

Eagle Mountain-Saginaw Independent School District
Hollenstein Career And Technology Center
2023-2024 Improvement Plan



Mission Statement

The mission of Eagle Mountain-Saginaw Independent School District is to foster a culture of excellence that instills a passion for a lifetime of continuous achievement in every student.

The mission of the EMS ISD Career and Technical Education Program is to foster a culture of excellence that instills a passion for a lifetime of continuous achievement in the high-demand, highly skilled occupations of tomorrow's global economy.

Vision

Integrate education and the workplace.

Engage students in their educational journey.

Foster a commitment to post-secondary education.

Prepare students to create their future in tomorrow's highly skilled competitive workforce.

Value Statement

Every student is a unique individual with unique potential

Effective communication is key to success.

Engaged and interested students learn more effectively.

Respect is a key to success.

Education is a team effort.

High quality educational facilities optimize student and staff success.

Accountability is essential to success.

A physically and emotionally safe environment promotes student learning.

A high quality education is barrier free.

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Goals

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objectives 1;2;3)

Performance Objective 1: Teachers will utilize high yield instructional models and strategies, with instructional technology tools, to increase student engagement, achievement, and critical thinking skills.

Evaluation Data Sources: walk throughs, lesson plans, observations

Strategy 1 Details	Reviews			
Strategy 1: Professional Development on high yield instructional strategies will be provided during PLC and CPT. Strategy's Expected Result/Impact: Increased teacher knowledge and use of high yield strategies. Increased student engagement, achievement, and critical thinking skills.	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will utilize the rigor rubric to gage level of lesson plan and student's use of critical thinking and engagement. Strategy's Expected Result/Impact: High yield instructional strategies will increase student engagement and critical thinking.	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objectives 1;2;3)

Performance Objective 2: HCTC teachers will utilize data to improve instruction and student achievement.





Evaluation Data Sources: HCTC teachers will be trained on using and tracking data for student performance.

Strategy 1 Details	Reviews			
Strategy 1: By the end of the 2nd semester, all HCTC teachers will utilize data to implement high yield instructional strategies. Strategy's Expected Result/Impact: Improved student achievement and content understanding.	Formative			Summative
	Dec	Feb	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objectives 1;2;3)

Performance Objective 3: 100% of HCTC teachers will implement EMS ISD MTSS process.





Evaluation Data Sources: The MTSS Handbook Training Plan
Monitoring Tools

Strategy 1 Details	Reviews			
Strategy 1: HCTC Teachers and administrators will utilize the MTSS process to monitor, develop, and implement interventions for at-risk students. Strategy's Expected Result/Impact: Reduction in course failures and non-completers Staff Responsible for Monitoring: HCTC teachers and admin	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: HCTC teachers and admin will monitor student academic growth and provide appropriate interventions as needed. Strategy's Expected Result/Impact: Reduction in course failures and non-completers Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: EXCELLENCE IN ACADEMICS: We will provide quality tiered instruction and systematic intervention in a positive, engaging learning environment to ensure high levels of achievement for every student. (ASPIRE Objectives 1;2;3)

Performance Objective 4: Students will engage in goal setting to increase ownership of learning and achievement.

Evaluation Data Sources: Goal setting data and evidence in classes.

Strategy 1 Details	Reviews			
Strategy 1: By the end of the first six weeks, all HCTC students will receive instructions on goal setting. Teachers will be provided goal setting training in both whole group setting and PLCs. Strategy's Expected Result/Impact: Increased student self-awareness and ownership of personal achievement. Staff Responsible for Monitoring: HCTC teachers and admin	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: At least twice a six weeks, every student will utilize goal setting related to their content to set goals and track progress in content, career, and certification/licensure. Strategy's Expected Result/Impact: Increased knowledge and skill attainment. Staff Responsible for Monitoring: HCTC teachers and admin	Formative			Summative
	Dec	Feb	Mar	June
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Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

Performance Objective 1: We will provide frequent and on-going communication to families of the HCTC students.

Evaluation Data Sources: Facebook, twitter, instagram, peachjar, district news stories

Strategy 1 Details		Reviews			
Strategy 1: All teachers will establish a communication system of parents/guardians. Strategy's Expected Result/Impact: Increased parent/guardian knowledge and support. Staff Responsible for Monitoring: HCTC teachers and admin		Formative			Summative
		Dec	Feb	Mar	June
<div><div>0%</div>No Progress</div> <div><div>100%</div>Accomplished</div> <div><div>→</div>Continue/Modify</div> <div><div>✖</div>Discontinue</div>					

Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

Performance Objective 2: HCTC teachers will collaborate with high school teachers on pre-req skills and course information two times a year.





Evaluation Data Sources: Curriculum documents and CLCs

Strategy 1 Details	Reviews			
Strategy 1: HCTC teachers will meet at least two times during the school year to collaborate with high school content area teachers. Strategy's Expected Result/Impact: Increased content alignment between high school pre-req teachers and HCTC classes. Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				

Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

Performance Objective 3: After 24-25 registration, HCTC enrollment will increase by 5%.





Evaluation Data Sources: registration data

Strategy 1 Details	Reviews			
Strategy 1: HCTC will host a community open house in the fall. Strategy's Expected Result/Impact: Increase community and student awareness of programs offered.	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: By the end of the first semester, HCTC teachers will have participated in an in-person or virtual tour of their class/pathway at the HCTC with high school pathway teachers and students. Strategy's Expected Result/Impact: Increased knowledge of courses available at the HCTC which will increase enrollment opportunities.	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

Performance Objective 4: HCTC students will be provided multiple opportunities to participate in content aligned co- and extra-curricular activities.





Evaluation Data Sources: Students participation numbers

Strategy 1 Details	Reviews			
Strategy 1: By the end of the year, all HCTC programs will participate in one community service project. Strategy's Expected Result/Impact: Increased understanding of correlations between school and community. Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: By the end of the year, all HCTC students will be provided with an opportunity to participate in a co-curricular activity. Strategy's Expected Result/Impact: Stronger student participation Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
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Goal 2: EXCELLENCE IN PERSONALIZED OPPORTUNITIES: We will support a culture of trust and growth through personalized opportunities and collaborative experiences for staff, students, and community members to achieve desired results. (ASPIRE Objective 4;5;6)

Performance Objective 5: By Aug 31, 2024, industry-based certifications earned by HCTC students will increase by 3%

Evaluation Data Sources: Certification pass rates

Strategy 1 Details	Reviews			
Strategy 1: HCTC certification teachers will implement a benchmark progress system for certifications tests to gauge student mastery. Strategy's Expected Result/Impact: Increased student readiness and passing rate. Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: 75% of students in all certification programs will challenge the certification exam Strategy's Expected Result/Impact: Increased student readiness and passing rate	Formative			Summative
	Dec	Feb	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: 65% of students in all certification programs who challenge the exam will pass Strategy's Expected Result/Impact: Increased pass rate Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT: We will provide safe and structured environments for students, staff and community based on systemic process and procedures that are clearly communicated, monitored, and evaluated. (ASPIRE 7;8)

Performance Objective 1: Standard Response Protocols will be implemented 100% of the time when completing drills to ensure a safe and secure environment.

Evaluation Data Sources: SRP logs

Strategy 1 Details		Reviews			
Strategy 1: Train all staff and students in SRP practices. Strategy's Expected Result/Impact: Utilize the SRP process safely and effectively during drills. Staff Responsible for Monitoring: HCTC admin		Formative			Summative
		Dec	Feb	Mar	June
		<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>			

Goal 3: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT: We will provide safe and structured environments for students, staff and community based on systemic process and procedures that are clearly communicated, monitored, and evaluated. (ASPIRE 7;8)

Performance Objective 2: HCTC teachers and admin will monitor student behavior and provide appropriate interventions to promote safe and effective learning environments.

Evaluation Data Sources: MTSS strategies and processes, referrals

Strategy 1 Details	Reviews			
Strategy 1: HCTC teachers and admin will utilized the MTSS process to monitor behavior, develop and implement interventions. Strategy's Expected Result/Impact: Decrease in behavior incidents. Increase in instructional time. Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: HCTC teachers will utilize TIER 1 classroom strategies and processes. Strategy's Expected Result/Impact: Increase in on-task behaviors and student engagement Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: HCTC teachers and admin will implement and reinforce campus expectations. Strategy's Expected Result/Impact: Increase on-task behaviors. Decrease negative student interactions. Staff Responsible for Monitoring: HCTC admin and teachers	Formative			Summative
	Dec	Feb	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				