

Fort Worth Independent School District 2020-2021 Campus Improvement Plan

Principal: Durbin, Rodrigo

Campus Name: 003 - South Hills HS

Executive Director: Ahna Gomez

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 2021.

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 2021.

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 2021.

School Profile

Student Enrollment by Program

Attendance Rate: 78.79

Special Education: 7.6

Dual Language/ESL: 22.6

Gifted and Talented: 8.2

Career and Technology: 76.1

Percentage of at-risk students: 67.1

Percentage of English Language (EL) students: 23.2

Percentage of economically disadvantage students: 94.3

2020-2021 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
Fred Jahns	Campus Non-Teacher Professional
Brooke Battles	Campus Non-Teacher Professional
Jeremy Trettel	Campus Non-Teacher Professional
Sandra Saenz	Campus Non-Teacher Professional
Felipe Rodriguez	Parent
Rosa Isela Rodriguez	Parent
Simon Martinez	Community Representative
Rachel Huckaby	Teacher
Mitch Lindsey	Teacher
Kristen Lybrand	Teacher
Michael Long	Teacher

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 2021-2022, 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 72	74 - C
Domain 2: School Progress 75	
Domain 3: Closing The Gaps 71	

Campus Distinction Designations

Academic Achievement in Mathematics: 1

Academic Achievement in Science: 1

Academic Achievement in English Language Arts/Reading: 0

Top 25 Percent: Comparative Academic Growth: 0

Postsecondary Readiness: 0

Top 25 Percent: Comparative Closing the Gaps: 0

Campus Assurances and Certification for the 2020-2021 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

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 2020-2021

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weaknesses?	Priorities Three to five needs that require intervention. Needs should be prioritized to create the greatest impact.
Demographics	<ol style="list-style-type: none"> Diverse in population Less fights; students accept one another 	<ol style="list-style-type: none"> Scaffolding training for the increase in number of EL students De-escalation training for staff Differentiation training to support SpEd student 	<ol style="list-style-type: none"> 1. Professional Learning & coaching to address closing achievement gap across all student populations 2. Maintaining student engagement during virtual learning and safety during in person learning 3. Increase communication between all stakeholders
Student Achievement	<ol style="list-style-type: none"> English I & II scores are improving Increased number of advanced courses offered Decrease in number of AC students 	<ol style="list-style-type: none"> Focus more on meeting grade level and not approaching grade successes. Strategies for closing achievement gap/reading and writing interventions Maintaining student engagement during virtual learning and safety during in person learning 	<ol style="list-style-type: none"> 4. 5.
School Culture and Climate	<ol style="list-style-type: none"> Attendance rates are improving Healthy mentoring and good rapport with students fewer floating teachers 	<ol style="list-style-type: none"> Some students don't feel like their teachers care about them. Maintaining a safe learning environment to ensure social distancing Maintaining clean school environment during a pandemic 	
Staff Quality/ Professional Development	<ol style="list-style-type: none"> Positive coaching experiences Good quality PLC Highly qualified teachers 	<ol style="list-style-type: none"> Less interference with instructional time Staff attendance rate PD regarding special populations 	
Curriculum, Instruction, and Assessment	<ol style="list-style-type: none"> Teacher autonomy Content planning by grade level Vertical alignment in some contents 	<ol style="list-style-type: none"> Lack of consistent instructional practices among grade levels and programs Less waste of class time - Less pullouts, more instructional time Lack of vertical alignment in other contents 	
Family and Community Involvement	<ol style="list-style-type: none"> Our presence in the community and media has increased positively. Parent involvement in ARDS Paradox Church involvement in staff breakfast and appreciation 	<ol style="list-style-type: none"> Increase community involvement among students Increase support and resources for parents to be able to help their child succeed in their education. Increase parental involvement for booster club/PTA 	
School Context and Organization	<ol style="list-style-type: none"> Dedicated and supportive leadership Organizations are in place to voice employee concerns. Teacher voice when developing Master Schedule (Especially in Fine Arts) 	<ol style="list-style-type: none"> Better communication of school events to teachers and to students. Maintaining same preps year to year Continue department planning period 	

Academic Excellence Goals

Fort Worth Independent School District 2020-2021 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
	CCMR - Increase the percentage of students graduating with a CCMR indicator from 43% to 48% by August 2024.	--	78.80	--	47%	

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	Increase the use of AVID strategies across the campus increase the use of SWIRL (Speaking, Writing, Interacting, Reading, Listening) as students engage in rigorous coursework.	AVID Conference AVID Strategies shared during PLCs purchase equipment, supplies, and materials necessary to implement strategy	Assistant Principal, Instructional Leadership, Teacher(s)	6/30/2021	Local (Basic Allotment)	5,000	Incomplete	Increased number of students receiving As and Bs. Increased number of students enrolled in advanced academic courses. Decreased number of students failing one or more courses.
2 Title I	Incorporation of technology in learning tasks to best utilize the chromebooks for learning across the campus.	Technology strategies shared during faculty meetings Technology strategies shared in PLCs purchase equipment, supplies, and materials necessary to implement strategy	Principal	6/18/2021	Local (Basic Allotment)	2,000	Incomplete	Students' technology skills improve and there is more success with virtual learning.
3 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	purchase equipment, supplies, and materials necessary to implement strategy	Assistant Principal, Instructional Leadership	6/18/2021	Title I	5,300	Incomplete	
4 CTE	Organize CTE related clubs and raise awareness of the CTE programs at SHHS.	purchase equipment, supplies, and materials necessary to implement strategy	Principal	6/30/2021	CTE	34,197	Incomplete	Increase enrollment in CTE related courses and activities
5 Title I	Organize CCMR related clubs and raise awareness of the CCMR programs at SHHS.	purchase equipment, supplies, and materials necessary to implement strategy -purchase poster machine for advertising events	Principal, Assistant Principal, Teacher(s)	6/18/2021	Title I	20,000		Increase enrollment in CCMR related courses and activities
6 SPED	Special Education Teachers will target the needs of the Special Education students on their caseload and develop personalized plans to meet the needs of the students to ensure they are college, career, or military ready.	purchase equipment, supplies, and materials necessary to implement strategy	Assistant Principal	6/18/2021	Special Education	10,000	Incomplete	
7 SPED	Special Education Teachers will target the needs of the Special Education students on their caseload and develop personalized plans to meet the needs of the students to ensure they are college, career, or military ready.	Provide coaching and professional development to accomplish the strategy	Assistant Principal, Instructional Leadership	6/18/2021	Special Education	4,667	Incomplete	

8	State Comp Ed Supplies and Materials Identify needs of targeted students Order materials and supplies	purchase equipment, supplies, and materials necessary to implement strategy			SCE	17,462		
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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 2020-2021 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 the above goal: Economically Disadvantaged all subject meets grade level will increase from 68 to 75.	68	75	EOY

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	Incorporation of QTEL pedagogy in English I & II courses to increase scaffolding of rigorous texts. (Impacts ED, LEP, TELPAS)	QTEL Institute for new ELAR teachers.	Assistant Principal, Instructional Leadership	7/30/2021	Title I	30,000	Not Started	Students will be more successful on the STAAR assessments.
2 Title I	Incorporation of QTEL pedagogy in English I & II courses to increase scaffolding of rigorous texts. (Impacts ED, LEP, TELPAS)	purchase equipment, supplies, and materials necessary to implement strategy	Principal, Assistant Principal	4/30/2021	Title I	10,000	Incomplete	Students will be more successful on the STAAR assessments.
3 Title I	Incorporation of QTEL pedagogy in English I & II courses to increase scaffolding of rigorous texts. (Impacts ED, LEP, TELPAS)	purchase equipment, supplies, and materials necessary to implement strategy	Principal, Assistant Principal	6/25/2021	Bilingual	2,118	Not Started	Students will be more successful on the STAAR assessments.
4 Title I	Incorporation of QTEL pedagogy in US History & Geography courses to increase scaffolding of rigorous primary sources. (Impacts ED, LEP, TELPAS)	QTEL Institute for new SS teachers	Assistant Principal, Instructional Leadership	7/30/2021	Title I	20,000	Not Started	Students will be more successful on the STAAR assessments.
5 Title I	Incorporation of QTEL pedagogy in US History & Geography courses to increase scaffolding of rigorous primary sources. (Impacts ED, LEP, TELPAS)	purchase equipment, supplies, and materials necessary to implement strategy.	Principal, Assistant Principal	4/30/2021	Title I	10,000	Incomplete	Students will be more successful on the STAAR assessments.
6 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)	attend the AVID Conference	Assistant Principal, Teacher(s)	7/1/2021	Gifted & Talented	1,000	Not Started	Students will be more successful on the STAAR and TELPAS assessments.
7 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)	purchase equipment, supplies, and materials necessary to implement strategy	Principal, Assistant Principal	4/30/2021	Gifted & Talented	632	Incomplete	Students will be more successful on the STAAR and TELPAS assessments.

8	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)	attend the AVID Conference	Assistant Principal, Teacher(s)	6/25/2021	Local (Basic Allotment)	10,000	Not Started	Students will be more successful on the STAAR and TELPAS assessments.
9	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.	purchase equipment, supplies, and materials necessary to implement strategy	Principal, Assistant Principal	6/25/2021	Title I	5,000	On Target	Students will be able to analyze their own data and develop their metacognitive skills.
10	Title I	Provide opportunities for students to obtain additional instruction for acceleration/remediation	purchase equipment, supplies, and materials necessary to implement strategy Purchase supplemental supplies to enhance lessons These supplies include toner, pencils/pens, copy paper, spirals, journals.etc Purchase of Math Resources- IXL and calculators	Assistant Principal, Instructional Leadership, Teacher(s)	6/30/2021	Title I	23,500	Incomplete	Students will be more successful on the STAAR assessments.
11	Title I	Provide opportunities for students to obtain additional instruction for acceleration/remediation	Purchase iEXCEL for use in math classes	Principal, Assistant Principal	9/5/2020	Title I	10,000	Completed	Students will be more successful on the STAAR assessments.
12	Title I	Provide opportunities for students to obtain additional instruction for acceleration/remediation	Purchase CollegeBoard curriculum for use in all English 1, English 2, and preAP Biology.	Principal, Assistant Principal	9/5/2020	Title I	12,000	Completed	Students will be more successful on the STAAR assessments.
13	Title I	Provide opportunities for students to obtain additional instruction for acceleration/remediation	afterschool tutoring purchase equipment, supplies, and materials necessary to implement strategy	Assistant Principal	6/18/2021	Title I	105,000	Not Started	Students will be more successful on the STAAR assessments.
14	Title I	Add additional positions to support teachers with parent contact, instruction, and data analysis.	Hire Family Liaison, 2 Instructional Specialists, 2 Teacher Assistants, and 1 Data Analyst.	Principal	9/1/2020	Title I	224,000	Completed	Teachers will have the support and resources to improve their instruction and make better connections with parents.
15	Title I	Increase the technology resources for teachers to implement high-quality virtual learning.	purchase equipment, supplies, and materials necessary to implement strategy	Principal, Assistant Principal	6/25/2021	Title I	145,000	On Target	Student engagement increases.

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 2020-2021 Learning Environment Goals Action Plan

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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	67% Positive response to: This school communicates how important it is to respect the practices of all cultures.	75% Positive Response	August 2021
	PBIS - The number of 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease for target student groups from	36% Female AA	11% Female AA	June 2021
	Health Related - (Target 75%) Percentage of assignments completed by the Campus Local Wellness Coordinator will increase from	100	100	June 2021

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	Organize a group of educators to develop technology lessons to be used the first week of school that will teach students how to use the various applications for school and incorporate instruction of digital citizenship. Organize a group of educators to develop a plan for hybrid learning and how teachers and students will be supported.	Provide extra duty pay, purchase equipment, supplies, and materials necessary to implement strategy	Principal,Assistant Principal	6/30/2021	Title I	24,700	On Target	Students and teachers will be more engaged in virtual and hybrid learning than the Spring of 2020.
2 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 for in person communication, development of SHHS google website that connects to Teacher website, Staff Resources page to house all important forms and information	purchase equipment, supplies, and materials necessary to implement strategy	Principal,Assistant Principal	6/25/2021	Local (Basic Allotment)	25,000	On Target	Staff and the community feel more connected to the school and will respond as such on the stakeholder survey.
3 Title I	Parent Coordinator organizes events that keep the community informed and welcomed such as a South Hills HS Open House, Information report cards, parent portal, Q and A for parents	purchase equipment, supplies, and materials necessary to implement strategy	Principal,Assistant Principal,Other	6/25/2021	Local (Basic Allotment)	17,146	Not Started	Parents feel more connected to the school and will respond as such on the stakeholder survey.

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:

