

# Fort Worth Independent School District 2020-2021 Campus Improvement Plan

**Principal:** James Garcia

**Campus Name:** 004 - Diamond Hill-Jarvis HS  
**Fort Worth ISD Mission Statement**

**Executive Director:** Hilda Caballero

*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: 60.61  
Special Education: 10.9  
Dual Language/ESL: 31  
Gifted and Talented: 6.3

Career and Technology: 85.4  
Percentage of at-risk students: 75.9  
Percentage of English Language (EL) students: 32.5  
Percentage of economically disadvantage students: 96

## 2020-2021 Campus Site-Based Committee

Name	Role
Krista Van Beurdan	Teacher
Ana Rios	Teacher
Laurie Motley	Campus Non-Teacher Professional
Brenda Munoz	Teacher
Shelly Skelton	Campus Non-Teacher Professional
James Garcia	Principal
Jose Luna	Other
Andrew Zachry	Other
Elsie Wartelle	Other
Amy Brown	Additional Representative Appointment
Roxanne Martinez	Business Representative
Hilda Caballero	District Level Staff
Leticia Salas	Parent
Gerald Shelbon	Community Representative

## Accountability Summary

Visit [Txschools.org](http://Txschools.org) for an overview of the State Accountability Systems and school profile for Diamond Hill-Jarvis 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: <b>Student Achievement</b> 68	68 - D
Domain 2: <b>School Progress</b> 71	
Domain 3: <b>Closing The Gaps</b> 62	

### 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 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
- No 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	1. 29.41% of the student population enrolled in at least 1 Dual Credit OnRamps or AP course. Increased in enrollment in students taking AP, Dual Credit or OnRamps course.	1. Current LEP Monitored Performance behind the campus-39% passed all EOC. 25% passed Reading. 51% passed Math. 52% passed Science.	1. Campus wide reading program.
	2. GSPOC enrollment increased in Vet Med, Robotics, Engineering, Architecture in addition to adding more rigorous courses in the area of robotics and engineering.	2. TELPAS did not meet standard.	2. DHJ will target Long Term Lep and ESL student population with the intent to increase Lexile reading scores and writing ability in all classes.
	3. 4 years of continuous improvement in GSPOC. 4 Year Graduation Rate at 91% vs 88% district average.	3. AVID College Preparatory courses enrollment is low (111 students). Needs to be 25% of campus (250 + students). 24% of seniors earned at least 3 Dual Credit hours in ELA or Mathematics. 40% met TSI criteria for ELA college readiness, and 24% met TSI cri	3. Professional development and conferences for all teachers and administrators that focuses on rigor, relevance, college readiness, and curriculum alignment to standards.
Student Achievement	1. Eco Disadvantaged and EL populations (current and monitored) met or were near campus averages in EOC scores (55% All, 55% Eco Dis, 51% EL GL Standard or Above).	1. EL Current Monitored trailed behind campus averages in EOC pass rates.-ENG 1 41.64% passed, ENG 2 45.79% passed EOC. Algebra 37.5% passed EOC. Science 52% passed EOC. US His 66% passed EOC.	4.
	2. Reversed achievement gap in Algebra I (69% AA, 59% His, 33% White at GL Standard or Above), (19% AA, 18% His, 17% White at Masters GL).	2. TELPAS did not meet standard.	5.
	3. Reversed Achievement gap in US History (63% AA, 80% His, 60% White at GL Standard or Above), (63% AA, 46% His, 20% White at Meets GL Standard or Above).	3.	
School Culture and Climate	1. Attendance rate was 94.9% ADA in 18-19.	1. Need results of climate survey 2018-2019.	
	2. Graduation rate continues to be among the highest in the district for comprehensive high schools.	2. Need to be intentional with developing staff culture and buy-in.	
	3.	3. Need to increase attendance.	
Staff Quality/ Professional Development	1. Region XI training provided to tested content teachers following the Paul Bambrick coaching model. Additional Region XI training provided to the principal and administrative staff.	1. Additional training and monitoring of the Region XI training, Bambrick model is needed. Full process not yet implemented with fidelity.	
	2. Campus improved from a 59 and Improvement Required in 2017-2018 to a 68 and Met Standard in 2018-2019. 2019-2020 was no score.	2.	
	3.	3.	
Curriculum, Instruction, and Assessment	1. Implemented EOC content PLCs in 19-20.	1. Need to streamline systems and implement coachign and feedback with fidelity. All contents and administrators/coaches need to be aligned.	
	2. Began process of coaching via the Bambrick model (Region XI). Most EOC teachers received Region XI coaching.	2. Streamline data points so that it is teacher accessible and so that teachers can monitor student progress of all students, through formative, summative assessment and student self-assessment.	
	3. Consistent with district 3 week and 6 weeks assessments.	3. Assisting students in extending their writing and reading to a more analytical level.	

<b>Family and Community Involvement</b>	1.	Booster club has grown in membership.	1.	Need to hire a parent liaison.
	2.	Heritage foundation has grown in membership.	2.	Need a program for parent/student engagement.
	3.	Parent and alumni organizations have continued to provide scholarships to graduating seniors for the 4th year in a row. Established grade level sponsors and teams. Carnivals, and other community events.	3.	Need continued training and support for teachers with the Blackboard system.
<b>School Context and Organization</b>	1.	Grade Level RtI system has been effective for high graduation rates. PLC schedule for EOC contents is aligned and common planning is built in to the master schedule.	1.	Continue grade level RtI systems and refine for fidelity.
	2.	Intervention resources and services for parents and students are established and available for all students and parents.	2.	Continue to refine PLC structure and expectations.
	3.	Students like and feel supported through programs such as AVID, Class leaders, and the many co-curricular activities offered at DHJ	3.	

# Academic Excellence Goals

## Fort Worth Independent School District 2020-2021 Academic Excellence Goals Action Plan

Campus Name: 004 - Diamond Hill-Jarvis HS

Principal: James Garcia

Executive Director: Hilda Caballero

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.	--	84.00	--		
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### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 CTE	Develop a progress monitoring system for our Tarrant to & Through Initiative (T3) & Post Secondary Team will coordinate to put all students on track to meet a CCMR indicator.	ID PST, T3, and PTECH Members - Completed ID Meetings - (T3 - 8/5, 8/26, 9/3, 9/15, 9/23, 9/29) (PTech - 8/7, 8/11, 8/20, 8/21, 9/1, 9/8) Develop CCMR Tracker for Grades 9-12	Assistant Principal, Instructional Leadership, Other		CTE	18,622		53% of the class of 2021 will meet a CCMR indicator.
2 CTE	Develop a progress monitoring system for our Tarrant to & Through Initiative (T3) & Post Secondary Team will coordinate to put all students on track to meet a CCMR indicator.	Order Shmoop for Pre-AP/AP/DC/OR courses.	Assistant Principal, Instructional Leadership, Other		Gifted & Talented	685		53% of the class of 2021 will meet a CCMR indicator.
3 CTE	Develop a progress monitoring system for our Tarrant to & Through Initiative (T3) & Post Secondary Team will coordinate to put all students on track to meet a CCMR indicator.	Provide Ongoing PD- schedule subs etc...for teacher training (AVID and post-secondary strategies)	Assistant Principal, Instructional Leadership, Other		Title I	41,000		53% of the class of 2021 will meet a CCMR indicator.
4 Title I	Implement the Lead4Ward system for academic rigor in EOC tested contents. -Improve alignment among common subjects. -Leverage to create common assessments.	PLCs for EOC tested contents will pull Lead4Ward released items and use them for DO Nows to pre-assess mastery (daily). EOC tested content PLCs to utilize Lead4Ward to identify the re-teach points prior to the final assessment for each unit (weekly). Provide subs for planning days to align curriculum and assessment plans among PLC team members.	Assistant Principal, Teacher(s)		SCE	10,499		Increase overall STAAR EOC Meets expectations performance from 18% to 39% by EOY.
5 Title I	Implement AVID School Wide Plan in conjunction with DHJ Literacy Plan.	Campus support for ELA II - All content areas will be supporting ELA through reading, writing, listening, and speaking in class as reflected in lesson plans.	Instructional Leadership, Teacher(s)		Title I	25,000		53% of the class of 2021 will meet a CCMR indicator.
6 Title I	Create progress monitoring system and timeline for tracking usage of IXL & Shmoop.	Obtain Quotes & Purchase Programs	Assistant Principal, Instructional Leadership		Special Education	8,636		Increase CCMR to 53% for class of 2021. Increase Meets level EOC performance for all subjects to 39%.

7	Title I	Develop professional learning for industry based certifications in our CTE programs to increase student success and credentialing.	Secure resources for industry based certification professional development, resources, and assessment. Supplies and materials for instructional use. Such as paper, school supplies, printer ink, and PPE materials. Student Incentives.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)		Title I	87,915		Increase CCMR to 52% or higher by EOY.
8	Title I	Develop a professional learning plan and opportunities for alignment between aught TEKS to assessments in PLCs.	PLCs for EOC tested contents will pull Lead4Ward released items and use them for DO Nows to pre-assess mastery (daily) using technology. EOC tested content PLCs to utilize Lead4Ward to identify the re-teach points prior to the final assessment for each unit (weekly). Extra Duty pay.			Title I	30,000		Increase overall STAAR EOC Meets expectations performance from 18% to 39% by EOY.

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

**BOY Status:**

Principal Evidence: STAAR EOC Scores & TEA Accountability from 18-19 School Year

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: 004 - Diamond Hill-Jarvis HS

Principal: James Garcia

Executive Director: Hilda Caballero

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	18	40	EOY
	CMMR - Increase the percentage of students graduating with a CCMR indicator from 48% to 53% by August 2021.	48	53	EOY
	The average of all EOC contents will increase Meets Grade Level or above from 19% to 39% on the STAAR EOC.	19	39	EOY
	LEP students will increase one overall English proficiency level at a rate of 36% by the EOY.	19	36	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 LEP	Increase awareness of language objectives and impact they have to acquiring language and learning.	Purchase K12 TELPAS Preparatory Resources & Training for Language Center Teacher/Program and overall TELPAS preparation.	Principal,Assistant Principal,Teacher(s)		Bilingual	1,167		LEP students will increase one overall English proficiency level at a rate of 36% by the EOY.
2 Title I	Develop an action plan to increase teacher knowledge of unpacking standards and DDI planning.	Use a Data Analyst to schedule common content plan time for ELA II & Algebra I - Completed Ensure department chairs scheduled into the same period - Completed Train teachers on the process to upload PLC minutes and student work samples to campus Google Classroom - Need to Schedule through PLCs. Monitor and provide weekly feedback to uploads. Provide training for teachers on the Bambrick DDI model- Started- Ongoing through PLCs.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)		Title I	75,000		The average of all EOC contents will increase Meets Grade Level or above from 19% to 39% on the STAAR EOC.
3 Title I	Implement the Lead4Ward system for academic rigor in EOC tested contents. -Improve alignment among common subjects. -Leverage to create common assessments.	PLCs for EOC tested contents will pull Lead4Ward released items and use them for DO Nows to pre-assess mastery (daily). EOC tested content PLCs to utilize Lead4Ward to identify the re-teach points prior to the final assessment for each unit (weekly). Provide subs for planning days to align curriculum and assessment plans among PLC team members.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)		Title I	10,000		The average of all EOC contents will increase Meets Grade Level or above from 19% to 39% on the STAAR EOC.
4 Title I	Tutors -Pull targeted students from elective and PS Math courses twice a week to provide tier 3 math support. -Pull targeted students from elective and Reading courses twice a week to provide tier 3 ELA support.	Identify and hire tutors - Schedule Identify and schedule students for tutoring - Schedule Notify parents and capture consent - Schedule Run plan - Schedule Snacks for tutoring.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)		Title I	30,000		40% of Algebra I students will score at the Meets level of expectations on STAAR EOC.

5	Title I	Weekly ILT Meetings - Bambrick DDI Model Supplies for Electives	Utilize DHJ PLC Schedule - <a href="http://bit.ly/DHJPLC2021">http://bit.ly/DHJPLC2021</a> Collect Documentation of PLC Protocols Provide PD to PLCs on the Bambrick DDI process. Create an admin schedule that allows administrative coverage with the assistance of instructional coaches.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)	Local (Basic Allotment)	10,000		The average of all EOC contents will increase Meets Grade Level or above from 19% to 39% on the STAAR EOC.
6	LEP	Develop a timeline of instructional practices to support EL students progress in TELPAS based upon the 7 Steps to a Language Rich Interactive Classroom.	Hire Title 1 Teacher for ELA/Reading - Completed Schedule Language Center students into sheltered ELA Classroom - Completed Implement DHJ Literacy Plan (AVID) with fidelity across contents- 1st Quarter Monitor Implementation of Structured Conversations among 2+ year DHJ Teachers. Document feedback in Strive- second semester.	Principal,Assistant Principal,Instructional Leadership,Teacher (s),Data Analyst	Title I	60,000		LEP students will increase one overall English proficiency level at a rate of 36% by the EOY.
7	Title I	Campus support for ELA II - All content areas will be supporting ELA through reading, writing, listening, and speaking in class. Our teachers will be tiered by first year, second year, and three+ years on campus Each tier will require different scaffolded efforts to ensure we are supporting ELA at DHJ. - <a href="http://bit.ly/DHJLitPlan">bit.ly/DHJLitPlan</a>	Implement AVID School Wide Plan in conjunction with DHJ Literacy Plan.	Principal,Assistant Principal,Instructional Leadership,Teacher (s),Other	Local (Basic Allotment)	15,000		The average of all EOC contents will increase Meets Grade Level or above from 19% to 39% on the STAAR EOC.
8	Title I	Create progress monitoring system and timeline for tracking usage of IXL & Shmoop.	Obtain Quotes & Purchase Implement program and track usage & progress. Utilize with pull out tutors.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)	Local (Basic Allotment)	10,387		Increase CCMR to 53% for class of 2021. Increase Meets level EOC performance for all subjects to 39%.
9	Title I	Plan for Professional Development -AVID School Wide -Administrative Coaching	Secure subs for PD days. Secure guest trainers.	Principal,Instructional Leadership	Title I	30,000		50% of all teachers and administrators will be AVID trained by the EOY. 100% of administrators will receive coaching.

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

Campus Name: 004 - Diamond Hill-Jarvis HS

Principal: James Garcia

Executive Director: Hilda Caballero

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	2	10	
	PBIS - Disproportionate 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease in % for target student groups as compared to campus enrollment from	150	125	
	Health Related - (Target 100%) Percentage of students tested in FitnessGram that have report cards sent home will increase from	100	100	

### 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	Host parent night once a month to support and gather information on the needs of the community.	Hire a Family Communication Liaison. Schedule dates and add them to school calendar. Snacks for Parent Engagement. Posted stamps for Parent Engagement.	Other	10/2/2020	Title I	19,000		
2 Title I	Support students and staff with healthy life choices.	Partner with Bluezone to disseminate information on healthy food choices.	Teacher(s)	10/9/2020	Title I	5,000		

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:



