

Fort Worth Independent School District 2019-2020 Campus Improvement Plan

Campus Name: 006 - Eastern Hills HS

Principal: Smith, Katrina

Executive Director: Deborah Traylor

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: 88.8
Special Education: 12.6
Dual Language/ESL: 9.2
Gifted and Talented: 5.3

Career and Technology: 79.6
Percentage of at-risk students: 81.8
Percentage of English Language (EL) students: 9.3
Percentage of economically disadvantage students: 83.4

2019-2020 Campus Site-Based Committee

Name	Role
Lisa Yanagida-Blow	Teacher
Kelley Moore	Teacher
Krystal Barther	Campus Non-Teacher Professional
Zenobia Hood	District Level Staff
Paige Stephens	Community Representative
LaQuita Johnson	Parent
Charles Hodges	Community Representative
Viren Patel	Business Representative
Mark Lindenfeld	Teacher
Rachel Morgan	Teacher
DJ Perera	Teacher
Sherry Woodard	Parent
Tammy Presley	Parent
Belinda Brown	Parent

Accountability Summary

Visit Txschools.org for an overview of the State Accountability Systems and school profile for Eastern 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 59	57 - Improvement Required
Domain 2: School Progress 63	
Domain 3: Closing The Gaps 42	

Campus Distinction Designations

Academic Achievement in Mathematics: 0	Postsecondary Readiness: 0
Academic Achievement in Science: 0	Top 25 Percent: Comparative Closing the Gaps: 0
Academic Achievement in English Language Arts/Reading: 0	
Top 25 Percent: Comparative Academic Growth: 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. Eastern Hills HS is 92% Economically Disadvantaged school: African-Americans: 607 Hispanics: 366 Special Education: 133 LEP: 138	1. Provide professional development opportunities to enhance instructional practices that will promote student achievement through diverse and differentiated lens.	1. Strong school leadership and planning by developing campus instructional leaders with clear roles and responsibilities.
	2. Eastern Hills has increased CCMR (Domain 3) enrollment in the following areas: English OnRamps 2018: 36 2019: 65 Physics OnRamps 2018: 0 2019: 20 US History OnRamps 2018: 0 2019: 52 Dual Credit Classes 2018: 24 2019: 42	2. Establish an advanced placement committee intentionally track and place students in a College, Career or Military Readiness strand.	2. Use campus-wide data tracking system to create instructional calendar to deliver effective instruction.
	3. Increased attendance percentages for the 4th and 5th six weeks by 3.5%	3. Develop an incentive program to recognize students each six weeks who have improved their attendance.	3. Establish campus practices and policies that will demonstrate high expectations and shared ownership for student success.
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Student Achievement	1.	STAAR English 2: Overall, all students increased 4% in Approaches. African Americans increased 7% in Approaches. Hispanic students increased 3% in Approaches, 4% in Meets, and 4% in Masters.	1.	Increase overall achievement in all student groups by 10%.
	2.	STAAR Algebra 1: All students increased 11% in Meets and 10% in Masters. African American students increased 6% in Approaches, 20% in Meets, and 13% in Masters. White students increased by 13% in Approaches, 17% in Meets, and 30% in Masters.	2.	Increase Hispanic student group overall achievement in all student performance levels by 10%.
	3.	"STAAR English 2/Algebra 1 for Special Education and ELLS: For English 2, Special Education students increased by 13% in Approaches and 5% in Meets. ELLs increased by 22% in Approaches, 11% in Meets, and 4% in Masters. For Algebra 1 students, Special Education students increased by 6% in Approaches, 6% in Meets, and 11% in Masters. ELLs increased by 5% in Approaches, 10% in Meets, and 7% in Masters."	3.	Increase growth in all student group populations to impact Domain 3 outcomes.
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School Culture and Climate	1.	Bi-monthly campus leadership meetings to solicit teacher voice and assess campus needs.	1.	Conduct fall and spring surveys to collect data that will help create intentional school-wide systems.
	2.	Provide mentorship to first and second year teachers by facilitating Lunch and Learn professional development sessions in order to retain and build teacher capacity.	2.	Assess the professional learning needs and provide opportunities for them to attend training throughout the school year.
	3.	Create opportunities for teachers and students to be recognized for various achievements, such as attendance, academic growth, etc.	3.	Establish a School Culture and Climate Committee that will assess campus needs and develop and action plan to address these needs throughout the school year.
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Staff Quality/ Professional Development	1.	Research-based professional development is provided to improved Tier-1 instruction.	1.	Continue to provide professional development to enhance Tier-1 instruction that meets the diverse needs of students.
	2.	Campus-wide training for understanding Domain 2 and 3.	2.	Implement campus-wide data tracking system in order to track progress towards Meets and Masters targets.
	3.	Timely feedback from Assistant Principals and Instructional Coaches on classroom practices.	3.	Administrators and instructional coaches provide evidence/artifacts of face-to-face conferences with teachers during weekly admin/instructional coaches' meetings.
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Curriculum, Instruction, and Assessment	1.	Campus Wide AVID Strategies (WICOR) and TSI courses to increase CCMR (Domain 3)	1.	Develop campus-wide data tracking system for all assessments and subpopulations.
	2.	Targeted Tutorials for tested content areas and ELL students.	2.	Increase monitoring of standards-aligned best practices in order to ensure student targets are met.
	3.	Weekly Data Meetings with Response To Intervention; complete 3W and Interim Assessments in all tested content areas.	3.	Teachers will conduct face-to-face conferences with students to discuss student performance and gaps in learning in order to create a plan to meet individual learning goals.
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Family and Community Involvement	1.	Parent participation in Site-Based Decision Making team.	1.	Increase community stakeholder involvement in schoolwide decisions.
	2.	Hosted With Her I Stand Summit that involved female parents and students in our pyramid.	2.	Increase student, parent, and community participation to enhance academic performance and social-emotional needs.
	3.	Establish effective and consistent communication with parents to inform them of tutorials and campus-wide events.	3.	Establish Parent Engagement Committee to work with parents to improve the learning, health, and development of our students.
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School Context and Organization	1.	Teacher-led professional development on restorative practices to enhance instruction and increase student learning delivered through campus faculty meetings.	1.	Clear expectations for all stakeholders and more consistent and equitable administrative support.
	2.	Establish a restorative practices committee to facilitate and support an optimal learning environment for students.	2.	Establish campus committees to streamline organization operations
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Academic Excellence Goals

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

Campus Name: 006 - Eastern Hills HS

Principal: Smith, Katrina

Executive Director: Deborah Traylor

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.					
	CCR-Percent of graduates meeting TSI standard in Reading and Math will increase from 29% to 50%		29%		50%	EOY

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 CTE	Increase enrollment in the CP Math and ELA classes to help students hone their skills prior to taking the TSI College placement exam.	Teachers will administer a TSI pre-assessment activity to identify students strengths and weakness for TSI exam. Teachers will provide TIER 1 instructional strategies to assist students with mastering skill needed to be successful on the exam. Students will be assessed regularly to accomplish this goal.	Teacher(s)	9/30/2019	CTE	13,145	On Target	
2 CTE	College Career Coach will provide study sessions and resources for ACT and SAT testing.	The College Career Coach will create a schedule and provide ACT and SAT student sessions; facilitate college tours to assist students in acquiring resources to improve performance on ACT and SAT testing.	Instructional Leadership	5/15/2020	CTE	8,000	On Target	
3 CTE	Monitor students' progress and completion rate of CTE certification courses.	Mr. Mark Denton, Mr. Kel Jackson, counselors and administrators will monitor students completion rates of CTE certification. Teachers will administer Fall and Spring benchmarks and provide feedback to students to make intentional instructional decisions to assist students with obtaining CTE certifications.	Instructional Leadership	5/28/2020	Title I	5,000	On Target	
4 CTE	Campus instructional leaders will review disaggregated data to track and monitor the progress of all students and provide feedback to CCMR teachers and committee.	Campus assessment calendar will include meeting dates for data analysis of assessments to make informed decisions regarding student growth and CCMR measure.	Instructional Leadership	9/30/2019	Title I	5,000	Below Target	
5 CTE	Teacher will use a corrective instruction action planning process, using PLCs to plan Tier 1 instruction and analyze data to identify trends in student misconceptions.	Teachers will unpack standards using Lead4Ward to identify high leverage student expectations; identify gaps in learning of retaining key information; plan and reteach weak SEs with an assessment to show mastery of SEs.	Instructional Leadership	9/30/2019	Title I	10,000	Below Target	
6 Title I	Teacher will use a corrective instruction action planning process, using PLCs to plan Tier 1 instruction and analyze data to identify trends in student misconceptions.	Hire a campus data analyst to support Tier 1 instructional practices and interventions.	Principal	7/1/2019	Title I	61,913	On Target	
7 Title I	Purchase the technology software platforms All-In Learning and IXL in order to track student progress.	Contact vendors in order to train teachers on how to use these platforms.	Instructional Leadership	5/28/2020	Local (Basic Allotment)	15,000	Below Target	

8	CTE-LEP	Provide students with opportunities to visit various college campuses throughout the school year.	Have Go Center representatives work with POC coordinator and other school representatives speak with students about which campuses they're interested in visiting and organize visits accordingly.	Instructional Leadership	5/28/2020	Local (Basic Allotment)	12,846	Below Target	
9	LEP	Provide targeted tutorials for ELL students participating in TELPAS testing in the Spring.	LPAC chair and lead ESL teacher will identify targeted student groups to tutor throughout the school year.	Teacher(s)	5/28/2020	Bilingual	1,000	Below Target	
10	Title I	Provide opportunities for small group instruction.	Hire a Title I resource teacher to create smaller classes for small group instruction.	Principal	7/1/2019	Title I	60,000	Below Target	
11	Title I	Purchase Chromebook carts for various assessments throughout the school year.	Develop list of needs with campus Testing Coordinator.	Instructional Leadership	5/20/2020	Title I	25,032	Below Target	
12	Title I	To increase overall academic achievement for students.	Hire a Teacher Assistant	Principal	11/7/2019	Title I	21,704	Below Target	
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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:

Mission Goals

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

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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 on or above level in CCMR will increase from	15%	35%

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 CTE	Instructional leaders will use a corrective instructional action plan during PLC to analyze student data.	Data analyst will use STAAR Targeted data, Interim Assessment and 3 Week Assessment Data to develop and disseminate data reports to all tested areas.	Principal	5/28/2020	Local (Basic Allotment)	15,000	On Target	
2 CTE	Instructional Leadership Team will participate in Book Study: Leverage Leadership and Getting Better Faster.	Campus leadership team will be expected to provide evidence of strategies used to coach grade level teams through face to face feedback to improve Tier 1 instructional gaps.	Instructional Leadership	8/20/2019	Title I	5,000	Below Target	
3 CTE	Instructional leaders will have clear and transparent weekly leadership tasks that includes PLC collaboration, walk throughs and face to face feedback.	Weekly calendars will be created to show scheduled time for PLCs, walk throughs and face to face feedback.	Instructional Leadership	5/20/2020	Title I	3,000	Below Target	
4 Title I	Implement Restorative Practices to decrease the number of discipline incidents to provide an optimal learning environment for our teachers and students.	Campus staff will participate in Restorative Justice training to learn and implement social and emotional strategies campuswide.	Instructional Leadership	5/20/2020	SCE	5,000	Below Target	
5 CTE	Campus instructional leaders will meet on a weekly basis to focus on student progress and formative data.	Instructional leaders will lead team meetings with an emphasis on data analysis and progress monitoring which will include action steps for continuous student improvement and sustainability.	Instructional Leadership	5/20/2020	SCE	5,921	Below Target	
6 Title I	Provide Tier 1 tutorial sessions to close the achievement gap across all tested content areas.	Identify Tier 2 students and provide a ninth period tutorial hour to increase their student performance levels to Meets and Masters.	Teacher(s)	5/20/2020	Other	20,000	Below Target	
7 Title I	Provide professional learning opportunities for all general ed. and inclusion teachers to enhance differentiated Tier 1 instruction.	Host Stetson Training to provide teachers with differentiation strategies in order to ensure fidelity of instructional implementation.	Principal	5/28/2020	Title I	5,000	Below Target	
8 Title I	Provide substitute teachers for content planning pull outs.	Develop content planning calendar that allows all content teachers to use the corrective action planning process to enhance Tier 1 instruction based on Lead4ward high leverage SEs.	Instructional Leadership	5/20/2020	Title I	15,000	Below Target	
9 Title I	Provide incentives to students that are meeting attendance and academic goals each six weeks.	Establish an incentive committee to track students that are meeting attendance and academic goals each six weeks.	Assistant Principal	5/20/2020	Title I	12,000	Below Target	
10 Title I	Purchase resources and materials for instructional learning purposes.	Department chairs will take an inventory of necessary resources needed to provide an optimal learning environment for teachers and students.	Instructional Leadership	5/20/2020	Local (Basic Allotment)	30,000	Below Target	

11	SPED	Monthly monitoring of special education caseloads.	Create a planning calendar to track students' progress and monitoring of Individual Education Plans.	Instructional Leadership	5/20/2020	Special Education	5,000	Below Target	
12	SPED	Purchase resources and materials for special needs students.	Conduct a needs inventory of materials necessary to enhance learning for students.	Teacher(s)	5/20/2020	Special Education	8,655	Below Target	
13	Title I	Decrease the amount of discipline referrals.	Contract with FWISD vendors to provide workshops on restorative practices for female students.	Student Support Services	5/20/2020	Title I	30,000	Below Target	
14	CTE-LEP	Identify Gifted and Talented students and provide resources to meet their academic needs.	Track students' progress throughout the year to meet CCMR measures.	Principal	5/20/2020	Gifted & Talented	490	Below Target	
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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: 006 - Eastern Hills HS

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SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	Campus will increase number of classes/workshops for families (parenting skills, family support, child development, etc.) as measured by the School Profile from	0%	50%	5/28/2020
	PBIS - Disproportionate 'Duplicate Incident Referrals', as documented in FWISD Cycle Reports, will decrease in % for target student groups as compared to campus enrollment from	10%	5%	5/28/2020
	Health Related - (Target 95%) Percentage of all eligible students tested in FitnessGram each year will increase from	77%	95%	5/28/2020

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1 CTE	Use Social Media and communication systems such as flyers, memos, and newsletters	All stakeholders will use social media and communications to advertise campus events to increase parental involvement	Other	5/28/2020	School Improvement	5,000	Below Target	
2 CTE	Increase College, Career and Military Readiness enrollment by hosting various informational and interactive events.	College Career Readiness Coach, Counselors, and all stakeholders will collaborate to purchase snack, supplies and resources to inform parents of post high school opportunities.	Instructional Leadership	5/28/2020	Title I	5,000	Below Target	
3 Title I	Discipline referrals will decrease by 5% for 2019-2020.	Teachers, counselors and administrators will attend Restorative Practices Training. Student organization sponsors and members host membership drive. Students will attend Student Leadership Course and Curriculum Academy and Student council and Honor Society Advisor Workshops.	Instructional Leadership	5/28/2020	School Improvement	10,000	Below Target	
4 CTE	Increase proficiency to 95% on Health Benchmark Assessments.	Increase proficiency to 95% on Health Benchmark Assessments.	Teacher(s)	5/28/2020	Other	0	Below Target	
5 Title I	Hire Family Communications Liaison	Hire Family Communications Liaison to coordinate parent engagement events.	Assistant Principal	9/30/2019	Title I	27,000	Below Target	
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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:

006 - Eastern Hills HS

→ Budget Allotment Summary →	Local (Basic Allotment)	SCE	CTE	Bilingual	Gifted & Talented	Special Education	Title I	TOTAL Allotment
	\$ 72,846.00	\$ 10,921.00	\$ 21,145.00	\$ 1,000.00	\$ 490.00	\$ 13,655.00	\$ 290,649.00	\$ 410,706.00

Fort Worth Independent School District 2019-2020 Campus Improvement Plan

Budget Summary

Principal: Smith, Katrina

Executive Director: Deborah Traylor

Summary by Fund Source

Fund Source →	Local Basic Allotment	SCE State Compensatory Education	CTE	Bilingual	Gifted & Talented	Special Education	Title I	GRAND TOTAL budgeted in CIP
Academic Excellence Goals	\$ 27,846.00	-	\$ 21,145.00	\$ 1,000.00	-	-	\$ 188,649.00	\$ 238,640.00
Mission	\$ 45,000.00	\$ 10,921.00	-	-	\$ 490.00	\$ 13,655.00	\$ 70,000.00	\$ 140,066.00
Learning Environment Goals	-	-	-	-	-	-	\$ 32,000.00	\$ 32,000.00
Total Allocated	\$ 72,846.00	\$ 10,921.00	\$ 21,145.00	\$ 1,000.00	\$ 490.00	\$ 13,655.00	\$ 290,649.00	\$ 410,706.00
Percent Budgeted	100%	100%	100%	100%	100%	100%	100%	100%

Other Funding Sources	Source	PTA/PTO	Community Partner	Corporate	Non-Profit	FWCP	School Improvement	Other	Total
	Amount	-	-	-	-	-	\$ 15,000.00	-	\$ 15,000.00