.	4.	4.
	5.	5.	5.
	6.	6.	6.
	7.	7.	7.
	8.	8.	8.
	9.	9.	9.
Student Achievement	1. Attendance rates are improving	1. Stronger focus on meeting grade level and not approaching grade successes.	10.
	2. increased advanced courses	2. strategies for closing achievement gap/reading and writing interventions	11.
	3. high graduation rate	3.	12.
	4.	4.	13.
	5.	5.	14.
	6.	6.	15.
	7.	7.	
	8.	8.	
	9.	9.	

School Culture and Climate	1.	attendance incentives improving attendance rates	1.	consistency with discipline referrals/enforcing student code of conduct
	2.	healthy mentoring and good rapport with students	2.	Some students don't feel like their teachers care about them.
	3.	fewer floating teachers	3.	student involvement in extracurricular activities
	4.		4.	
	5.		5.	
	6.		6.	
	7.		7.	
	8.		8.	
	9.		9.	
Staff Quality/ Professional Development	1.	Positive coaching experiences	1.	Less interference with instructional time
	2.	Good quality PLC	2.	staff attendance rate poor at PD
	3.	Highly Qualified campus	3.	PD needed regarding special populations
	4.		4.	
	5.		5.	
	6.		6.	
	7.		7.	
	8.		8.	
	9.		9.	
Curriculum, Instruction, and Assessment	1.	teacher autonomy	1.	lack of consistent instructional practices among grade levels and programs
	2.	Content planning by grade level	2.	Less waste of class time - Less pullouts, more instructional time
	3.	vertical alignment in some contents	3.	lack of vertical alignment in other contents
	4.		4.	
	5.		5.	
	6.		6.	
	7.		7.	
	8.		8.	
	9.		9.	

Family and Community Involvement	1.	Our presence in the community and media has increased positively.	1.	increase community involvement among students
	2.	parent involvement in ARDS	2.	Increase support and resources for parents to be able to help their child succeed in their education.
	3.		3.	increase parental involvement for booster club/PTA
	4.		4.	
	5.		5.	
	6.		6.	
	7.		7.	
	8.		8.	
	9.		9.	
School Context and Organization	1.	dedicated and supportive leadership	1.	Better communication of school events to teachers and to students.
	2.	Organizations are in place to voice employee concerns.	2.	Maintaining same preps year to year
	3.	moving departments closer together (classrooms)	3.	same department planning period
	4.		4.	
	5.		5.	
	6.		6.	
	7.		7.	
	8.		8.	
	9.		9.	

Academic Excellence Goals

Fort Worth Independent School District 2019-2020 Academic Excellence Goals Action Plan

Campus Name: 003 - South Hills HS

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SMART Goals	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline	
	College and Career Readiness - Percent of graduates who have met the criteria for CCMR indicator, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2019.			41.10		see below	
	Above Goal updated with correct information: College and Career Readiness - Percent of graduates who have met the criteria for CCMR indicator, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 39% to 45% by 2019.			39		45	EOY

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1	Increase the use of AVID strategies across the campus increase the use of SWIRL (Speaking, Writing, Interacting, Reading, Listening) as student engage in rigorous coursework.	AVID Conference AVID Strategies shared during faculty meetings provided by AVID site team	Assistant Principal	5/22/2020	Local (Basic Allotment)	5,000		
2	CTE	Incorporation of technology in learning tasks to best utilize the chromebooks for learning across the campus.	TECA Conference Technology strategies shared during faculty meetings	Assistant Principal	6/26/2020	Local (Basic Allotment)	2,000	On Target
3	Increase participation in pre-AP, AP, Dual-Credit, and OnRamps Courses.	All English 1 teachers will utilize the CollegeBoard curriculum GT Training for teachers OnRamps training for teachers AP/CollegeBoard Conference	Assistant Principal	6/26/2020	Local (Basic Allotment)	20,000	Not Started	
4	Title I	Add the position of College Career Coach to support Seniors and increase college applications, scholarships, TSI, and job opportunities.	Hire College Career Coach to work in the GO Center College Days Job Fair	Other	6/1/2020	Title I	43,000	On Target
5	Title I	After school tutorials for reading and math.	15 student laptops for use during tutorials to ensure lack of technology is not an issue. Utilization of Edgenuity/TSI Prep	Principal	9/27/2019	Title I	5,300	On Target
6	Title I	Math and Science PLC collaboration- Book study Strength Finder 2.0 60 books	Teachers will identify strengths using book and collaboration during PLC/PD's.	Assistant Principal	9/30/2019	Title I	900	
7	CTE	FTEs Supplies and Materials Coverage for Professional Development and Technology Trainings	Continuous Improvement through PD opportunities; Identify needs for PD	Principal	5/30/2020	CTE	36,981	On Target
8	LEP	Supplies and Materials Professional Development	Teachers will identify needs of targeted students Identify needs for PD opportunities QTEL PD	Instructional Leadership	4/30/2020	Title I	18,223	On Target
9	SPED	FTEs Supplies and Materials Professional Development	Teachers will identify needs of targeted SpEd students PD opportunities identified	Assistant Principal	4/30/2020	Special Education	16,842	On Target
10		State Comp Ed Supplies and Materials	Identify needs of targeted students Order materials and supplies	Principal	4/30/2020	SCE	18,931	On Target

11	Title I	Increase participation in pre-AP, AP, Dual-Credit, and OnRamps Courses.	All English 1 teachers will utilize the CollegeBoard curriculum GT Training for teachers OnRamps training for teachers AP/CollegeBoard Conference	Assistant Principal	6/26/2020	Gifted & Talented	1,387	On Target	
12									
13									
14									
15									

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

BOY Status:

Principal Evidence: June 2019 participation in the AVID conference in Dallas (2 administrations and # teachers)

Examination of STAAR scores to increase enrollment in Pre-AP and AP courses (% in 1 or more pre-AP (% increase over 2018/19), % in AP courses (% increase over 2018/19).

Leadership Feedback: -How are ensuring that all students are CCMR and are enrolled in TSI prep classes?

MOY Status:

Principal Evidence:

Leadership Feedback:

EOY Status:

Principal Evidence:

Leadership Feedback:

Mission Goals

Fort Worth Independent School District 2019-2020 Mission Goals Action Plan

Campus Name: 003 - South Hills HS

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SMART Goals	Campus Level - Student Outcome Goal and Progress Measures (Baseline-X, Target-Y, Deadline-Z)	Baseline (BOY)	to Target	by Deadline
	Percent of students in lowest performing student group for all subjects performing at or above Meets Grade Level as measured by STAAR will increase from	68	75	EOY
	Clarification for above goal: Economically Disadvantaged all subject meets grade level will increase from 68 to 75.	68	75	

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 Title I	Incorporation of QTEL pedagogy in English I & II courses to increase scaffolding of rigorous texts. (Impacts ED, LEP, TELPAS)	Collaborative lesson planning during PLCs with Instructional Specialist Battles. QTEL Institute for new ELAR teachers.	Assistant Principal	7/31/2020	Bilingual	2,076	On Target	
2 Title I	Incorporation of QTEL pedagogy in US History & Geography courses to increase scaffolding of rigorous primary sources. (Impacts ED, LEP, TELPAS)	Collaborative lesson planning during PLCs with Instructional Specialist Trettel. QTEL Institute for new SS teachers.	Assistant Principal	6/26/2020	Bilingual	1,000	On Target	
3 Title I	Implementation of AVID strategies in the core contents to increase the use of SWIRL (Speaking, Writing, Interacting, Reading, Listening). (Impacts ED, LEP, TELPAS)	AVID training through Department PLCs (led by AVID site team members) AVID Conference AVID Strategies shared during faculty meetings	Assistant Principal	6/26/2020	Title I	2,000	On Target	
4 Title I	Opening of school teacher professional development using a model lesson that exemplifies SWIRL (Speaking, Writing, Interacting, Reading, Listening) (Impacts ED, LEP, TELPAS)	Region 11 space reserved model lesson planned using grading articles admin and instructional specialists lead pd	Principal	8/14/2019	Title I	450	On Target	
5 Title I	Teachers will analyze STAAR data (from Eduphoria Aware) to determine at risk students, SEs to target for tutorials, and growth measure goals.	Data Meetings - Early Sept Tutorial Plans - Early Sept Begin Tutorials (w/sign in logs) - Sept Update plans after Nov Benchmark data is analyzed	Teacher(s)	5/29/2020			Not Started	
6 Title I	Student metacognitive tasks after each Benchmark to promote goal setting and reflection on learning.	EOC Teachers plan for one day after benchmarks for students to analyze their benchmark data and create goals. Students will refer back to these goals after each major assessment and update, as needed.	Assistant Principal	12/20/2019	Title I	1,000	On Target	
7	Analysis of student work during Eng 2 PLCs to determine SEs to target.	ELA teachers will utilize rubrics to assess student work in writing Student products will be reflected upon during PLCs at least once every 3 weeks as recorded in the PLC Agenda google form.						
8 Title I	Provide opportunities for students to obtain additional instruction for acceleration/remediation	Purchase supplemental supplies to enhance lessons These supplies include toner, pencils/pens, copy paper, spirals, journals.etc	Principal	9/18/2019	Title I	100,000	On Target	

9	Additional Support Personnel	Hire Instructional Specialists, College Coordinator, OCI Staff, Maintain Data Analyst & Parent Coordinator	Principal	8/12/2019	Title I	320,000		
10	Title I	afterschool tutoring	Create a schedule for afterschool tutorials Have teachers sign up for time slots	Instructional Leadership	5/29/2020	Title I	40,000	On Target
11	Title I	Teacher professional development and planning	secure subs agendas	Instructional Leadership	5/29/2020	Title I	25,000	On Target
12		Teacher professional development to implement highly effective practices	TCEA Conference and Exposition ASTE (Advancement of Science Teacher Education) AP National Conference CAST (Conference for the Advancement of Science Teaching)	Principal	5/29/2020	Local (Basic Allotment)	25,000	On Target
13		Administrator professional development to implement highly effective practices	TCEA Conference and Exposition NASSP National Principals Conference AP National Conference Learning Forward North Texas	Assistant Principal	6/5/2020	Local (Basic Allotment)	15,000	On Target
14		Counselor professional development to implement highly effective practices	AP National Conference Learning Forward North Texas	Assistant Principal	6/5/2020	Local (Basic Allotment)	15,000	On Target
15		Provide opportunities for students to obtain additional instruction for acceleration/remediation	Purchase supplemental supplies to enhance lessons These supplies include toner, pencils/pens, copy paper, spirals, journals.etc	Principal	5/29/2020	Local (Basic Allotment)	53,055	On Target

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

BOY Status:

Principal Evidence:

Leadership Feedback:

MOY Status:

Principal Evidence:

Leadership Feedback:

EOY Status:

Principal Evidence:

Leadership Feedback:

Learning Environment Goals

Fort Worth Independent School District 2019-2020 Learning Environment Goals Action Plan

Campus Name: 003 - South Hills HS

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SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	The customer satisfaction percentage will increase through positive interaction between families from diverse backgrounds and school staff as measured by the Parent Stakeholder Survey from	1058/2012 - 53%	75%	EOY
	PBIS - The number of 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease for target student groups from	AA - F 33%, M 31%	13%	EOY
	Health Related - (Target 75%) Percentage of assignments completed by the Campus Local Wellness Coordinator will increase from	50%	75%	EOY

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 Title I	Support school culture and climate--student support in communicating school activities, student programs and tutoring opportunities for the campus.	Use of 75" TV in main campus hallway	Principal	7/22/2019	Title I	1,200	On Target	
2 Title I	Interventionist work with AA at risk students	Identify at risk students (approximately 21 students) Develop action plans for each student to negate negative behaviors Implement plans with regular updates to APs and documentation in FOCUS	Assistant Principal	5/29/2020			Not Started	
3 Title I	APs will work with Health Coordinator Mr. Moore to ensure assignments are completed and turned in	Calendar of due dates Time blocked for Health Trainings	Assistant Principal	5/29/2020			Not Started	
4 Title I	9th grade teaming as an additional intervention for student misbehaviors	Create Master Schedule with common planning periods for 9th grade teams. Excuse 9th grade teachers from PLCs twice a week to attend 9th grade team meetings. 9th grade teams meet with at-risk students	Assistant Principal	5/29/2020				
5 Title I	South Hills HS Open House	Information report cards, parent portal Q and A for parents	Other	9/18/2019	Title I	500	On Target	
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12								
13								
14								
15								

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

BOY Status:

Principal Evidence:

Leadership Feedback:

MOY Status:

Principal Evidence:

Leadership Feedback:

EOY Status:

Principal Evidence:

Leadership Feedback:

