

# Fort Worth Independent School District 2019-2020 Campus Improvement Plan

**Campus Name:** 010 - Paschal HS, R.L.

**Principal:** Langston, Troy

**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: 94.3

Special Education: 5.6

Dual Language/ESL: 7

Gifted and Talented: 23.6

Career and Technology: 52

Percentage of at-risk students: 56.6

Percentage of English Language (EL) students: 7.8

Percentage of economically disadvantage students: 50.4

### 2019-2020 Campus Site-Based Committee

Name	Role
Troy Langston	Principal
Jennifer Stafford	Other
Lisa Essenmacher	Campus Non-Teacher Professional
Richard Owens	Community Representative
Karen Fox	Community Representative
Mike Russell	Business Representative
David Geer	Teacher
David Scheer	Teacher
Corrie Griffin	Teacher
Matthew Stroup	Teacher
Rian Townsend	District Level Staff
Graham McMillian	Business Representative
Tracy Smith	Additional Representative Appointment
Jennifer Pate	Additional Representative Appointment

### Accountability Summary

Visit [Txschools.org](http://Txschools.org) for an overview of the State Accountability Systems and school profile for Paschal HS, R.L..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: <b>Student Achievement</b> 85	<b>84 - Met Standard</b>
Domain 2: <b>School Progress</b> 83	
Domain 3: <b>Closing The Gaps</b> 80	

### Campus Distinction Designations

Academic Achievement in Mathematics: 1

Academic Achievement in Science: 1

Academic Achievement in English Language Arts/Reading: 1

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.
<b>Demographics</b>	1. Diverse student body, racially and economically	1. Increase AA and Hisp % in AP/preAP/H courses to match school's demographic	1. improve instruction in all areas
	2. Diverse student body, racially and economically	2. Increase AA and Hisp % in AP/preAP/H courses to match school's demographic	2. improve assessments and data analysis
	3. 80+ clubs and orgs available to students	3. improve graduation rate	3. increased parent and community communication
	4. 80+ clubs and orgs available to students	4. improve graduation rate	4. improve instruction in all areas
	5. Increase in free/reduced lunch identified % 14 points over previous year	5. Analyze SPED % across race/ethnicity to verify no disproportionate groups	5. improve assessments and data analysis
	6. Increase in free/reduced lunch identified % 14 points over previous year	6. Analyze SPED % across race/ethnicity to verify no disproportionate groups	6. 7. increased parent and community communication
<b>Student Achievement</b>	1. tested all seniors on TSI and ASVAB for CCMR	1. ELA 1&2 EOC performance which fell 4 points each	8.
	2. tested all seniors on TSI and ASVAB for CCMR	2. ELA 1&2 EOC performance which fell 4 points each	9.
	3. US History EOC performance	3. Bio and Alg 1 performance which fell 9 points and 10 points respectively	10.
	4. US History EOC performance	4. Bio and Alg 1 performance which fell 9 points and 10 points respectively	
	5. TELPAS 50% pass rate	5. Achievement gap for SPED EL AA	
	6. TELPAS 50% pass rate	6. Achievement gap for SPED EL AA	
<b>School Culture and Climate</b>	1. Leadership class reintroducing INCLUDE which is a program for race awareness and acceptance	1. "minorities" feel more included in school	
	2. Leadership class reintroducing INCLUDE which is a program for race awareness and acceptance	2. "minorities" feel more included in school	
	3. High involvement and engagement in Arts and Athletics	3. referrals for AA and Hisp are high	
	4. High involvement and engagement in Arts and Athletics	4. referrals for AA and Hisp are high	
	5. limited teacher turnover	5.	
	6. limited teacher turnover	6.	
<b>Staff Quality/ Professional Development</b>	1. strong content knowledge of teachers	1. writing proficiency improvement on all levels and contents	
	2. student voice in campus PD	2. improved direct questioning with reduction in choral questions	
	3. strong content knowledge of teachers	3. writing proficiency improvement on all levels and contents	
	4. master teachers on campus	4. Bell to Bell instruction to ensure time is maximized	
	5. student voice in campus PD	5. improved direct questioning with reduction in choral questions	
	6. master teachers on campus	6. Bell to Bell instruction to ensure time is maximized	

<b>Curriculum, Instruction, and Assessment</b>	1.	Establishing On Ramps in ELA,SS,Sci	1.	College opportunity via onramps option in math
	2.	Increased CTE certifications	2.	lack of consistent data analysis across all levels for alignment purposes
	3.	Establishing On Ramps in ELA,SS,Sci	3.	College opportunity via onramps option in math
	4.	Learning model/WICOR presentations by AVID and instructional coach	4.	greater implementation of formative assessments
	5.	Increased CTE certifications	5.	lack of consistent data analysis across all levels for alignment purposes
	6.	Learning model/WICOR presentations by AVID and instructional coach	6.	greater implementation of formative assessments
<b>Family and Community Involvement</b>	1.	involved PTA and booster clubs focuses on success of all students	1.	Spanish speaking and many minority parents not as involved
	2.	introduced Adult Ed classes at night	2.	two way parent communication in on level classes
	3.	involved PTA and booster clubs focuses on success of all students	3.	Spanish speaking and many minority parents not as involved
	4.	community philanthropy: Harvest project, Adopt a Panther, Paschal Cares, Paschal educational foundation, Paschal enrichment foundation	4.	community opportunities for Spanish speaking parents, filing taxes, apply for jobs, town hall meetings, etc.
	5.	introduced Adult Ed classes at night	5.	two way parent communication in on level classes
	6.	community philanthropy: Harvest project, Adopt a Panther, Paschal Cares, Paschal educational foundation, Paschal enrichment foundation	6.	community opportunities for Spanish speaking parents, filing taxes, apply for jobs, town hall meetings, etc.
<b>School Context and Organization</b>	1.	strong systems in SST, PLC, leadership PLC, weekly admin meetings	1.	currently do not have girls' group like sisters inc or my sister's keeper
	2.	strong student support systems with MBK, Equity committee, leadership class	2.	ongoing support for SST
	3.	strong systems in SST, PLC, leadership PLC, weekly admin meetings	3.	currently do not have girls' group like sisters inc or my sister's keeper
	4.	community support for extracurricular activities	4.	disconnected students engaging in clubs and groups
	5.	strong student support systems with MBK, Equity committee, leadership class	5.	ongoing support for SST
	6.	community support for extracurricular activities	6.	disconnected students engaging in clubs and groups

# Academic Excellence Goals

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

Campus Name: 010 - Paschal HS, R.L.

Principal: Langston, Troy

Executive Director: Steven Johnson

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.			129.60		364

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1	offer TSI prep sessions prior to the test	Fall session dates established by admin team in September, then published to staff and students, planning by administrator and CCR coordinator	Assistant Principal		Title I	5,000		
2	TSI math class (2 sections) TSI ELA class (1 section)	students who had not been successful in TSI math can enroll in TSI class, students who wanted DC ELA class but couldn't pass TSI can get into TSI class	Assistant Principal					
3	2 TSI dates for fall and 1 date in spring	Tracy Smith and Rhonda Psencik (data analyst) will work with counselors to have seniors test TSI in fall and/or spring	Assistant Principal					
4	Certification tests for CTE students	ensure students taking coherent sequence prepare and take the certification exams	Assistant Principal					
5	ASVAB offered to all Juniors and Seniors	promote career opportunities by allowing our upperclassmen to take ASVAB during the school day	Assistant Principal					
6	tutoring and reading supports for ELs	locate ELs who need reading support for STAAR, schedule changes, support those courses with appropriate materials and tutoring	Assistant Principal		Bilingual	1,642		
7	support GT students through preAP courses and AP/DC/OR courses	work with teachers on needs for those courses	Assistant Principal		Gifted & Talented	4,863		
8	support resource, LINK, and inclusion students with appropriate classroom supplies, and teacher supports as needed	assistant principal work with teachers and department chairs to expend the funds needed to support students	Assistant Principal		Special Education	15,769		
9	attendance and course recovery activities	allocate funds to support credit recovery, tutorials, extra help when needed	Principal		SCE	17,374		
10	supplemental support systems for classroom teachers, equipment, supplies, tutorial supports, and test prep supports	work with department chairs to allocate funds appropriately for support of classroom and schoolwide instructional practices	Principal		Title I	100,000		
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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:

# Mission Goals

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

Campus Name: 010 - Paschal HS, R.L.

Principal: Langston, Troy

Executive Director: Steven Johnson

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 at grade level or above in Math will increase from	57	73	EOY
	Percent of students meeting and approaching ELA EOC passing will increase	61 ELA 1, 73 ELA 2	73 ELA 1, 83 ELA 2	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1	attend PLC weekly with the data analyst to improve review of assessments	wednesday PLC meetings, period 7	Principal					
2	attend PLCs weekly to work on PDSA strategies	Admin team reviews PLC notes and report back to admin team weekly, and give feedback to PLC leads regularly	Assistant Principal					
3	moved Algebra 1 classes closer to support systems such as principal and AP offices	Algebra team in 240s hallway, near both principal and AP, regular checks in that hallway	Assistant Principal					
4	targeted planning and support for attendance issues	APs contacting students and parents when attendance becomes an issue	Assistant Principal					
5	English 1 and 2 teachers working with retesters in fall with writing camps, then repeat in spring with current students	contact TCU to reserve spaces, set dates, plan programs	Assistant Principal		Title I	20,000		
6	Writing pullouts for targeted students	ELA department will provide writing support through writing pullouts/conferences, subs will be used during these activities, starting first semester for Eng 1 students	Teacher(s)		Title I	20,000		
7	two ELA teachers and 2 math teachers were purchased using Title 1 funds to keep class sizes lower and allow for more teachers to prepare students for exams	planning in spring to allow for both departments to be staffed	Principal		Title I	120,000		
8	Data analyst used to help teachers and administrators with data throughout the year	Analyst meets with admin team weekly do discuss data/testing/teacher support, meets with tested PLCs and principal on Wednesdays to review, plan, prepare data	Principal		Title I	60,000		
9	Tutors added to support teachers and preparation of students for assessments	locate tutors, get them onboarded, create schedules	Assistant Principal		Title I	7,782		
10	purchase of supplies, materials, training, and support needed to effectively teach all courses within the local budget responsibilities, support of campus programming and local needs	budget requests made in spring, all instructional leaders meet to allocate budgets for each need on campus	Instructional Leadership		Local (Basic Allotment)	164,046		
11	professional development activities for faculty/staff	review PD requests, work with SBDMT to determine which requests will be approved/accepted, allocate funds, follow up with participants	Principal		Title I	10,000		
12	support materials for reading, writing, math	work with librarians and teachers to support purchase of these materials	Other		Title I	10,000		
13	CTE department will use their budget amounts to support CTE courses, leading to increased certifications	Ensure funds are spent appropriately to support coherent sequencing and possible certifications.	Teacher(s)		CTE	31,977		

14	student support through test prep camps and prep sessions	locate and schedule camps, identify camp providers and participants, purchase materials needed for the camps	Principal		Title I	7,800		
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:

# Learning Environment Goals

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

Campus Name: 010 - Paschal HS, R.L.

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Executive Director: Steven Johnson

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			
	PBIS - The number of 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease for target student groups from			
	Health Related - (Target 75%) Percentage of assignments completed by the Campus Local Wellness Coordinator will increase from	50	70	

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1	review ISS/SUS/OCI protocols and keep students in school	Mr. Young will revamp the ISS program	Assistant Principal					
2	meet with middle school principals and counselors during summer to review students with behavioral needs in order to better begin 9th grade with these students	Mr. Swanson and Mr. Langston met with DMS and MMS staff to create list, list shared with other administrators to provide consistent support	Principal					
3	initiate Spanish speaking parent meetings regularly	principal and family communications specialist will create and execute these meetings regularly	Other			2,000		
4	FAFSA/TASFA events weekly during October	hold parent/student events one evening each week in October to complete FAFSA/TASFA and to help with college applications process	Other		Title I	2,000		
5	employee a full time family communications specialist to help promote Spanish speaking support and parent/family/community communications		Principal		Title I	27,000		
6	Wellness team meet regularly and coordinator meet with principal regularly to discuss plans	Set meeting dates, record meeting minutes, review as needed	Other					
7	parent activities, family wellness events, Spanish speaking parent meetings		Principal		Title I	9,000		
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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:

