

**Center Independent School District**  
**Center High School**  
**2024-2025 Campus Improvement Plan**



# Mission Statement

Center ISD recognizes that each student has individual needs and that all students are diverse learners. As a result, the mission of Center ISD is to challenge each student to reach his or her intellectual, creative, and physical potential by providing a fully integrated curriculum and rigorous instruction. In doing so, Center ISD will provide a nurturing learning environment that empowers all stakeholders to become confident, creative designers of their future and will provide opportunities for collaboration to develop respect for individual differences and community values.

## Vision

Center ISD believes in providing a safe and nurturing environment which promotes high academic achievement, whole child development, and a feeling of self-worth through which each student can pursue individual success in life.

## Core Beliefs

WE BELIEVE that with the proper instruction and support, all students will meet or exceed learning expectations.

WE BELIEVE adult learning is a lifelong commitment essential to student success.

WE BELIEVE diversity should be respected, appreciated, and valued in order to strengthen learning for all.

WE BELIEVE everyone is accountable and responsible for the success of every student.

WE BELIEVE active leadership is essential and everyone's responsibility.

WE BELIEVE meaningful change will be necessary to ensure all students succeed.

WE BELIEVE all parts of a system must work together for our vision to become a reality.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Center ISD is a diverse PK-12 public education school located in the heart of the Piney Woods of East Texas with a student body consisting of 44.9% Hispanic, 29.5% Caucasian, 19.9% African American, 0.2% American Indian, 3.0% Asian, and 2.3% two or more races. Located at the geographical center of Shelby County, Center is the county seat and the largest school district in the county. Rated a Conference 4A district in UIL athletic and academic competition with 5 campuses and over 2600 students in the 2022 school year.



Center Texas is a traditional East Texas town annually hosting pageants, festivals, and Dixie Baseball League. Parents and community members support the school through self and student participation. Constituents attend academic and sporting events as well as volunteer their time for reading and math programs. Many instructional activities overlap with local events as well as student participation and success with the local newspaper Stephen F. Austin, Panola, and Kilgore colleges, and state UIL extracurricular programs.








# Goals

**Goal 1:** Improve literacy skills and academic abilities across all grade levels, 9-12.

**Performance Objective 1:** At least 75% of all students will reach their annual growth goal for all subjects.

**Evaluation Data Sources:** MAP testing, DMAC Unit Assessments



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Data from content based screeners and curriculum based assessments will be analyzed regularly to determine best procedures for supporting students in meeting their annual growth goals through instructional adjustments and interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Data from content based screeners and curriculum based assessments will be analyzed regularly to determine best practices for supporting students to meet their annual goals through instructional adjustments and interventions.</p> <p><b>Staff Responsible for Monitoring:</b> CHS Administrators, Chief Academic Officer, Director of Curriculum &amp; Instruction, Instructors</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The campus will provide vertically aligned instructional activities utilizing district approved curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved instruction that results in increased academic achievement evident in Walkthroughs, T-TESS, CMAC Unit Assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p><b>- TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
				








Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Nine week data meeting to review and evaluate the two unit assessment results for EOC tested content and core non-eoc tested once in nine weeks</p> <p><b>Strategy's Expected Result/Impact:</b> Improved academic achievement evident in DMAC Unit assessments, MAP and state assessment results</p> <p><b>Staff Responsible for Monitoring:</b> CHS Administrators, Instructors</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Weekly planning meeting with Associate Principals to review lesson plans, teaching strategies/modalities, and test results</p> <p><b>Strategy's Expected Result/Impact:</b> Improved academic achievement evident in DMAC unit assessments, MAP and state assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, Instructors</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Provide professional learning communities and supplies/equipment that support campus goals for student improvement</p> <p><b>Strategy's Expected Result/Impact:</b> Improved instruction that results in increased academic achievement evident in walkthroughs, T-TESS, DMAC Unit assessments, MAP and state assessment results, Kagan training, PLC by Solution Tree</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Dir of Curriculum, Instruction, Assessment &amp; RTI Dir of Special Services Dir of Special Programs</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Maintain a College, Career and Military Readiness score of 95 or better

**Performance Objective 1:** Optimize opportunities for students to earn a point as identified by CCMR standards.

**Evaluation Data Sources:** CCMR spreadsheet, PEIMS coding

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Expand exposure to, knowledge of, and participation in non-traditional career opportunities. Provide supplies as needed to support CTE course objectives and necessary resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased enrollment in CTE courses</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators CTE Director CTE Instructors</p> <p><b>Title I:</b> 2.5</p> <p><b>- TEA Priorities:</b> Connect high school to career and college</p> <p><b>Funding Sources:</b> - 211 ESEA, Title 1 Pt. A Improving Basic Programs</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Promote completion of CTE coherent sequence of courses</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of earned endorsements and certifications</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators CTE Director</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Dec	Feb	Apr	June
				








Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Increase TSI, ACT, PSAT, and SAT attempts</p> <p><b>Strategy's Expected Result/Impact:</b> Increased participation counts</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Counselors</p> <p><b>Title I:</b> 2.5</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Audit of CCMR documentation to maximized state reporting</p> <p><b>Strategy's Expected Result/Impact:</b> Increased CCMR Score</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Dir of Curriculum, Instruction, Assessment &amp; RTI Counselors PEIMS Coordinator</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Maintain the CCMR summary spreadsheet with all students in the class of 2023 cohort and similar sheet for each subsequent cohort.</p> <p><b>Strategy's Expected Result/Impact:</b> Up to date CCMR data</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators CHS Counselor Dir of Secondary Instruction and RTI</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**Goal 3:** Promote the engagement of parents and community members to build strong relationships.

**Performance Objective 1:** Improve attendance rate to 96% or higher







**Evaluation Data Sources:** Quarterly reports, views






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Produce a quarterly communication that will be posted on the campus website and with local news affiliates</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent and community engagement</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Dir of Curriculum, Instruction, Assessment &amp; RTI</p> <p><b>Title I:</b> 4.2</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor Daily Attendance Report</p> <p><b>Strategy's Expected Result/Impact:</b> Increase awareness to attendance</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, RTI, PEIMS Secretary</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Phone Calls &amp; Home Visits to students with attendance issues.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parent &amp; community involvement</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators, RTI, PEIMS Secretary</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Promote the engagement of parents and community members to build strong relationships.

**Performance Objective 2:** Partner with parents in the educational success of their students

**Evaluation Data Sources:** Calendar, Sign-In Sheets







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize social media platforms including District/Campus App</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent and community engagement</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrator Dir of Curriculum, Instruction, Assessment &amp; RTI Journalism Instructor</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide parents a quarterly "Parental and Family Engagement" newsletter on the campus web page in English and Spanish</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent engagement specifically for EL students</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Director of Special Programs</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Host the annual Meet the Teacher</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent engagement Improved student performance</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Instructors</p> <p><b>Title I:</b> 4.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Host fall and spring parent nights</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent engagement Improved student performance</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Instructors</p> <p><b>Title I:</b> 4.2</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 4:** Increase employee morale.

**Performance Objective 1:** Decrease turnover by 50%








**Evaluation Data Sources:** The creation of campus character development plans that is reported to the Board of Trustee in October/November meeting

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The campus at-risk counselor will develop identification and methodology to help students with emotional/mental health needs</p> <p><b>Strategy's Expected Result/Impact:</b> Reduced discipline incidents Increased attendance Increased extra-curricular participation</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators At-Risk Counselor</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Extra-curricular programs will teach team concepts, hard work, and personal development</p> <p><b>Strategy's Expected Result/Impact:</b> Reduced discipline incidents Increased extra-curricular participation</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrator Athletic Director Program Coordinators</p> <p><b>Title I:</b> 2.6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Increase employee morale.

**Performance Objective 2:** Ensure campus safety






**Evaluation Data Sources:** The annual review, updating, and application of the District Emergency Plan

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop and secure emergency procedures for the security of all students, faculty, and staff (Campus Safety Team; Behavior Threat Team) <b>Strategy's Expected Result/Impact:</b> Promote and Reduced number of safety incidents <b>Staff Responsible for Monitoring:</b> Campus Administrators Superintendent District Police County/State Emergency Departments	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide safety training to students, faculty, and staff <b>Strategy's Expected Result/Impact:</b> Reduced number of safety incidents <b>Staff Responsible for Monitoring:</b> Campus Administrators Superintendent District Police County/State Emergency Departments	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Conduct required safety drills <b>Strategy's Expected Result/Impact:</b> Reduced number of safety incidents <b>Staff Responsible for Monitoring:</b> Campus Administrators Superintendent District Police County/State Emergency Departments	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				

**Goal 4:** Increase employee morale.

**Performance Objective 3:** School spirit and Rough Rider pride will be showcased in our facilities, staff, and student body. Extra-curricular programs will teach team concepts, hard work, and personal development.



**Evaluation Data Sources:** Activity attendance documented through ticket sales and sign in sheets




Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Foster and promote the Roughrider brand on campus and in the community by promoting our programs in the media. As well as by encouraging attendance to all of our parent functions and extracurricular activities</p> <p><b>Strategy's Expected Result/Impact:</b> Increased showcased spirit and pride for CISD</p> <p><b>Staff Responsible for Monitoring:</b> Administration Faculty Staff Students</p>	Formative			Summative
	Dec	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** Establish a learning environment that promotes the physical, mental, and emotional well-being of all staff and students.

**Performance Objective 1:** Provided Pregnancy Related Services (PRS) plan to serve prenatal and postpartum students to help pregnant students adjust academically, mentally, and physically and stay in school.

**Evaluation Data Sources:** PEIMS data such as Student Attendance PRS Program Student Files


Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Compensatory Education Home Instruction (CEHI) for the regular education student provided by a certified teacher</p> <p><b>Strategy's Expected Result/Impact:</b> Lower drop out rate</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Services Director of Special Programs Campus Counselors School Nurse CEHI Instructor</p> <p><b>Title I:</b> 2.6</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Individual counseling, peer counseling/support group, and self-help programs</p> <p><b>Strategy's Expected Result/Impact:</b> Lower drop out rate High completion rate</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Services Director of Special Programs Campus Counselors School Nurse CEHI Instructor</p> <p><b>Title I:</b> 2.6</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Transportation for children of students to/from the campus or childcare center</p> <p><b>Strategy's Expected Result/Impact:</b> Lower drop out rate Higher completion rate</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Services Director of Special Programs Campus Counselors School Nurse CEHI Instructor</p> <p><b>Title I:</b> 2.6</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Instruction related to child development, parenting, and home and family living</p> <p><b>Strategy's Expected Result/Impact:</b> Lower drop out rate High completion rate</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Services Director of Special Programs Campus Counselors School Nurse CEHI Instructor</p> <p><b>Title I:</b> 2.6</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Assistance in obtaining available services from government agencies or community service organizations, including prenatal and postnatal health and nutrition programs</p> <p><b>Strategy's Expected Result/Impact:</b> Lower drop out rate Higher completion rate</p> <p><b>Staff Responsible for Monitoring:</b> Director of Special Services Director of Special Programs Campus Counselors School Nurse CEHI Instructor</p> <p><b>Title I:</b> 2.6</p>	Formative			Summative
	Dec	Feb	Apr	June
				



 No Progress

 Accomplished

 Continue/Modify

 Discontinue

# State Compensatory

## Budget for Center High School

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 3.808

### Brief Description of SCE Services and/or Programs

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## Personnel for Center High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Daniels, Reggie	Teacher	0.558
Ford, Barry	Teacher	0.25
Johnson, Ruby	Digital Online Learning Coordinator	1
McGee, Tamiko	Instructional Paraprofessional ISS	1
Oswalt, Dustin	Teacher	1

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Doggett, Pamala	Reading Specialist	Title 1	1
Evans, Brianna	Digital Learning Coordinator	Title 1	.25
Mathews, Amber	Director of Curriculum and Instruction	Title 1	.25
Pierce, Breanna	RTI Clerk / Instructional Para	Title 1	1

# Campus Funding Summary

211 ESEA, Title 1 Pt. A Improving Basic Programs					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	1			\$0.00
<b>Sub-Total</b>					<b>\$0.00</b>