

Conroe Independent School District
Washington Alternative
2020-2021 Campus Improvement Plan

Accountability Rating: Not Rated: Declared State of Disaster



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Comprehensive Needs Assessment

Student Achievement

Student Achievement Summary

Washington Alternative High School received a 2019 Overall Texas Accountability rating of 76 (C). This was achieved by meeting two of the three domain targets:

Student Achievement - Washington Alternative High School = 91

Student Progress - Washington Alternative High School = 92

Closing the Gaps - Washington Alternative High School = 30

The number of students who satisfied the Meets Grade Level Standard are as follows:

All Subjects - 34%

Reading - 23%

Math - 47%

Science - 30%

Social Studies - 49%

Student Achievement Strengths

Washington Alternative High School serves as a resource for CISD that encompasses non-traditional learners and increases the graduation rates through academic strategies that go beyond the traditional classroom with diverse learning environments. The organization utilizes teaching methods which includes self-paced computer assisted instruction, accelerated learning, credit recovery, traditional instruction, small teacher to student ratios, and individual differentiated instruction. Washington provides an environment of acceptance and encouragement to enable all students to achieve academic, vocational, and social goals including an emphasis on emotional support and post-secondary objectives of every student.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the Meets standard in Reading on the 2018-2019 STAAR exam for accountability. **Root Cause:** Teachers are not successful in teaching students to decode words for better reading comprehension.

Problem Statement 2 (Prioritized): Washington's All Students group did not meet the Meets standard in Math on the 2018-2019 STAAR exam for accountability. **Root Cause:** Teachers are not successful in teaching math strategies that helps all students gain mastery.

Problem Statement 3 (Prioritized): Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the CCMR standards on the 2018-2019 STAAR exam for accountability. **Root Cause:** Administration and counselors are not ensuring that students are completing courses required to meet the standard.

Problem Statement 4 (Prioritized): Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the Federal Graduation Rate on the 2018-2019 STAAR exam for accountability. **Root Cause:** Students are not able to reach the 4-year graduation standard on time due to the lack of credits to meet the standard.

Problem Statement 5: Writing continues to be an area of weakness within all student groups.

Problem Statement 6: Poor student attendance continues to be an issue that has a negative impact on student academic performance.

Culture and Climate

Culture and Climate Summary

At Washington Alternative High School, recognizing and appreciating cultural differences is our mandate. Washington is committed to the social, emotional, behavioral, and academic success of all students. In accordance with the guidelines and recommendations from the Texas Education Agency (TEA), Washington High School follows the measures to mitigate the spread of COVID-19.

Culture and Climate Strengths

At Washington Alternative High School, all staff will undergo Cultural And Diversity Awareness training.

At Washington, hiring campus personnel to reflect the cultural and diverse student body is a priority.

"All Means All" at Washington High School. Every Students' academic, social and emotional needs are a priority.

Washington strives to ensure a safe and orderly environment conducive to learning for all students and staff.

At Washington, students will develop a healthy sense of self and social awareness, embrace diversity with empathy and respect for others, successfully manage their emotions, behaviors, and make responsible decisions.

At Washington, social emotional learning functions as an integral part of the total school environment.

Washington High School continues to promote Safe Schools through Safe Schools trainings and Utilizes mitigation strategies to keep our school, students, and staff safe.

Problem Statements Identifying Culture and Climate Needs

Problem Statement 1 (Prioritized): There is a steady influx of new students that requires teachers to constantly adjust their lessons to accommodate the new learners. **Root Cause:** The application process for Washington is an ongoing process throughout the year and we take students as they apply.

Problem Statement 2 (Prioritized): The staff cohesiveness as measured by the OHI has steadily decreased over the past few years. **Root Cause:** There is a continuous turnover of staff members.

Problem Statement 3: Teachers feel stressed, overworked and under-appreciated.

Parent and Community Engagement

Parent and Community Engagement Summary

Parents and communities are essential components to a child's successful educational experience. Washington Alternative HS is committed to strengthening the partnership between schools and home. Parents are encouraged to be an active participant in the education of their child. Families are encouraged to keep in close two-way communication with the school. Some examples include reviewing a child's school work coming home and reading newsletters and notices from the school. Parents are encouraged to contact the teacher or the school office when questions arise.

Parent and Community Engagement Strengths

Washington Alternative HS has expanded communication to include a variety of forums such as twitter, Facebook, email, texts, school newsletters, marquees, and phone messages.

Community resource systems have embraced our campus to address identified needs of students.

Washington Alternative HS provides emergency communications to families in English and Spanish.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1 (Prioritized): Parental involvement is inconsistent due to the economic diversity of our families. **Root Cause:** The distance that many families have to travel to get to Washington HS is an issue.

Problem Statement 2 (Prioritized): Parents are seeking solutions to reduce stress and anxiety in their children and find ways to promote well-being. **Root Cause:** External/internal pressures, mental health problems, and physical health issues are creating escalating cycles of stress inducers.

Problem Statement 3: Few parents and students attend academic presentations/activities throughout the year.

Priority Problem Statements

Problem Statement 1: Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the Meets standard in Reading on the 2018-2019 STAAR exam for accountability.

Root Cause 1: Teachers are not successful in teaching students to decode words for better reading comprehension.

Problem Statement 1 Areas: Student Achievement

Problem Statement 2: Washington's All Students group did not meet the Meets standard in Math on the 2018-2019 STAAR exam for accountability.

Root Cause 2: Teachers are not successful in teaching math strategies that helps all students gain mastery.

Problem Statement 2 Areas: Student Achievement

Problem Statement 3: Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the CCMR standards on the 2018-2019 STAAR exam for accountability.

Root Cause 3: Administration and counselors are not ensuring that students are completing courses required to meet the standard.

Problem Statement 3 Areas: Student Achievement

Problem Statement 4: Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the Federal Graduation Rate on the 2018-2019 STAAR exam for accountability.

Root Cause 4: Students are not able to reach the 4-year graduation standard on time due to the lack of credits to meet the standard.

Problem Statement 4 Areas: Student Achievement

Problem Statement 5: The staff cohesiveness as measured by the OHI has steadily decreased over the past few years.

Root Cause 5: There is a continuous turnover of staff members.

Problem Statement 5 Areas: Culture and Climate

Problem Statement 6: There is a steady influx of new students that requires teachers to constantly adjust their lessons to accommodate the new learners.

Root Cause 6: The application process for Washington is an ongoing process throughout the year and we take students as they apply.

Problem Statement 6 Areas: Culture and Climate

Problem Statement 7: Parental involvement is inconsistent due to the economic diversity of our families.

Root Cause 7: The distance that many families have to travel to get to Washington HS is an issue.

Problem Statement 7 Areas: Parent and Community Engagement

Problem Statement 8: Parents are seeking solutions to reduce stress and anxiety in their children and find ways to promote well-being.

Root Cause 8: External/internal pressures, mental health problems, and physical health issues are creating escalating cycles of stress inducers.

Problem Statement 8 Areas: Parent and Community Engagement

Goals

Goal 1: Student Achievement and Post-Secondary Success:

CISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 1: All student groups will meet the Meets Standard on the STAAR exam for Reading.

Targeted or ESF High Priority





Evaluation Data Sources: STAAR exam

Benchmark Exams

Common Assessments

Summative Evaluation: None

<p>Strategy 1: Washington will continue to utilize reduced class sizes to meet the needs of the students through small group instruction and differentiated strategies for our students.</p> <p>Strategy's Expected Result/Impact: Students will meet the Meets standard on the Reading STAAR exam.</p> <p>Staff Responsible for Monitoring: Principal Counselor Team Lead</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy</p> <p>Problem Statements: Student Achievement 1</p> <p>Funding Sources: General Ed. Teaching Staff for At-Risk students - State Comp Ed - \$443,992.50</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July

<p>Strategy 2: Washington Alternative HS will increase student achievement in our EL population to meet the meets standard in Reading by providing rigorous learning opportunities, curriculum, and resources that meet students' needs for achieving exemplary academic and post-secondary success.</p> <p>Strategy's Expected Result/Impact: Increased student achievement on TELPAS Increased student achievement on STAAR Increased student performance in the classroom Student achievement will increase in English Language proficiency standard</p> <p>Staff Responsible for Monitoring: Principal Counselor Team Lead</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: Spanish/English Dictionaries, Books - Title III - \$3,000, Bilingual Teacher and Instructional Para. - Title III - IMM - \$73,911</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
<p>Strategy 3: Washington HS will provide targeted tutorials in reading.</p> <p>Strategy's Expected Result/Impact: Students will meet expected targeted results on the Reading STAAR exam.</p> <p>Staff Responsible for Monitoring: Principal ELA Team</p> <p>Problem Statements: Student Achievement 1</p> <p>Funding Sources: Tutoring, Instructional Supplies - State Comp Ed - \$3,235</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 1: Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the Meets standard in Reading on the 2018-2019 STAAR exam for accountability. Root Cause: Teachers are not successful in teaching students to decode words for better reading comprehension.</p>

Goal 1: Student Achievement and Post-Secondary Success:

CISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 2: All student groups will increase their scores by 5% on the Math STAAR exam.

Targeted or ESF High Priority

Evaluation Data Sources: STAAR exam





Benchmark exams

Common Assessments

Summative Evaluation: None

<p>Strategy 1: Washington HS will continue to utilize the Aleks program in conjunction with highly qualified teachers to ensure that all student groups will increase 5% on the Math STAAR exam.</p> <p>Strategy's Expected Result/Impact: Increased student achievement on STAAR Increased student performance in the classroom Student achievement will increase in Math proficiency standard</p> <p>Staff Responsible for Monitoring: Principal Math Team Lead Math Teachers</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy</p> <p>Problem Statements: Student Achievement 2</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
<p>Strategy 2: Washington HS will continue to utilize reduced class sizes to provide additional instructional support for students with gaps in math.</p> <p>Strategy's Expected Result/Impact: Basic arithmetic skills, number sense, and mathematical concepts will be reinforced as students learn new Algebra concepts to fill incoming gaps.</p> <p>Staff Responsible for Monitoring: Principal Math Team Lead Math Teachers</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy</p> <p>Problem Statements: Student Achievement 2</p> <p>Funding Sources: General Ed. Teaching Staff for At-Risk students - State Comp Ed - \$443,992.50</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July

Strategy 3: Washington HS will provide targeted tutorials in math. Strategy's Expected Result/Impact: Students will meet expected targeted results. Staff Responsible for Monitoring: Principal Math Team Problem Statements: Student Achievement 2 Funding Sources: Tutoring, Instructional Supplies - State Comp Ed - \$3,235	Reviews			
	Formative			Summative
	Feb	Apr	July	July

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Performance Objective 2 Problem Statements:

Student Achievement
Problem Statement 2: Washington's All Students group did not meet the Meets standard in Math on the 2018-2019 STAAR exam for accountability. Root Cause: Teachers are not successful in teaching math strategies that helps all students gain mastery.

Goal 1: Student Achievement and Post-Secondary Success:





CISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 3: All student groups will meet the CCMR performance standards on the STAAR exam.

Targeted or ESF High Priority

Evaluation Data Sources: STAAR exam

Summative Evaluation: None

<p>Strategy 1: Washington HS will ensure that juniors and seniors will take the TSI in the spring semester. Strategy's Expected Result/Impact: Students will meet the CCMR requirements for the STAAR accountability exam. Staff Responsible for Monitoring: Principal Counselor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy Problem Statements: Student Achievement 3</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
<p>Strategy 2: Washington HS will conduct quarterly tracking and reporting of CCMR indicators. Strategy's Expected Result/Impact: Students will meet the CCMR requirements for the STAAR accountability exam. Staff Responsible for Monitoring: Principal Counselor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy Problem Statements: Student Achievement 3</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 3 Problem Statements:

Student Achievement
<p>Problem Statement 3: Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the CCMR standards on the 2018-2019 STAAR exam for accountability. Root Cause: Administration and counselors are not ensuring that students are completing courses required to meet the standard.</p>

Goal 1: Student Achievement and Post-Secondary Success:

CISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 4: All students will meet the Federal Graduation Rate for the STAAR accountability.

Targeted or ESF High Priority

Evaluation Data Sources: STAAR exam

Summative Evaluation: None

<p>Strategy 1: Washington HS will work closely with the other high schools in the district to identify those students who are behind in their graduation credits.</p> <p>Strategy's Expected Result/Impact: Students will be able to graduate in the 4 yr Federal Graduation rate instead of a 5 yr or 6 yr graduation rate.</p> <p>Staff Responsible for Monitoring: Principal Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy</p> <p>Problem Statements: Student Achievement 4</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July



No Progress



Accomplished



Continue/Modify



Discontinue





Performance Objective 4 Problem Statements:

Student Achievement
<p>Problem Statement 4: Washington's All Students, Hispanic, White, and EcoDisadv. sub populations group did not meet the Federal Graduation Rate on the 2018-2019 STAAR exam for accountability. Root Cause: Students are not able to reach the 4-year graduation standard on time due to the lack of credits to meet the standard.</p>

Goal 2: Fiscal Responsibility:

CISD will maintain efficient and effective fiscal management of resources and operations to maximize learning for all students.





Performance Objective 1: To maintain efficient and effective fiscal management of resources and operations.

<p>Strategy 1: Washington Alternative HS will maintain fiscal responsibility and maintain regular communication with Activity Accounts Manager and Budget/Travel/Business Accounts Manager to ensure that all expenditures align with campus vision.</p> <p>Strategy's Expected Result/Impact: Washington Alternative HS will have no discrepancies related to expenditures and financial records.</p> <p>Staff Responsible for Monitoring: Principal Principal's secretary</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Recruitment, Development, and Retention of Staff:

CISD will employ, develop, and retain highly qualified staff to maximize learning for all students.





Performance Objective 1: To recruit, retain and develop highly qualified teachers and staff for all students.

Strategy 1: Washington Alternative HS attends the CISD Job Fair as well as other job fairs to recruit highly qualified teachers and staff for all students. Strategy's Expected Result/Impact: Washington Alternative HS will have a 100% HQ staff. Staff Responsible for Monitoring: Principal	Reviews			
	Formative			Summative
	Feb	Apr	July	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Parents and Community:

CISD will work jointly with parents and the community to maximize learning for all students through collaborative partnerships and unity of purpose.

Performance Objective 1: To work jointly with parents and the community to maximize learning for all students through communication, collaborative partnerships and unity of purpose.

<p>Strategy 1: Utilize School Messenger, Website, Facebook, Instagram, Twitter, and SMORE newsletter to keep parents and community informed and engaged.</p> <p>Strategy's Expected Result/Impact: Parents and student will be well informed about school academics and activities.</p> <p>Staff Responsible for Monitoring: Principal Counselors</p> <p>Problem Statements: Parent and Community Engagement 1</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
<p>Strategy 2: Washington will provide information through social media outlets, newsletters, and school messenger to ensure that parents are getting the necessary information they need to help their child to be successful.</p> <p>Strategy's Expected Result/Impact: Parents will feel comfortable with working with the school to ensure the child's success.</p> <p>Staff Responsible for Monitoring: Principal Counselors</p> <p>Problem Statements: Parent and Community Engagement 2</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
 No Progress  Accomplished  Continue/Modify  Discontinue				





Performance Objective 1 Problem Statements:

Parent and Community Engagement
<p>Problem Statement 1: Parental involvement is inconsistent due to the economic diversity of our families. Root Cause: The distance that many families have to travel to get to Washington HS in an issue.</p>
<p>Problem Statement 2: Parents are seeking solutions to reduce stress and anxiety in their children and find ways to promote well-being. Root Cause: External/internal pressures, mental health problems, and physical health issues are creating escalating cycles of stress inducers.</p>

Goal 5: Safe Schools:

CISD will strive to ensure a safe and orderly environment conducive to learning for all students and staff.

Performance Objective 1: To provide a safe and orderly school environment conducive to learning for all students and staff.





<p>Strategy 1: All staff and students are trained on COVID-19 safety procedures and protocols.</p> <p>Strategy's Expected Result/Impact: Washington will have a safe campus due to following mitigation protocols.</p> <p>Staff Responsible for Monitoring: Principal Staff</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 6: Technology:

CISD will provide technology infrastructure, tools, and solutions to meet the administrative requirements of the District and to maximize learning for all students.

Performance Objective 1: To ensure that all students and staff utilize technology to maximize learning for all students and to enhance the educational practices of teachers.





Strategy 1: Provide staff development on integration of technology across the curriculum. Strategy's Expected Result/Impact: Enhance knowledge and skills of teachers to improve student achievement. Staff Responsible for Monitoring: Principal District Technology Staff Funding Sources: Computer Equipment - State Comp Ed - \$2,500	Reviews			
	Formative			Summative
	Feb	Apr	July	July

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 7: Communication:

CISD will promote and enhance two-way communication among our staff and our community to maximize the success of all students.

Performance Objective 1: To ensure that all stakeholders receive effective internal and external communication.

<p>Strategy 1: Utilize School Messenger, Website, Facebook, Instagram, Twitter, and a monthly SMORE newsletter to keep parents and community informed and engaged.</p> <p>Strategy's Expected Result/Impact: Parents and students will be well informed on school academics and activities.</p> <p>Staff Responsible for Monitoring: Principal Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Parent and Community Engagement 1, 2</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
<p>Strategy 2: Washington will work closely with the influx of new students and parents during the school year to get them well adjusted to their new environment so that they can be successful.</p> <p>Strategy's Expected Result/Impact: Students and parents will feel safe and connected to the school.</p> <p>Staff Responsible for Monitoring: Principal Staff</p> <p>Problem Statements: Culture and Climate 1</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
<p>Strategy 3: Washington will utilize team building activities and staff development to bridge the gap that exists within the staff.</p> <p>Strategy's Expected Result/Impact: The campus will be more cohesive.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Culture and Climate 2</p>	Reviews			
	Formative			Summative
	Feb	Apr	July	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Culture and Climate
<p>Problem Statement 1: There is a steady influx of new students that requires teachers to constantly adjust their lessons to accommodate the new learners. Root Cause: The application process for Washington is an ongoing process throughout the year and we take students as they apply.</p>
<p>Problem Statement 2: The staff cohesiveness as measured by the OHI has steadily decreased over the past few years. Root Cause: There is a continuous turnover of staff members.</p>
Parent and Community Engagement
<p>Problem Statement 1: Parental involvement is inconsistent due to the economic diversity of our families. Root Cause: The distance that many families have to travel to get to Washington HS is an issue.</p>
<p>Problem Statement 2: Parents are seeking solutions to reduce stress and anxiety in their children and find ways to promote well-being. Root Cause: External/internal pressures, mental health problems, and physical health issues are creating escalating cycles of stress inducers.</p>

State Compensatory

Personnel for Washington Alternative

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Instructional	Support for At-Risk Students	State Comp Ed	14.00

Campus Funding Summary

State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	General Ed. Teaching Staff for At-Risk students		\$443,992.50
1	1	3	Tutoring, Instructional Supplies		\$3,235.00
1	2	2	General Ed. Teaching Staff for At-Risk students		\$443,992.50
1	2	3	Tutoring, Instructional Supplies		\$3,235.00
6	1	1	Computer Equipment		\$2,500.00
Sub-Total					\$896,955.00
Budgeted Fund Source Amount					\$896,955.00
+/- Difference					\$0.00
Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Spanish/English Dictionaries, Books		\$3,000.00
Sub-Total					\$3,000.00
Budgeted Fund Source Amount					\$3,000.00
+/- Difference					\$0.00
Title III - IMM					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Bilingual Teacher and Instructional Para.		\$73,911.00
Sub-Total					\$73,911.00
Budgeted Fund Source Amount					\$73,911.00
+/- Difference					\$0.00
Grand Total					\$973,866.00

Addendums