

Fort Worth Independent School District 2020-2021 Campus Improvement Plan

Principal: Flores, Keri

Campus Name: 015 - Western Hills HS

Executive Director: Valencia Rhines

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: 66.67

Special Education: 12.3

Dual Language/ESL: 13.8

Gifted and Talented: 7.6

Career and Technology: 85.1

Percentage of at-risk students: 61.2

Percentage of English Language (EL) students: 13.9

Percentage of economically disadvantage students: 83.6

2020-2021 Campus Site-Based Committee

Name	Role
Keri Flores	Principal
Laurence Bell	Teacher
Paul Biells	Teacher
Blake Moilan	Teacher
Ehrica Martin	Additional Representative Appointment
Daphne Rickard	District Level Staff
Rachel Wenthe	Parent
Heather Leaf	Parent
Sarah Smith	Parent
Patty Presley	Community Representative
David Hightower	Community Representative
Viren Patel	Business Representative
Lindy Gonzalez	Campus Non-Teacher Professional
Shelby Grissett	Teacher

Accountability Summary

Visit Txschools.org for an overview of the State Accountability Systems and school profile for Western 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 71	78 - C
Domain 2: School Progress 80	
Domain 3: Closing The Gaps 74	

Campus Distinction Designations

Academic Achievement in Mathematics: 1

Academic Achievement in Science: 0

Academic Achievement in English Language Arts/Reading: 1

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

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. Diverse student enrollment	1. Teacher training on interacting and engaging at-risk students. 20% increase of free and reduced	1. Improve student engagement and instructional practices through coaching, focused data reviews, and professional development.
	2. Enrollment holding steady around 880-890	2. Enrollment is low, need recruitment ideas and positive PR 3. Continued PD in improving instructional strategies	2. Improve ELL and SPED students performance because they are underperforming all other student groups as measured by STAAR. 3. Improve literacy instruction/skills across all content areas
Student Achievement	1. IB students continue to be successful	1. Eng. I STAAR scores are low with 50% passing	4. Increase parent engagement/involvement in positive activities, school events, etc.
	2. Alg/Bio/US History STAAR scores are high.	2. IB professional development for Pre-IB teachers 3. Low scores for ELL and SPED	5. Increase understanding of data analysis across all grade levels and content
School Culture and Climate	1. Go Center continues to meet the needs of students.	1. Need to engage parents in discussions/events around post secondary options	
	2. Strong Leadership Cadre	2. Link Crew for 9th grade transition and mentor	
	3. Student/Principal luncheons, Teacher/Principal luncheons	3. Increase school spirit and identity	
Staff Quality/ Professional Development	1. Low turnover	1. PD for EL strategies and AVID in order to support growth of the program	
	2. Highly Qualified staff	2. PD to increase student engagement, IB training for vertical planning	
		3. Need training for writing across all content	
Curriculum, Instruction, and Assessment	1. Adding AVID back to our schedule	1. Need more analysis and planning around interim assessments	
	2. Fidelity to the CF	2. Training for school-wide AVID strategies	
Family and Community Involvement	1. Strong alumni foundation	1. Increase parent engagement	
		2. Events for families and communities	
		3. Increase partnership with pyramid schools	
School Context and Organization	1. Moving to true block schedule	1. Continued support for PLC time	
		2. Credit and attendance recovery strategies	
		3. System in place for students to complete FASFA	

Academic Excellence Goals

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

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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.	--	105.20	--		

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	CTE department will align SLO goals to certification tests and pace their progress throughout the year with 100% tested by April.	Admin over CTE will meet with all CTE teachers in Sept. to approve SLOs.	Principal,Assistant Principal	4/30/2021	Local (Basic Allotment)	1,000		Percentage of students getting CCMR industry certifications will increase by 20%
2 CTE	CTE department will align SLO goals to certification tests and pace their progress throughout the year with 100% tested by April.	CTE PLC will develop a plan and calendar for completing and monitoring progress of completion of testing.	Teacher(s)	4/30/2021	Local (Basic Allotment)	573		Percentage of students getting CCMR industry certifications will increase by 20%
3 LEP	Monitor and use the CCMR excel document to check for progress throughout the year.	Senior counselor and admin will review the spreadsheet at weekly meetings. When students are not progressing we will chunk the volume of numbers to create a plan. Half done by December	Assistant Principal	12/18/2020	Local (Basic Allotment)	5,000		CCMR percentage will increase.
4 LEP	Increase AP/IB assessment awareness and prep across all content.	Teachers will provide study sessions for AP/IB courses on weekends.	Teacher(s)	5/21/2021	Title I	5,000		CCMR percentage will increase
5 LEP	Increase AP/IB assessment awareness and prep across all content.	PLC time spent on IB expectations and IB training for all.	Instructional Leadership	5/21/2021	Title I	5,000		CCMR percentage will increase
6 LEP	Use data from SAT/ACT, ASVAB, TSI to give teachers feedback and for CCMR prep	Use Data Analyst to help break down data and provide timely feedback to teachers.	Data Analyst	5/21/2021	Title I	69,000		CCMR percentage will increase along with SAT/ACT results.
7 SPED	Admin team will increase their knowledge of CCMR and instructional best practices.	Admin will seek out PD that will support the school and district goals for all students.	Principal,Assistant Principal	6/25/2021	Title I	5,000		CCMR data will increase along with state testing results.
8 LEP	Increase our SAT/ACT scores and AP/IB assessment scores	Training for teachers for SAT/ACT and TSI resources. We will train English 3 teachers on College Board and Khan Academy tools to use with classes.	Instructional Leadership	6/18/2021	Gifted & Talented	465		
9 CTE	Increase students opportunity to receive an industry based certification and practicum.	Work with CTE department to purchase supplies, equipment, and resources that enhance their program. Specifically they will work with marketing and recruiting students to build their program.	Teacher(s)	5/28/2021	CTE	18,894		
10 LEP	Improve access to materials and supplies for teachers lessons and classrooms.	Departments will turn in POs for needed instructional supplies	Principal	5/28/2021	Local (Basic Allotment)	12,000		
11 SPED	Increase the number of SPED students that receive the CCMR indicator	Counselors and SPED dept. chair will monitor and provide tutorials for students to prepare for TSI testing.	Teacher(s)	5/28/2021	Special Education	5,000		CCMR percentage increases

12	LEP	Improve access to materials and provide timely feedback to students.	Purchase Gradecam as a resource for providing instant feedback.	Instructional Leadership	5/28/2021	SCE	3,000		
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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

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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 at grade level or above in Reading will increase from			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	Provide an additional teacher for English and Reading to support small group interventions.	Title I teacher will have specialized classes with identified students who need support. Progress will be monitored on a weekly basis through mini assessments.	Assistant Principal,Teacher(s)	6/18/2021	Title I	60,000		English I and II scores will increase by 10%.
2 LEP	Provide support to teachers through the use of the data analyst. The Data Analyst will provide targeted PD, mentor new teachers, support the PLC, lead data meetings.	The data analyst will train teachers on AWARE and how to create common assessments and track data through AWARE. The DA and Admin will plan intentional PLCs around the campus Fundamental 5.	Assistant Principal,Instructional Leadership,Data Analyst	6/18/2021	Title I	69,000		STAAR data will increase in all content but the focus will be with English I and II
3 SPED	Provide outside of class time to work with student that are close to the meets level of accomplishment. This could be after school tutorials or Saturday writing camps.	Teachers will plan and identify students that need an extra boost or support to hit the approaches level for STAAR. We will provide training and opportunities for students to talk and collaborate in an effort to build TELPAS scores.	Teacher(s)	5/28/2021	SCE	4,888		STAAR score will increase.
4 Title I	Use district benchmarks to adjust instruction and intervention groups.	Teachers will use a sub to cover their class for a half day after benchmarks so they can have a longer PLC time to breakdown the data. They will be looking for items that need to be retaught and students that need more of an intensive intervention.	Instructional Leadership,Teacher(s),Data Analyst	5/28/2021	Title I	3,000		STAAR scores will increase
5 Title I	Purchase supplies and instructional materials for classrooms that will enhance and support the learning environment.	Teachers will turn in purchase orders for materials they need for their classroom, such as notebooks, classroom library books, students supplies, etc.	Principal,Teacher(s)	5/28/2021	Title I	10,000		
6 Title I	Provide professional development opportunities for teachers that will enhance their instruction and our campus goals such as, AVID school wide, writing workshops, Link Crew, IB or applied learning training.	Teachers will seek out approved professional development focused on skills for all students but specifically LEP students.	Principal,Teacher(s)	6/24/2022	Title I	15,000		
7 LEP	Increase our teachers access to tolls for meeting the needs of our EL students.	Provide PD for teachers on EL strategies.	Principal,Teacher(s)	5/28/2021	Bilingual	434		
8 Title I	Increase student engagement through teacher led instruction on digital platforms and relevant technology.	Purchase laptops for teachers to use in the classrooms and during PLC	Principal	5/28/2021	Title I	20,000		
9 SPED	Taget SPED students that historically struggle with state assessments	Create a tutoring plan that includes SPED students.	Principal,Teacher(s)	5/28/2021	Special Education	5,000		SPED student scores will increase

10	Title I	Improve access to supplies for student incentives	Focus on A/B honor roll and attendance.	Principal	5/28/2021	Local (Basic Allotment)	5,000		Attendance will increase, passing rate will increase
11	SPED	Improve teaching strategies for reaching SPED students	Provide teachers with PD on SPED best practices.	Assistant Principal	5/28/2021	Special Education	1,691		SPED scores will increase on STAAR

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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
	Campus will increase number of classes/workshops for families (parenting skills, family support, child development, etc.) as measured by the School Profile from			
	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			
	Health Related - (Target 95%) Percentage of all eligible students tested in FitnessGram each year will increase from			

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	Campus will implement two parent nights focused on parent engagement, development and family support.	Each semester, WHHS will hold a parent night developed by the campus leadership team to address parent needs. Activities will focus on engagement, parent and family support and school and student support.	Principal, Assistant Principal, Teacher(s)	5/28/2021	Local (Basic Allotment)	4,000		Parent attendance and involvement will increase.
2 Title I	Duplicate incident referrals for AA students are disproportionately high. Targeted strategies such as LINK crew, behavior incentives and school wide PBIS strategies will be used to reduce the numbers.	Weekly review of referrals and consequences by leadership team. Fidelity of implementation of Link Crew teams with freshman. Incentives for teachers and students using PBIS strategies.	Principal	5/28/2021	Title I	1,640		Number of referrals will decrease among our AA students.
3 LEP	Increase student participation, and therefore health/wellness, in fitnessgram testing.	Dedicate time in athletics for all athletes to complete Fitnessgram. Monitor participation and attendance of students.	Teacher(s)	5/28/2021	Local (Basic Allotment)	5,000		

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