

# BORGER H S

## Campus Improvement Plan

### 2019/2020



# BORGER H S

**Goal 1.** Borger High School will improve academic achievement for all students and will meet the accountability standards.

- Objective 1.** Borger High School will achieve alignment between the written, taught and tested curriculum as evidenced by 2018-2019 STAAR and EOC test results.
- Objective 2.** Borger High School will promote highly effective instruction that will meet the needs of all students and increase student achievement as evidenced by 2018-2019 STAAR and EOC test results.
- Objective 3.** Borger HS will provide intensive interventions remediation, and prevention strategies for students not mastering grade level content or previous year's state assessment.
- Objective 4.** The District will promote highly effective instruction for LEP and Special Education students to increase student achievement and close identified learning gaps.
- Objective 5.** Increase enrollment, participation and rigor of Honors, AP, and Concurrent Courses.
- Objective 6.** Borger HS will provide vocational technical education and college prep classes to prepare students for the workplace and for post secondary education.
- Objective 7.** Borger HS will provide alternative learning environments and modes of instruction to increase graduation rates.
- Objective 8.** Borger HS will provide all students education on drug, alcohol, violence, and bullying awareness and prevention.
- Objective 9.** Borger HS will provide all students with opportunities for completion of certification or endorsements in career paths that will increase student achievement in career-related areas and give students employable skills necessary for the workplace.
- Objective 10.** Borger HS will provide students with opportunities for academic excellence through extra curricular student organizations.

**Goal 2.** Borger High School will implement professional development to improve teaching and student achievement.

- Objective 1.** All Borger ISD core content faculty will receive professional development to support the delivery of a rigorous and relevant curriculum in preparation for the STAAR testing.
- Objective 2.** Borger HS teachers will be provided professional development opportunities that will impact each campus CIP plan.

**Goal 3.** Borger High School will establish clear communication methods between administration and staff and between the school and parents with the goal of building trust.

- Objective 1.** Borger High School will improve lines of communication and increase campus administrator visibility in order to establish a strong, positive campus climate.
- Objective 2.** Borger HS will promote parent/community partnerships in education by increasing parental/community involvement opportunities.
- Objective 3.** Borger HS will provide translation services for Non-English speaking parents and written communication will be available in English/Spanish.

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**Objective 4.** Borger ISD will meet the needs of at-risk students.

**Goal 4.** Borger HS will create and maintain a safe environment.

**Objective 1.** Borger HS will provide all students with training on drug, alcohol, violence, bullying awareness, and prevention.

**Objective 2.** Borger HS staff will implement established safety procedures.

**Goal 5.** Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

**Objective 1.** Borger HS will utilize innovative technologies that aid in instruction in classrooms

**Objective 2.** Borger HS will provide innovative professional development in technology related areas.

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**Goal 1.** Borger High School will improve academic achievement for all students and will meet the accountability standards.

**Objective 1.** Borger High School will achieve alignment between the written, taught and tested curriculum as evidenced by 2018-2019 STAAR and EOC test results.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilization of scope and sequence components to support curriculum alignment and assessment development (Domain I - Student Achievement) (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,7)	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal, Teacher(s)	August 2019 - May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Scope & Sequence
2. Weekly verb discussions and two-week chunk meetings to make sure that instruction is aligned to the rigor of the verb and the pacing of instruction is aligned with appropriate strategies (Domain I - Student Achievement). (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,7)	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal	August 2019 - May 2020	(L)Local SSA ( Shared Services Arrangement)	Summative - Common Formative Assessment and STAAR results.
3. Training in and development of common formative assessments and benchmarks reflective of new state assessment rigor (Domain I - Student Achievement). (Title I SW: 8) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,7)	Executive Director of Special Programs, Instructional Liaison, Principal	August 2019	(L)Local SSA ( Shared Services Arrangement)	Summative - Common formative assessments every 6 weeks.
4. New employees to the district or to grade levels will have the opportunity to attend Lead4ward Data Driven Decision Making to support implementation sustainability efforts (Domain I - Student Achievement). (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,7)	Executive Director of Special Programs, Principal	District Designated Days	(O)District Aligned Professional Development, (O)Personnel	Summative - Certificates of completion and agenda
5. Verification of consistent implementation of scope and sequence through lesson plan audits (Domain I - Student Achievement). (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,2,3,7)	Assistant Principal(s), Principal	August 2019-May 2020	(O)Educator Lesson Plans, (O)Staff Time	Summative - Common Formative Assessments every 6 weeks. Lesson plan audit results and improved students achievement every 9-12 weeks.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Administrators will meet with departments to disaggregate and analyze common formative assessments in order to place students in appropriate tiered interventions (Domain I - Student Achievement). (Title I SW: 8) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,7)	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal	August 2019-May 2020	(O)Access to Student Performance Data	Summative - Increased passing rates on common formative assessments/STAAR.
7. Collaborative planning times (Treasure Hunts) will be scheduled for core-teachers (Domain I - Student Achievement). (Title I SW: 1,4) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,6,7)	Instructional Liaison, Principal	August 2019 - May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - AESOP records and sign-in sheets
8. Alignment of high school instruction, curriculum, and resources to address the content, context verb, and academic vocabulary to the depth and complexity of the TEK/SE (Domain I - Student Achievement). (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,3,6,7)	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal	August 2019-May 2020	(O)Staff Time, (O)Teacher pedagogy	Summative - Common formative assessments every 6 weeks. Increase scores on state assessments.
9. Development of a high school curriculum team to analyze and develop resource documents that align Lead4ward components (Domain I - Student Achievement). (Title I SW: 5,8) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,3,7)	Core Subject Teachers, Instructional Liaison, Principal	August 2019	(F)KILGO Training and Resources, (O)Access to Student Performance Data	Summative - Increase student achievement on state and local assessments. Sign in sheets, and working copies of curriculum.
10. Borger HS will continue to utilize the previously developed plan for student transitioning to and from DAEP to ensure consistency in curriculum alignment and rigor level while in an alternative placement (Domain III - Closing the Gap). (Title I SW: 1,9,10) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(O)No Associated Cost	Summative - Student plans, communication logs, student achievement scores on local assessments post DAEP placements.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Improve ELL writing skills with the use of scaffolding, ELPS, and instructional strategies. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 3) (Target Group: ESL, Migrant) (Strategic Priorities: 2,4) (CSFs: 1,2,6,7)	Assistant Principal(s), Teacher(s)	August 2019 - May 2020		Summative - Principal walk through data, lesson plan audits, state and local assessment scores
12. Development of formative assessment for ELL students to gain insight to academic writing level. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 8) (Target Group: ESL, Migrant) (Strategic Priorities: 4) (CSFs: 1,2,7)	Teacher(s)	August 2019- May 2020		Summative - Scores on Woodcock-Munoz writing evaluation
13. Improve EOC scores using data-driven strategies. (Domain I - Student Achievement) (Title I SW: 8) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,7)	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Instructional Services Coordinator, Principal	August 2019- May 2020		Summative - Fundamental Five, DOK Questions, AEIS report, EOC benchmarks
14. Borger HS will actively monitor students identified as at-risk and implement individualized intervention and assistance as needed. (Domain III - Closing the Gap) (Title I SW: 1,6,10) (Target Group: AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,2,7)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal, Special Education Teachers	August 2019- May 2020		Summative - At-Risk Communications from responsible parties
15. Borger HS will collaborate with all involved in the assessment of educational strategies and methods when dealing with students requiring 504 services. (Domain III - Closing the Gap) (Title I SW: 1,6,9,10) (Target Group: AtRisk, Dys) (Strategic Priorities: 4) (CSFs: 1,2,7)	Assistant Principal(s), Principal	August 2019- May 2020		Summative - 504 Ard Documentation

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**Objective 2.** Borger High School will promote highly effective instruction that will meet the needs of all students and increase student achievement as evidenced by 2018-2019 STAAR and EOC test results.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide systematic and sustained professional development through instructional coaching. (Domain II - School Progress) (Title I SW: 4) (Title I TA: 1,2,3,4,5,6,8) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 1,2,3,6,7)	Assistant Principal(s), Principal, Teacher(s)	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Contact log, coaching documentation and increased teacher pedagogy as evidenced by walk through data and T-TESS.
2. Utilization of higher level/open ended questioning, requiring multi-step processing. (Domain II - School Progress) (Title I SW: 2) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,3,6,7)	Assistant Principal(s), Instructional Liaison, Principal, Teacher(s)	August 2019-May 2020	(O)Access to Taxonomy and Question Stems, (O)No Associated Cost, (O)Teacher pedagogy	Summative - Administrator walk through data, lesson plan audits every 6-9 weeks, increased student achievement as evidenced by increased performance on state and local assessments.
3. Campus and district administrators will utilize walk through procedures to gather data and monitor the effectiveness of classroom instruction. Collected data will be analyzed for areas of teacher need and strategic plan will be created to address those needs. (Domain II - School Progress) (Title I SW: 1) (Title I TA: 1) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(O)No Associated Cost	Summative - Administrator walk through data, action plans every 6 weeks. T-TESS evaluations.
4. Utilization of sheltered instructional strategies and English language proficiency standard to scaffold instruction. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 2,3) (Target Group: ESL, LEP) (Strategic Priorities: 2,4) (CSFs: 1,2,6,7)	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal, Teacher(s)	August 2019-May 2020	(O)Campus Based Professional Development, (O)Staff Time, (O)Teacher pedagogy	Summative - Instructional coaching logs walk through action plans every 6 weeks. Increased student achievement scores as evidenced through local and state assessments.
5. Borger High School will offer professional development over the "Fundamental Five" and will provide a book study for new teachers. (Domain II - School Progress) (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(O)Local Districts	Summative - Instructing coaching for the classroom teacher. Framing the lesson, working in the power zone, frequent small group purposeful talk, recognize and reinforce, and critical writing.

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**Objective 3.** Borger HS will provide intensive interventions remediation, and prevention strategies for students not mastering grade level content or previous year's state assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will use Flex in necessary core areas for students not successful on the previous year's state assessment and as a preventive strategy to increase student achievement on state assessments (Domain I, II, III - Student Achievement, School Progress, Closing the Gap). (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,4,7)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal	August 2019- May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Increased student achievement scores as evidenced through local and state assessments.
2. Borger ISD will utilize before school, at lunch, and after school "ZAP" or Zeroes Aren't Permitted program to address the needs of students who fail to complete assignments. (Domain I & III - Student Achievement and Closing the Gap) (Title I SW: 1,6) (Title I TA: 1,8) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4)	Assistant Principal(s), Core Subject Teachers, Principal	August 2019- May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Record of students attendance and increase in achievement as evidenced through course grades/ZAP information
3. Borger HS will provide summer school for students needing remediation. (Domain III - Closing the Gap) (Title I SW: 7) (Title I TA: 2,7) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,4)	Assistant Principal(s), Core Subject Teachers, Principal	June 2019 - Week 2,3,& 4	(L)Local Taxes and State Per Capita Allotments	Summative - Lesson Plans and attendance logs and post assessment results.
4. Provide extra academic support for SPED students in core classes by providing hands-on activities, models, modifications, and accommodations. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Target Group: SPED) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Teacher(s)	August 2019- May 2020		Summative - Increased test scores, benchmarks, administrative walkthroughs
5. Inclusion for SPED students in the area of writing by using hands-on activities related to every day life. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Target Group: SPED) (Strategic Priorities: 2,4) (CSFs: 1,4,7)	Special Education Teachers, Teacher(s)	August 2019- May 2020	(O)Personnel	Summative - Increased test scores, benchmarks, administrative walk throughs



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**Objective 3.** Borger HS will provide intensive interventions remediation, and prevention strategies for students not mastering grade level content or previous year's state assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Borger High School will provide supplemental reading instruction and support for ELL's through web-based learning programs. (Domain III - Closing the Gap) (Target Group: ESL, LEP) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Special Education Teachers, Teacher(s)	August 2019 - May 2020		Summative - Increase test scores, benchmarks, administration walk throughs.
7. Borger High School will provide Special Education assistance in the area of Reading.(Domain III - Closing the Gap) (Target Group: SPED) (Strategic Priorities: 2,4) (CSFs: 1,4)	Special Education Teachers, Teacher(s)	August 2019- May 2020		Summative - Documentation of Special Educational Staff and Instruction
8. Borger HS will provide teacher support for the General Ed Teachers to help with strategies for mastery for ELL's. (Domain III - Closing the Gap) (Target Group: ESL, Migrant, LEP) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,4,6,7)	Core Subject Teachers, Designee(s)	August 2019- May 2020		Summative - Communication logs between ESL support and General Ed teachers. Strategies provided to General Ed Teachers when ELL's are assigned to the room.

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**Goal 1.** Borger High School will improve academic achievement for all students and will meet the accountability standards.

**Objective 4.** The District will promote highly effective instruction for LEP and Special Education students to increase student achievement and close identified learning gaps.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Special Education teachers and general education teachers will participate in common professional learning communities and resource collaboration teams to analyze student data, align instructional practices, collaborate to create resources and increase teacher pedagogy. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 3,10) (Target Group: SPED) (Strategic Priorities: 1,2,4) (CSFs: 1,2,6,7)	Assistant Principal(s), Core Subject Teachers, Instructional Liaison, Principal, Special Education Teachers	August 2019- May 2020	(O)No Associated Cost	Summative - Sign-In sheets, collaboration documentation. Increase student achievement as evidenced by performance on state and local assessments.
2. ESL resources and materials for identified ELL students. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 1) (Target Group: ESL, Migrant, LEP) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Assistant Principal(s), Teacher(s)	August 2019- May 2020	(F)Title III Bilingual / ESL	Summative - Expenditure reports walk through data, lesson plan audits every 6 weeks, increased scores on local and state assessments.
3. Borger HS will utilize technology programs for designated ESL students to assist in language acquisition. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 10) (Target Group: ESL, Migrant, LEP) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Assistant Principal(s), Teacher(s)	August 2019- May 2020	(F)Title III Bilingual / ESL	Summative - Program students usage logs.
4. Continue to increase use of English Language Proficiency Standards in daily lesson plans and daily instructional delivery. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 2) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,7)	Assistant Principal(s), Principal, Teacher(s)	August 2018 - May 2019	(O)No Associated Cost, (O)Teacher pedagogy	Summative - Lesson plan audits and walk throughs every 6 weeks and increased student achievement on TELPAS.
5. Borger HS will sustain or increase the number of teachers per grade level with ESL endorsements to meet the needs of the ESL population. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Title I SW: 3) (Target Group: ESL, Migrant, LEP) (Strategic Priorities: 1,4) (CSFs: 1,3,6,7)	Assistant Principal(s), Principal	August 2019- May 2020	(O)Access to Preparation Class	Summative - ESL endorsement documentation, teacher to student ratio analysis and increase student achievement on state and local assessments.

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**Objective 4.** The District will promote highly effective instruction for LEP and Special Education students to increase student achievement and close identified learning gaps.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Borger HS will utilize the embedded supports available for students in the STAAR testing system. SYSTEM SAFEGUARDS (Domain I & III - Student Achievement & Closing the Gap) (Title I SW: 2,9) (Target Group: SPED) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	ARD Committee, Assistant Principal(s), Director of Special Education , Principal, Special Education Teachers	August 2019-May 2020	(F)IDEA Special Education	Summative - ARD Documentation
7. Borger HS will implement goals defined by the LPAC committee. (Domain III - Closing the Gap) (Title I SW: 6,8) (Title I TA: 7) (Target Group: ESL, Migrant, LEP) (Strategic Priorities: 4) (CSFs: 1,2,3,4,6)	Assistant Principal(s), Instructional Services Coordinator, Principal, Special Education Teachers	August 2019-May 2020		Summative - LPAC Documentation

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**Goal 1.** Borger High School will improve academic achievement for all students and will meet the accountability standards.

**Objective 5.** Increase enrollment, participation and rigor of Honors, AP, and Concurrent Courses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase enrollment of Honors/AP, and concurrent courses by disseminating information about course availability. (Domain I - Student Achievement) (Target Group: All, GT) (Strategic Priorities: 3) (CSFs: 1,4,5,6)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Instructional Liaison, Principal, Teacher(s)	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Increased Enrollment and Advanced Academic Courses.
2. Provide training opportunities to all AP/Honors teachers on a yearly basis. (Domain I - Student Achievement) (Target Group: All, GT) (Strategic Priorities: 1,3) (CSFs: 2,3,7)	Assistant Principal(s), Principal	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Training certificates and an increased number of passing scores on AP exams.
3. Meet with Frank Phillips College representatives in order to maintain a strong relationship and seek ways to strengthen concurrent offerings. (Domain I - Student Achievement) (Target Group: All, GT) (Strategic Priorities: 3) (CSFs: 3,5,6)	Assistant Principal(s), Counselor(s), CTE Coordinator, Instructional Services Coordinator, Principal	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Increased concurrent course offerings.
4. AP committee will address advanced academics with a focus on advanced placement, dual credit/concurrent, and increase Advanced, Level III performance on state assessments. (Domain I - Student Achievement) (Target Group: All, GT) (Strategic Priorities: 1,3) (CSFs: 1,2,3,4,5,6)	G/T Lead Teacher, Principal	August 2019-May 2020	(O)No Associated Cost	Summative - Sign in sheets, agendas, increased enrollment and performance in advanced academics classes and on required academic assessments and increased commended performance as evidenced by enrollment numbers and student performance.
5. Continue to facilitate alignment of rigorous Honors/AP curriculum. (Domain I - Student Achievement) (Target Group: All, GT) (Strategic Priorities: 1,3) (CSFs: 1,2,3,4,5,6,7)	Director of Curriculum and Instruction, Principal	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Lesson Plan audit data, walk through data, AP test scores, STAAR level 3 scores.
6. Utilize differentiated instructional strategies that are rigorous and relevant to strengthen the quality of instruction in Honors and AP course offerings. (Domain I - Student Achievement) (Target Group: All, GT) (Strategic Priorities: 2,3) (CSFs: 1,2,4,7)	Director of Federal Programs and Instruction, Principal	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments, (O)Materials	Summative - Walk through data, lesson plans audits, and increase in student achievement as evidenced by an increase in number of students scoring 3 or higher on AP exam.

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**Objective 5.** Increase enrollment, participation and rigor of Honors, AP, and Concurrent Courses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Borger ISD will provide opportunities for students to take the PSAT at 10th and 11th grade. (Domain I - Student Achievement) (Target Group: All, 10th, 11th) (Strategic Priorities: 3) (CSFs: 1,3,5,6)	Assistant Principal(s), Counselor(s), Principal	October 2019	(L)Local Taxes and State Per Capita Allotments	Summative - Increase the number of students taking the PSAT.

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**Objective 6.** Borger HS will provide vocational technical education and college prep classes to prepare students for the workplace and for post secondary education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. College information will be disseminated by counselors on higher-ed requirements. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,4,5,6)	Counselor(s)	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Count of materials/number of times materials are distributed and increased number of students participating in post secondary education as evidenced by survey, application data.
2. Borger ISD will offer college preparatory activities such as counseling, ASVAB, military recruiting and college days. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,5,6)	Counselor(s), Principal	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Increased number of students interested in post secondary educational opportunities.
3. Development of CTE Advisory Committee to address CTE program needs and program effectiveness. (Domain I - Student Achievement) (Target Group: CTE) (Strategic Priorities: 1,3) (CSFs: 2,3,5,6,7)	District CTE Coordinator, Instructional Liaison, Principal	August 2019-May 2020	(O)No Associated Cost	Summative - Sign in sheets, agenda, increased CTE student participation and achievement as demonstrated by enrollment and student performance on state assessment.
4. Borger ISD students will have the opportunity to select course study from a variety of career pathways. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,5,6)	District CTE Coordinator, Principal	August 2019-May 2020	(F)CTE Carl Perkins	Summative - As evidenced by course offering lists and career pathways
5. Students will explore careers that match their goals, interests, or abilities by utilizing the BHS Career and College Night. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 3) (CSFs: 5,6)	Counselor(s), District CTE Coordinator	August 2019-May 2020	(F)CTE Carl Perkins	Summative - Number of participants utilizing the program as evidenced by technology usage records and sign in sheets for college and career night.

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**Objective 7.** Borger HS will provide alternative learning environments and modes of instruction to increase graduation rates.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will continue to use consistent criteria to ensure appropriateness of discretionary DAEP placements. (Domain I & III - Student Achievement and Closing the Gap) (Target Group: All, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,2,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(O)No Associated Cost, (O)Personnel	Summative - DAEP Placement documentation and validation, administrative guidelines
2. Borger HS will continue to utilize the previously developed communication plan between the DAEP and the student's home campus to monitor student progress so that core subject teachers can provide instructional support as needed. (Domain I & III - Student Achievement & Closing the Gap) (Target Group: All, AtRisk) (Strategic Priorities: 1,4) (CSFs: 1,2,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(O)No Associated Cost, (O)Personnel	Summative - Communication logs, individual students plans, lesson plans, students achievement as evidenced by post DAEP placement assessments.
3. Borger HS will provide smaller class size and self-paced curriculum through North Star Academy. (Domain I - Student Achievement) (Target Group: AtRisk) (Strategic Priorities: 4) (CSFs: 1,4,6,7)	Director of Curriculum and Instruction	August 2019-May 2020	(S)State Compensatory	Summative - Campus rosters, student's credit recovery data, Odyssey performance usage reports and number of students successfully recovering/earning credits to graduate.
4. Borger HS will provide Homebound instruction for students per doctor order, including medically fragile, pregnant, etc.(Domain I & Domain III - Student Achievement & Closing the Gap) (Target Group: AtRisk) (Strategic Priorities: 1,4) (CSFs: 1,4,5,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Homebound academic records, homebound attendance record increased student's achievement and increased graduation for pregnant and parenting teens.

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**Goal 1.** Borger High School will improve academic achievement for all students and will meet the accountability standards.

**Objective 8.** Borger HS will provide all students education on drug, alcohol, violence, and bullying awareness and prevention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will provide in-service training for teachers over bullying prevention. (Domain I - Student Achievement). (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,5,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(F)Professional Development	Summative - In-service training for bullying and behavior supports.
2. Borger HS will provide school-wide drug, alcohol, tobacco, and violence prevention awareness. (Domain III - Closing the Gap) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 3,5,6,7)	Executive Director of Special Programs	August 2019-May 2020	(L)Local Projects, (O)Local Districts	Summative - Red Ribbon Week Activities, other violence prevention interventions. Online Curriculum for students concerning common high-risk behaviors and positive intervention strategies.
3. Borger HS will provide students with school-wide intervention for high risk behaviors (Domain III - Closing the Gap). (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 3,5,6,7)	SRO Officer	August 2019-May 2020	(L)Local Projects	Summative - Student performed plays, assemblies, online resources



# BORGER H S

**Goal 1.** Borger High School will improve academic achievement for all students and will meet the accountability standards.

**Objective 9.** Borger HS will provide all students with opportunities for completion of certification or endorsements in career paths that will increase student achievement in career-related areas and give students employable skills necessary for the workplace.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will enroll students in career path/endorsements of choice, including Multidisciplinary Studies, Arts & Humanities, Public Services, STEM, Business and Industry, English Language Arts, Mathematics, Science, and Social Studies (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,4,6)	Assistant Principal(s), Counselor(s), CTE Coordinator, Director of Curriculum and Instruction, High School CTE Coordinator, Principal	August 2019-May 2020	(O)Staff Time	Summative - Enrolment numbers in selected career path/endorsement
2. Borger HS will increase availability of innovative career path/endorsement related courses in CTE. (Domain I - Student Achievement) (Target Group: CTE) (Strategic Priorities: 1,3) (CSFs: 1,4,5,6)	Director of Curriculum and Instruction, District CTE Coordinator, High School CTE Coordinator, Principal, Teacher(s)	August 2019-May 2020	(O)Staff Time	Summative - Description of Course Catalog offerings
3. Borger HS will research and increase offerings of certification programs for students (Domain I - Student Achievement). (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,4,5,6,7)	Assistant Principal(s), District CTE Coordinator, High School CTE Coordinator, Principal, Teacher(s)	August 2019-May 2020	(O)Staff Time	Summative - List of current and future certification offerings

# BORGER H S

**Goal 1.** Borger High School will improve academic achievement for all students and will meet the accountability standards.

**Objective 10.** Borger HS will provide students with opportunities for academic excellence through extra curricular student organizations.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will increase student achievement by providing students with the opportunity to become members of the National Honor Society.(Domain I - Student Achievement) (Target Group: All) (CSFs: 1,5,6)	Assistant Principal(s), Principal, Teacher(s)	August 2019- May 2020		Summative - NHS Membership Documentation, Requirements for being inducted into NHS
2. Borger HS will provide students with the opportunity to join in UIL Academics in various events.(Domain I - Student Achievement) (Target Group: All, GT) (Strategic Priorities: 1,2,3) (CSFs: 1,4,5,6,7)	Assistant Principal(s), Principal, Teacher(s)	August 2019- May 2020		Summative - UIL Academic Event lists, UIL Academic communication logs

# BORGER H S

**Goal 2.** Borger High School will implement professional development to improve teaching and student achievement.

**Objective 1.** All Borger ISD core content faculty will receive professional development to support the delivery of a rigorous and relevant curriculum in preparation for the STAAR testing.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will provide sustained training with Lead4ward Data Driven Decision Making and Assessment. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,6,7)	Core Subject Teachers, Director of Curriculum and Instruction, Instructional Liaison, Principal	Dates of Training Availability	(F)Title IIA Principal and Teacher Improvement	Summative - Certificates of completion, lesson plan audits, walk through data, T-Tess data, assessment/STAAR/EOC results, training documentation
2. Borger HS will provide professional development to instructional coaches with a focus on building common vocabulary, processing skills, and an instructional strategy for leading and coaching. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,6,7)	Professional Educational Consultants	August 2019	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets, certificates of completion, increased instructional coaching capacity as evidenced by coaching documentation.
3. Borger ISD will utilize instructional liaisons to facilitate planning, curriculum/assessment alignment, and instructional strategies with core content area teachers. (Domain II - School Progress) (Target Group: ESL, LEP, SPED) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(F)Title IIA Principal and Teacher Improvement	Summative - Instructional coaching documentation, agenda, sign in sheets and increased alignment of curriculum, increased teacher pedagogy as evidenced by T-TESS.
4. Borger HS will provide professional development to address instructional practices appropriate for preparing students for STAAR/EOC testing. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,6,7)	Director of Curriculum and Instruction, Principal, Teacher(s)	August 2019-May 2020	(F)Title IIA Principal and Teacher Improvement	Summative - Local assessments and STAAR/EOC results. Walk through data and T-TESS data.
5. Borger HS will provide professional development to address instructional pedagogy. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,6,7)	Core Subject Teachers, Director of Curriculum and Instruction, Instructional Liaison, Principal	August 2019-May 2020	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets and certificates of completion

# BORGER H S

**Goal 2.** Borger High School will implement professional development to improve teaching and student achievement.

**Objective 2.** Borger HS teachers will be provided professional development opportunities that will impact each campus CIP plan.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will provide professional development on working with students and families in poverty. SYSTEM SAFEGUARDS (Domain III - Closing the Gaps) (Target Group: ECD, AtRisk) (Strategic Priorities: 3,4) (CSFs: 1,5,6)	Assistant Principal(s), Director of Curriculum and Instruction, Principal	August 2019	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets and certificates for attendance.
2. Borger HS will provide professional learning community (PLC) professional development for teachers. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 2,3,6,7)	Director of Curriculum and Instruction, Principal, Professional Educational Consultants	August 2019-May 2020	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets and certificates of attendance
3. Borger HS will facilitate collaborative PLC meetings between CTE coordinator and CTE teachers to monitor implementation of the CTE Continuous Improvement plan. (Domain III - Closing the Gaps) (Target Group: All, CTE) (Strategic Priorities: 1,3) (CSFs: 2,5,6,7)	CTE Coordinator, High School CTE Coordinator, Teacher(s)	August 2019-May 2020	(O)No Associated Cost, (O)Teacher pedagogy	Summative - Sign in sheets and agendas
4. Designated CTE teachers will attend work-based learner training for appropriate certification. (Domain I - Student Achievement) (Target Group: CTE) (Strategic Priorities: 3) (CSFs: 5,6,7)	District CTE Coordinator, High School CTE Coordinator, Teacher(s)	October 2019	(F)CTE Carl Perkins	Summative - ESC record of attendance and certificates of completion.
5. Borger HS will provide inclusion training during the August in-service to all staff essential to providing inclusive education. (Domain III - Closing the Gaps) (Target Group: ESL, LEP, SPED, AtRisk) (Strategic Priorities: 1,4) (CSFs: 1,2,4,6,7)	Professional Educational Consultants	August 2019	(F)Title IIA Principal and Teacher Improvement	Summative - Sign in sheets and certificates of completion
6. Borger HS will provide professional development on student-centered instruction, including culturally-diverse approaches to instruction. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 1,2,5,6,7)	Assistant Principal(s), Director of Curriculum and Instruction, Instructional Liaison, Principal	August 2019-May 2020	(F)Title IIA Principal and Teacher Improvement	Summative - Principal walk throughs; sign in sheets

# BORGER H S

**Goal 2.** Borger High School will implement professional development to improve teaching and student achievement.

**Objective 2.** Borger HS teachers will be provided professional development opportunities that will impact each campus CIP plan.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Borger HS will provide opportunities for collaboration between CTE and core teachers to discuss common vocabularies and reinforcement of core curriculum standards. (Domain III - Closing the Gaps) (Target Group: All, CTE) (Strategic Priorities: 1,4) (CSFs: 1,2,6,7)	Core Subject Teachers, High School CTE Coordinator, Instructional Liaison, Teacher(s)	August 2019-May 2020	(O)Campus Based Professional Development, (O)Staff Time	Summative - Teacher discussion within PLC's; Sign in sheets

# BORGER H S

**Goal 3.** Borger High School will establish clear communication methods between administration and staff and between the school and parents with the goal of building trust.

**Objective 1.** Borger High School will improve lines of communication and increase campus administrator visibility in order to establish a strong, positive campus climate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Detailed communications will be sent out after each department head meeting to all staff to promote consistent knowledge of discussions/activities/campus needs and focus items. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,3,6,7)	Instructional Liaison, Principal	August 2019- May 2020	(O)No Associated Cost	Summative - Log of campus instructional communications.
2. Department Heads will meet regularly with their departments and as needed to communicate information that has been given to them for distribution. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6,7)	Instructional Liaison, Principal	August 2019- May 2020	(L)Local SSA ( Shared Services Arrangement)	Summative - Department Meeting Agendas and sign-in sheets
3. Parents will have the opportunity to meet with teachers to discuss their child's academic achievement during "Parent Teacher Conference Day" and throughout the year when needed. (Domain III - Closing the Gap). (Target Group: All) (Strategic Priorities: 1) (CSFs: 5,6,7)	Assistant Principal(s), Principal, Teacher(s)	September 2019 on going as needed	(O)No Associated Cost, (O)Personnel	Summative - Number of parent participants as evidenced by sign in sheets.
4. Provide parents with the information regarding Borger HS: Calendar of Events, Channel 11, District Website, Regular Campus Communications, Campus Newsletters, Borger Herald Articles, Reports Cards. (Domain III - Closing the Gap) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 5,6)	Assistant Principal(s), Parent Involvement Coordinators, Principal, Superintendent(s), Teacher(s)	August 2019- May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Documentation of parent communication, specifically the back to school packet
5. Automated Calling system will be used to inform parents of upcoming testing, calendar items, grade reporting dates and other important information. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,5,6)	Principal	August 2019- May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Increase parent participation.

# BORGER H S

- Goal 3.** Borger High School will establish clear communication methods between administration and staff and between the school and parents with the goal of building trust.
- Objective 1.** Borger High School will improve lines of communication and increase campus administrator visibility in order to establish a strong, positive campus climate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Borger High School administrators will be visible in the hallways and in classrooms in order to be available to answer questions or talk about concerns. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,3,6,7)	Assistant Principal(s), Principal	August 2019-May 2020	(O)No Associated Cost	Summative - Data from campus administrator log
7. Borger High School administrators and staff will return emails and phone calls to parents in a timely manner. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,5,6)	Assistant Principal(s), Principal, Teacher(s)	August 2019-May 2020	(O)No Associated Cost	Summative - Communication logs
8. Administrators and teachers will promote a positive climate by nominating and awarding a peer teacher with the Velma Freeman Gillespie/Zelma Freeman Root Foundation Award for teaching excellence. (Domain I - Student Achievement) (Title I SW: 1) (Target Group: All) (Strategic Priorities: 1) (CSFs: 3,6,7)	Assistant Principal(s), Principal, Teacher(s)	My 2020		Summative - Criteria for selection include teaching excellence as recognized by peers.

# BORGER H S

- Goal 3.** Borger High School will establish clear communication methods between administration and staff and between the school and parents with the goal of building trust.
- Objective 2.** Borger HS will promote parent/community partnerships in education by increasing parental/community involvement opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will host back to school orientation "New Year's Party". (Domain II - School Progress) (Target Group: All, 9th) (CSFs: 3,5,6)	Assistant Principal(s), Principal, Teacher(s)	August 2019	(O)No Associated Cost, (O)Personnel	Summative - Parent participation as evidenced by sign in sheets.
2. Borger HS will increase parental involvement in the education of children through ARD meetings, LPAC meetings, parent volunteer program, and School Orientations. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Target Group: All) (Strategic Priorities: 4) (CSFs: 3,5,6,7)	Assistant Principal(s), Parent Involvement Coordinators, Principal, Teacher(s)	August 2019- May 2020	(L)Local Taxes and State Per Capita Allotments	Summative - Sign in sheet and agendas
3. Borger HS campus will host Booster Club organizations. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 3) (CSFs: 3,5,6)	Assistant Principal(s), Principal, Teacher(s)	Monthly	(O)No Associated Cost	Summative - Number of parent participants as evidenced by memberships
4. Borger HS will provide opportunities for parent involvement through parent/teacher contacts, parent advisory and site based meetings. (Domain III - Closing the Gap) (Target Group: All) (Strategic Priorities: 4) (CSFs: 3,5,6,7)	Assistant Principal(s), Parent Involvement Coordinators, Principal	August 2019- May 2020	(O)No Associated Cost, (O)Personnel	Summative - Parent involvement and sign in sheets
5. Borger HS will provide parents with a copy of the School Improvement LEA Notification letter both as a hard copy and electronically. (Domain I - Student Achievement) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	Director of Federal Programs and Instruction	August 2019	(O)No Associated Cost	Summative - Copy of Letter, parent signatures of receipt, posting on district website, TEA submission documentation.
6. Borger HS will cultivate and maintain community partnerships. (Domain I - Student Achievement) (Target Group: All) (CSFs: 3,5,6)	Assistant Principal(s), Counselor(s), Parent Involvement Coordinators, Principal, Teacher(s)	Ongoing		Summative - Documentation of community partnerships with Borger HS



# BORGER H S

**Goal 3.** Borger High School will establish clear communication methods between administration and staff and between the school and parents with the goal of building trust.

**Objective 3.** Borger HS will provide translation services for Non-English speaking parents and written communication will be available in English/Spanish.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS campus will designate at least one person to translate Spanish/English for conferences. SYSTEM SAFEGUARDS (Domain III - Closing the Gap) (Target Group: H, ESL, Migrant) (Strategic Priorities: 4) (CSFs: 3,5,6)	Principal	August 2019- May 2020	(O)No Associated Cost, (O)Personnel	Summative - Parent Participation as evidenced through conference sign in sheets.
2. Borger HS will to the extent possible, provide written communications from campus and district in both English/Spanish. (Domain III - Closing the Gap) (Target Group: H, ESL, Migrant) (CSFs: 3,5,6)	Assistant Principal(s), Parent Involvement Coordinators, Principal	August 2019- May 2020	(O)No Associated Cost	Summative - Copies of parental communication in English and Spanish.

# BORGER H S

**Goal 3.** Borger High School will establish clear communication methods between administration and staff and between the school and parents with the goal of building trust.

**Objective 4.** Borger ISD will meet the needs of at-risk students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger ISD will collaborate with Texas Department of Family and Protective Services to develop and implement clear, written procedures for maintaining a student in foster care in his or her school of origin (unless it is not in the student's best interest)(Domain III - Closing the Gap). (Title I SW: 10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 3,5,6)	Instructional Services Coordinator, Superintendent(s)	August 2019-May 2020	(F)Federal Grants, (S)Local Funds	Summative - Copy of procedures
2. Borger HS will participate in a district-wide Back to School Fair in order to provide school supplies and basic health care to students.	Assistant Principal(s), Instructional Services Coordinator, Principal	August 2019	(L)Local Projects	Summative - Number of supplies given out and number of student participants
3. Borger HS will participate in Snack Pack for Kids	Assistant Principal(s), Instructional Services Coordinator, Principal, Teacher(s)	August 2019-May 2020	(L)Local Projects	Summative - Number of snack packs given
4. Borger HS will partner with community organizations to provide benefits to socioeconomically disadvantaged students.	Assistant Principal(s), Principal	August 2019-May 2020	(L)Local Projects	Summative - copy of procedures

# BORGER H S

**Goal 4.** Borger HS will create and maintain a safe environment.

**Objective 1.** Borger HS will provide all students with training on drug, alcohol, violence, bullying awareness, and prevention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will provide opportunities for students to participate in activities associated with Red Ribbon Week. (Domain I & Domain III - Student Achievement & Closing the Gap). (Target Group: All) (Strategic Priorities: 4) (CSFs: 3,5,6)	Assistant Superintendent(s), Principal	October 2019	(O)Access to facilities, (O)Personnel	Summative - Sign in sheets
2. All High School staff will follow procedures for all drills/actual incidences as outlined in the established campus Emergency Operation Plan. (Domain III - Closing the Gap) (Target Group: All) (CSFs: 5,6)	Principal	August 2019- May 2020	(O)No Associated Cost	Summative - Documentation of safety drills and reports.
3. Borger HS will provide teachers and staff with information regarding the health and safety of the students (Domain I & Domain III - Student Achievement and Closing the Gap) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 1,3,5,6,7)	School Nurse	ongoing		Summative - Copies of information given

# BORGER H S

**Goal 4.** Borger HS will create and maintain a safe environment.

**Objective 2.** Borger HS staff will implement established safety procedures.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will utilize the RAPTOR visitor management system. (Domain I & Domain III - Student Achievement & Closing the Gap) (Target Group: All) (CSFs: 3,6)	Principal	August 2018 - June 2019	(L)Local Taxes and State Per Capita Allotments	Summative - Campus Visitor Data Records.
2. Borger HS will utilize surveillance cameras to monitor parking lots and facilities. (Domain I & III - Student Achievement & Closing the Gap) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,3,6)	Director of Environmental Services, Principal	August 2018- May 2019	(L)Local Taxes and State Per Capita Allotments	Summative - Surveillance records and decrease in vandalism, loitering, facility safety.

# BORGER H S

**Goal 5.** Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

**Objective 1.** Borger HS will utilize innovative technologies that aid in instruction in classrooms

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will install and maintain Smart Boards/Smart TVs in all high school classrooms. (Domain I & III - Student Achievement & Closing the Gap) (Target Group: All) (Strategic Priorities: 3,4) (CSFs: 1,2,4,6,7)	Director of Technology, Principal, Superintendent(s)	August 2019-May 2020	(O)Staff Time	Summative - List of classrooms with smart boards installed
2. Borger HS will provide multiple iPad and Chromebook labs for teacher use.(Domain I & III - Student Achievement & Closing the Gap) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,4,6,7)	Director of Technology, Principal, Superintendent(s)	August 2019-May 2020	(O)Staff Time	Summative - List of iPad labs available, sign up sheet for iPad lab use.
3. Borger HS will provide teachers with a personal website that can be updated and reached from the BorgerISD website. (Domain I & III - Student Achievement & Closing the Gap) (Target Group: All) (Strategic Priorities: 1,3,4) (CSFs: 1,5,6,7)	Campus Instructional Technologist, Communications Coordinator, Director of Technology	August 2019-May 2020		Summative - Samples of teacher websites

# BORGER H S

**Goal 5.** Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

**Objective 2.** Borger HS will provide innovative professional development in technology related areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Borger HS will provide quality professional development for teachers using Smart Boards and Smart TVs. (Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 2,6,7)	Director of Curriculum and Instruction, Director of Technology, Principal, Teacher(s)	August 2019		Summative - Professional Development documentation, sign in sheets
2. Provide quality professional development on all classroom technologies for teachers.(Domain II - School Progress) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,4,5,6,7)	Director of Curriculum and Instruction, Director of Technology, Principal, Teacher(s)	August 2019		Summative - Professional Development, sign in sheets

# BORGER H S Site Base

Name	Position
Ammerman, Matt	Principal
Carroll, Shannon	Frank Phillips College
Conaway, Dede	Associate Principal
Freeling, Cade	Social Studies
Gonnering, David	General Education
Mcquade, Sandra	Assistant Principal
Potts, Krystle	CTE
Price, Jud	Business Member
Sanders, Sarah	English Department
Schroeder, Barbie	Instructional Services Coordinator
Sharp, Melanie	Parent
Welch, Luke	Assistant Principal

# Borger H S 2019/2020 Campus Needs Assessment

## Introduction

The Borger High School SBDM committee met on May 22, 2019 to assess the needs and strengths of Borger High School. The needs assessment enabled the committee to identify gaps in curriculum, instruction, and other areas of importance. Evidence compiled from the needs assessment were used to develop activities/strategies in the Campus Improvement Plan. Recommendations for the 2019-2020 Campus Improvement Plan were based on the study/dis-aggregation of the following data:

- a. STAAR data
- b. AYP data
- c. ACT/SAT results
- d. Campus Demographic Data
- e. Staff Morale Survey

## Demographics

Borger, Texas is in the Texas Panhandle in Hutchinson County. Borger High School consists of four grades (9th - 12th) and serves around 800 students. According to the latest TAPR report, Borger High School is approximately 3.5 percent African-American, 43 percent Hispanic and 49 percent White and 4.5% other. Also, according to the latest TAPR report, 6.2 percent of the campus is listed as Bilingual/ESL, 77 percent CTE, 9.2 percent Gifted and Talented and 1.6 percent of the campus is listed as special education. Finally, 56% of the campus is Non-Educationally Disadvantaged, 44% of the campus is listed as Economically Disadvantaged and 44% of the campus is At-Risk according to the latest TAPR report. Hispanic, At-Risk and Economically Disadvantaged populations continue to increase.

## Student Findings

Though statewide averages have not been released for 2018-2019, Borger High School results remained consistent in English Language Arts of 61% compared to prior year of 62%, Mathematics showed significant improvement with 89% compared to prior year of 81% , Science was 9% compare to the prior year of 90% (woo hoo!). Social studies showed improvement with 92% as the prior year was 89%.

*Overall, it was found that Special Education, Economically Disadvantaged and Hispanic students scored lower on tests than other students and that these areas are an increasing part of the student population or, as in the case of the Special Education students are at a higher percentage of the population compared to the district or the state average percentages.*

## Campus Needs Assessment Priorities

### Goal 1:

Borger High School students will improve academic achievement for all students and will meet the 2018-2019 accountability standards.

### Goal 2:



Borger High School will implement professional development to improve teaching and student achievement.

**Goal 3:**

Borger High School will establish clear communication methods between the administration and staff and between the school and parents with the goal of building trust.

**Goal 4:**

Borger High School will create and maintain a safe environment.

**Goal 5:**

Borger High School will enrich student learning and teacher resources by incorporating progressive technology into daily instruction.

# BORGER H S

## **Mission**

### *MISSION*

*The Students of Borger Independent School District will become educated, successful, and responsible citizens of our society.*

## **Vision**

*Borger High School commits to the Borger I.S.D. Belief Statements.*

*We believe that:*

- *The core business of the High School is classroom instruction and curriculum
  - *Academic achievement is a primary focus**
- *Rigorous classroom instruction and high expectations are key to students reaching their academic potential*
- *Deep alignment between the written, taught, and tested curriculum is the foundation of academic achievement*
- *All students can learn by using a variety of instructional strategies and by allotting the necessary instructional time each student needs
  - *A physically and emotionally safe environment promotes student learning
    - *Student welfare is the primary focus of all decisions*
    - *All students deserve a quality school and a quality education**
  - *Student success is enhanced by positive relationships and mutual respect**
- *All stakeholders (students, parents, district employees, board members, and community members) share the responsibility for fulfilling the High School's mission*

## Vision Continued

- *Commitment to continuous improvement of all High School activities is vital*

### Nondiscrimination Notice

BORGER H S does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# Comprehensive Needs Assessment