Eagle Mountain-Saginaw Independent School District

Saginaw High School

2023-2024 Improvement Plan

Mission Statement

The mission of Saginaw High School is to foster a culture of excellence that instills a passion for a lifetime of continuous achievement in every student.

Vision

To foster a culture of excellence that instills a passion for a lifetime of continuous achievement in every student.

Value Statement

Academic Excellence: We strive for academic rigor, innovation, and inclusivity to ensure every student reaches their full potential.
Inclusive Community: Our campus fosters a welcoming, diverse, and respectful environment where every student is valued and supported.
Engaging Opportunities: Saginaw High School offers a wide range of extracurricular activities, sports, and clubs to help students explore their passions and interests.
Lifelong Learning: We instill a love for learning, critical thinking, and adaptability, preparing our students for success in an ever-changing world.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Saginaw High School currently serves about 2223 9th through 12th-grade students. The student body of our school is diverse and made up of:

31.5% White

39.6% Hispanic

18.8% African American

39.2% Economically Disadvantaged

12.3% Limited English Proficient

11.0% Special Education

13.9% Mobility Rate

51.2% At-Risk

75% of our student population are registered bus riders

Demographics Strengths

Saginaw High School has several demographic strengths that contribute to its diverse and inclusive school community.

- Diverse staff representation: The administration's efforts to hire staff that mirrors the diverse student body show a commitment to fostering an inclusive environment where students can see themselves represented among the school's staff members.
- Demographic diversity: The student body's demographic composition is a significant strength. The diversity in racial, ethnic, and socio-economic backgrounds and representation of limited English proficiency and special education students enriches the school community and prepares students for a globalized world.
- Multilingual support: Having multiple staff members who can speak Spanish helps cater to the needs of Spanish-speaking students and families, ensuring effective communication and engagement.
- AVID program: The significant presence of the AVID program indicates a commitment to supporting students in their academic success, particularly those who might be the

first in their families to attend college.
- Strong Student Council (StuCo): StuCo provides ample opportunities for student leadership, voice, and involvement in shaping the culture and events at SHS.
- An influx of new students: SHS's inclusive environment benefits from attracting and accommodating a diverse range of students.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Observation Survey results
- State-developed online interim assessments

Student Data: Student Groups

- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- Mobility rate, including longitudinal data
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Study of best practices

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.

Performance Objective 1: By the end of the 2023-24 school year, Saginaw High School will increase the performance of our Algebra 1 students in the following:
All students - from 46% to 47% Meets
Asian students - from 51% to 53% Meets
Black/African American - from 35% to 47% Meets
Hispanic students - from 38% to 40% Meets
White students - from 64% to 66% Meets
Two or More Races students - from 58% to 60% Meets

Evaluation Data Sources: May STAAR score reports

Strategy 1 Details				Reviews			
Strategy 1: Strengthen Tier 2: Schedule focused HB 4545 tutorials and boot camps for incoming freshman and Algebra I students who did not meet the passing standard on the 8th-grade math STAAR exam or the Algebra 1 EOC.				**Formative**			**Summative**
				Dec	Feb	Mar	June
Strategy's Expected Result/Impact: Increase performance on the Algebra 1 EOC. **Staff Responsible for Monitoring:** Algebra Teachers Math Department Head Campus Administration **Title I:** 2.4, 2.5, 2.6							

Strategy 2 Details				Reviews			
Strategy 2: Strengthen PLC: To improve student outcomes, teachers will receive essential components of Professional Learning Communities (PLCs) such as time, resources, structures, and processes to promote collaboration and enhance instruction.				**Formative**			**Summative**
				Dec	Feb	Mar	June
Strategy's Expected Result/Impact: Consistent PLC meetings, data-driven instruction, tiered interventions **Staff Responsible for Monitoring:** Administration, department heads, and teachers							

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

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.

Performance Objective 2: By the end of the 2023-24 school year, Saginaw High School will increase passing rates to meet or exceed the following performance targets:
English I - from 62% to 65% Meets
English II - from 70% to 72% Meets
Algebra I- from 41% to 47% Meets
Biology - from 58% to 60% Meets
US History - from 75% to 80% Meets

   Evaluation Data Sources: May STAAR score reports

Strategy 1 Details	Reviews			
Strategy 1: Strengthen Tier 2: Recognize and offer targeted support to specific student groups that are not meeting performance expectations, including special education students, emergent bilinguals, and economically disadvantaged students. This support is based on analyzing data from the common assessments and six weeks' grades to identify areas where intervention is needed.	**Formative**			**Summative**
	Dec	Feb	Mar	June
Strategy's Expected Result/Impact: Tailored intervention plan designed to improve the academic performance of the specific sub-population in question. **Staff Responsible for Monitoring:** Administration, department heads, and teachers **Title I:** 2.6				

Strategy 2 Details	Reviews			
Strategy 2: Closely monitor the results of District Common Assessments (DCA) in STAAR EOC courses to inform adjustments to the curriculum and instructional strategies.	**Formative**			**Summative**
	Dec	Feb	Mar	June
Strategy's Expected Result/Impact: Increase student performance in all STAAR EOC assessments. **Staff Responsible for Monitoring:** Administration Department Heads STAAR EOC Teachers **Title I:** 2.4, 2.6				

Strategy 3 Details	Reviews			
Strategy 3: Schedule STAAR EOC boot camps before the fall and spring exams, specifically designed to provide targeted intervention to students requiring additional support.	Formative			Summative
Strategy's Expected Result/Impact: Improved STAAR scores in all EOC courses. **Staff Responsible for Monitoring:** Administrators Department Heads STAAR EOC Teachers **Title I:** 2.4, 2.6	Dec	Feb	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: This year, we will continue our dedication to the Fundamental Five instructional strategies that have proven to be effective in fostering student engagement and achievement. Building on last year's focus on the Power Zone, we will now incorporate a key strategy - Framing the Lesson.	Formative			Summative
	Dec	Feb	Mar	June
Strategy's Expected Result/Impact: This approach involves setting clear objectives, providing context, and establishing a strong connection between the new content and students' prior knowledge. By framing our lessons effectively, we ensure that our students are prepared and motivated to dive into their learning with purpose, ultimately improving STAAR scores in all EOC courses. **Staff Responsible for Monitoring:** Administrators Department Heads STAAR EOC Teachers				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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.

Performance Objective 3: Saginaw High School will increase the percentage of 3's or higher scores on all Advanced Placement (AP) from 53% to 62% during the 2023-2024 school year.

    Evaluation Data Sources: AP Score Report

Strategy 1 Details		Reviews			
Strategy 1: Every Advanced Placement (AP) teacher will utilize the AP Instructional Planning report to identify areas requiring instructional enhancements, allowing them to develop a focused instructional plan tailored to their students' specific needs.		**Formative**			**Summative**
		Dec	**Feb**	**Mar**	**June**

Strategy's Expected Result/Impact: AP scores of 3 or higher will increase on all AP exams.
    Staff Responsible for Monitoring: AP Teachers
Academic AP
 	
    Title I:
    2.5, 2.6					

Strategy 2 Details		Reviews			
Strategy 2: Each AP teacher will have a meeting with the Academic AP to establish student participation and score performance objectives that surpass the state and national average for their content AP exams.		**Formative**			**Summative**
		Dec	**Feb**	**Mar**	**June**
Strategy's Expected Result/Impact: AP scores of 3 or higher will increase on all AP exams. **Staff Responsible for Monitoring:** AP Teachers Academic AP					

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

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.

Performance Objective 4: By the end of the 2023-2024 school year, 75% of SHS seniors will be College, Career, or Military Ready.

Strategy 1 Details				Reviews			
Strategy 1: Offer TSI testing options for all juniors and select sophomores throughout the school year.				**Formative**			**Summative**
Strategy's Expected Result/Impact: By the end of the 2023-2024 school year, 90% of SHS juniors will have taken the TSI.				**Dec**	**Feb**	**Mar**	**June**
Staff Responsible for Monitoring: CCMR Specialist Academic AP **Title I:** 2.5							

Strategy 2 Details				Reviews			
Strategy 2: Offer Texas College Bridge and/or College Preparatory Mathematics classes to a select group of senior students that have not previously earned a CCMR point.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Students enrolled in TCB and College Prep Math will earn a CCMR point.				**Dec**	**Feb**	**Mar**	**June**
Staff Responsible for Monitoring: Academic AP Lead Counselor CCMR Specialist							

Strategy 3 Details				Reviews			
Strategy 3: By the end of the 2023-2024 school year, SHS will improve the SAT/ACT participation rates from 7% to 15% by increasing the number of participants in our SAT/ACT Test Prep Academies.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased performance on SAT and ACT				**Dec**	**Feb**	**Mar**	**June**
Staff Responsible for Monitoring: Academic AP CCMR Specialist **Title I:** 2.4, 2.5, 2.6							

Strategy 4 Details		Reviews			
Strategy 4: By the end of the 2023-2024 school year: 85% of students enrolled in Floral Design will take and earn the Floral Design Knowledge-Based certification. 85% of students enrolled in BIM will take and earn their Microsoft Office certification. 85% of students enrolled in Counseling and Mental Health will take and earn their Community Health Worker certification. **Strategy's Expected Result/Impact:** Industry-based certification (IBC) completion rates will increase. **Staff Responsible for Monitoring:** Academic Assistant Principal and CTE Department Head		**Formative**			**Summative**
		Dec	**Feb**	**Mar**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue		

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.

Performance Objective 5: During the 2023-24 school year, 100% of SHS students will learn the most current, relevant information on critical topics such as bullying, teen dating violence, suicide prevention, and conflict resolution.

Evaluation Data Sources: Counseling records

Strategy 1 Details				Reviews			
Strategy 1: The intervention counselor will schedule guest speakers to educate students on mental health issues such as suicide and depression, as well as bullying. **Strategy's Expected Result/Impact:** Intervention counselor				**Formative**			**Summative**
				Dec	**Feb**	**Mar**	**June**
Strategy 2 Details				**Reviews**			

Strategy 2: An advisory period will be incorporated into the yearly schedule to address students' requirements in the realms of social and emotional learning (SEL), academic planning, organizational skills, and mandatory informational videos on topics like anti-bullying, anti-suicide, and drug awareness, among others.
    Strategy's Expected Result/Impact: Students will learn drug prevention strategies.
    Staff Responsible for Monitoring: SHS counseling staff
				Formative			**Summative**

				Dec	**Feb**	**Mar**	**June**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

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.

Performance Objective 6: 100% of Saginaw High School instructional staff will be engaged participants in Professional Learning Communities (PLC) to increase student achievement and engagement. PLCs will use student data as a driving force to inform and guide instructional practices.

    Evaluation Data Sources: PLC minutes and calendars shared with campus administration

Strategy 1 Details		Reviews			
Strategy 1: On a weekly basis, teachers will convene with their Professional Learning Community (PLC) to incorporate established high-yield instructional strategies, closely track student progress, and make necessary adjustments to their teaching methods accordingly.		**Formative**			**Summative**
		Dec	**Feb**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student performance **Staff Responsible for Monitoring:** Administration Department Heads Teachers					

Strategy 2 Details		Reviews			
Strategy 2: Department heads will meet regularly with their teams to analyze student data, ensuring it serves as a catalyst for informed instructional decisions. Additionally, department heads will engage in data talks with the Academic AP every six weeks to strengthen interventions to address individual students' needs.		**Formative**			**Summative**
		Dec	**Feb**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased accountability, including communication of expectations **Staff Responsible for Monitoring:** Administration Department Heads Teachers					

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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.

Performance Objective 1: Instructional rounds will be scheduled at least twice per semester to enhance our teachers' pedagogical skills, develop a culture of collaboration, and impact student achievement.

    Evaluation Data Sources: Instructional Rounds reflections and staff survey

Strategy 1 Details				Reviews			
Strategy 1: The Academic AP will select high-yield strategies to observe during each instructional round.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased use of high yield strategies (such as Fundamental Five, CER, and Critical Reading) in every classroom in order to improve student performance on EOCs.				**Dec**	**Feb**	**Mar**	**June**
Staff Responsible for Monitoring: Academic AP **Title I:** 2.5							
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue				

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.

Performance Objective 2: Throughout the 2023-2024 school year, Saginaw High School students will collaborate with their teachers to establish academic and attendance goals and monitor progress using data-tracking tools.

    Evaluation Data Sources: Classroom walkthroughs and teachers tracking

Strategy 1 Details		Reviews			
Strategy 1: 100% of students will set academic and attendance goals and monitor progress at least twice per semester.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student performance over the course of the year		Dec	Feb	Mar	June
Staff Responsible for Monitoring: Teachers, Admin					
Strategy 2 Details		**Reviews**			
Strategy 2: 100% of students will share their goals and progress with their families at least once this school year.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased parental involvement; early intervention for struggling students.		Dec	Feb	Mar	June
Staff Responsible for Monitoring: Teachers, Admin					
0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue					

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.

Performance Objective 3: To promote a collaborative atmosphere with parents during the 2023-2024 school year, we will establish regular and ongoing communication with families of Saginaw High School students.

Evaluation Data Sources: Campus calendar

Strategy 1 Details				Reviews			
Strategy 1: The campus principal will frequently communicate with parents through campus emails, social media, and Remind.				**Formative**			**Summative**
				Dec	**Feb**	**Mar**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue				

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.

Performance Objective 1: Throughout the 2023-24 school year, SHS will increase safety and security measures on campus in non-instructional settings through regular, ongoing training, drills, and clearly communicated safety protocols.

Evaluation Data Sources: CrisisGo data

Strategy 1 Details	Reviews			
Strategy 1: Administrators and counselors will all receive training on School Behavioral Threat Assessments to address potentially dangerous situations and providing students with appropriate interventions.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased interventions and supports for students who may be struggling socially and/or emotionally. **Staff Responsible for Monitoring:** Administrator over safety	**Dec**	**Feb**	**Mar**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Administrators, intervention counselor, and SRO will meet monthly to discuss campus safety concerns.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased support for students in need, increased communication between administration, counseling, and security **Staff Responsible for Monitoring:** Admin over Safety	**Dec**	**Feb**	**Mar**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

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.

Performance Objective 2: SHS will score 100% on the state's Intruder Detection Audits (IDA).

Strategy 1 Details		Reviews			
Strategy 1: Campus security specialists will complete a weekly door check verification log and submit it to administrators for review.		**Formative**			**Summative**
		Dec	**Feb**	**Mar**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify		✕ Discontinue	

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.

Performance Objective 3: By the end of the 2023-24 school year, staff retention will increase by 25% from the previous year.

Strategy 1 Details				Reviews			
Strategy 1: Administrators will increase staff retention by providing ongoing support for new SHS teachers through "Rookie Rough Rider" meetings. **Staff Responsible for Monitoring:** Academic AP				**Formative**			**Summative**
				Dec	Feb	Mar	June
Strategy 2 Details				**Reviews**			
Strategy 2: Administrators will increase staff retention by pairing our novice teachers with mentors through the district's Teacher Induction Program (TIP). **Staff Responsible for Monitoring:** Academic AP				**Formative**			**Summative**
				Dec	Feb	Mar	June
0% No Progress		100% Accomplished		→ Continue/Modify		✕ Discontinue	