

Hays Consolidated Independent School District

Lehman High School

2023-2024



Board Approval Date: November 28, 2023
Public Presentation Date: November 13, 2023

Mission Statement

Lehman High School, the heart of a proud and dynamic community, empowers learners for lifelong achievement.

Vision

Achieving Excellence as One with Integrity, Wisdom, and Pride

Value Statement

Along with integrity, wisdom, and pride, our Lehman community values commitment, compassion, honesty, and perseverance.

Goals

Goal 1: Hays CISD believes in the achievement, growth, and success of every student.

Performance Objective 1: Through attention to individual student's needs, each campus will demonstrate continuous improvement by showing academic growth and student engagement, including intervention and enrichment. The campus will evaluate and address the individual needs of each student. Student performance will be evaluated in academics; college, career, and military readiness; and character and power skills education.

Evaluation Data Sources: Student Advising: The district will utilize a career interest profiler to track academic advising beginning the spring semester of 5th grade based on student interest and academic achievement. In June 2024, the district will provide a comprehensive report showing evidence of the academic advising captured through a career interest profiler by campus and grade level.

Student Achievement: In February, a public hearing on TAPR will be held to summarize student academic performance/achievement and accessibility gaps, including the district's college, career, and military readiness counts. In August 2024, the superintendent will present the student growth goals addressing the Hays CISD approaches/meets/masters % vs. the state performance.

College & Career Readiness: The district will use data from PSAT8 and PSAT to track student progress toward college readiness. SAT and TSIA2 will be utilized to assess college readiness along with attainment of college credit through advanced placement exams, dual credit, and dual enrollment courses. Career readiness will be assessed through the attainment of industry-based certification through CTE courses. The district will monitor progress throughout the 2023-2024 school year and will provide an update on college readiness to the Board by January 2024 for the final 2022 CCMR results.

Professional Development: Campus staff will participate in differentiated Just-in-Time professional development offered by the District in all content areas to support our campus initiatives and student achievement goals. To inform campus professional development, campus administrators will conduct at least 60 minutes of walk-throughs per day. A focus on lesson design and delivery will amplify student learning experiences that will lead to mastery learning and improved student outcomes. Phonics instruction will be required in the primary grades.

Strategy 1 Details

Strategy 1: Reading Language Arts: Teachers will continue to focus on increasing our reading levels through instruction in ELA courses. Through daily PLC's, teachers will plan and focus on students skills, creating engaging lessons. Campus will track students who scored master on 8th STAAR and monitor the English I students by TEK through Baseline checks, UAs and CBA's to track their progress leading up to Benchmark and EOC. AP teachers will plan engaging lessons that focus on high yield strategies to support student growth to meet the high expectations. Teachers will facilitate structured tutoring sessions during LoboTime/AM and PM Tutorials (intervention/enrichment) to address any student deficits and extend student strengths.

As a school all of our students need to increase their ability to write coherent thoughts and essays while they show understanding at or above grade level for all disciplines. We will continue to focus on increasing our writing levels through instruction in ELA courses, utilizing skills learned through the Instructional Playbook Strategies. Through daily PLC's, teachers will plan and focus on students skills, creating engaging lessons. Campus will track students who scored masters on their 7th Writing STAAR , review 8th grade STAAR tests and monitor the English I students by TEK through Baseline checks, UAs, CRAs and CBA's to track their progress leading up to Benchmark and EOC. to track their progress leading up to Benchmark and EOC.

Strategy's Expected Result/Impact: EOC standard scores will increase by 3% at the Approaches, 2% meets and 1% masters level on each EOC. Lehman will strive to reach our goal of pre-covid EOC scores.

Staff Responsible for Monitoring: Campus Principal/AP/IC/Academic Dean/EOC Teachers

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Math: The campus will improve math performance by increasing Algebra I EOC performance in all three areas.

The campus will implement measures for students who are struggling and show gaps as they enter Lehman. LHS will utilize Intensified Math through Agile Minds for most 9th grade students. Math instruction will result in a quantifiable reduction in students that are unable to pass their EOC tests on the first attempt, as well as, increasing the number of acceptable scores in PSAT, SAT, ACT ad AP tests.

Through daily PLC's, teachers will plan and focus on students skills, creating engaging lessons including daily problem solving and numerical fluency. Campus will track students who scored master on 8th STAAR and monitor the Algebra I students by TEK through CFA's within Agile Minds to track their progress leading up to Benchmark and EOC.

AP teachers will plan engaging lessons that focus high yield strategies to support student growth to meet the high expectations. Teachers will facilitate structured tutoring sessions before and after school to address any students deficits and extend students strengths. EOC Math teachers will receive professional development of the Agile Minds implementation.

Strategy's Expected Result/Impact: Algebra I EOC standard scores will increase by 3% at the Approaches, 2% meets and 1% masters level on EOC.

Staff Responsible for Monitoring: Principal/APs/Academic Dean/ICs/Department Chairs/EOC Teachers

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Science/STEM: The campus will improve science performance by increasing Biology EOC performance in all three areas. Teachers will focus on increasing lab experiences and vocabulary.

The campus will implement measures for students who are struggling and show gaps as they enter Lehman. Look for proper math/science courses based on appropriate pathways.

Science instruction will result in a quantifiable reduction in students that are unable to pass their EOC tests on the first attempt, as well as, increasing the number of acceptable scores on PSAT, SAT, ACT and AP tests.

Through daily PLC's, teachers will plan and focus on students' skills, creating engaging lessons. The campus will track students who scored master on 8th STAAR-like assessments and monitor the Biology students by TEK through CFA's, UBA's and CBA's to track their progress leading up to Benchmark and EOC.

AP teachers will plan engaging lessons that focus high-yield strategies to support the students' growth to meet the high expectations. Teachers will facilitate structured tutoring sessions before and after school and during Lobo Time and Advisory to address any student deficits and extend students' strengths.

Strategy's Expected Result/Impact: Biology EOC standard scores will increase by 3% at the Approaches, 2% meets and 1% masters level on EOC.

Look to once again earn a Q1 in science performance on science exams.

Staff Responsible for Monitoring: Principal, Academic Dean, APs, ICs, Department Chairs and District Support provided by district coordinators

Strategy 4 Details

Strategy 4: Social Studies: We will improve our level of social studies performance by focusing on the growth of all students on the US History STAAR assessment. Teachers will focus on developing lessons that are engaging using the 7 Steps approach and Instructional Playbook: Structured Writing and Structured Conversations.

Social Studies instruction will result in a quantifiable reduction in students that are unable to pass their EOC tests on the first attempt, as well as, increasing the number of acceptable scores on AP tests.

Our social studies teams will utilize the PLC model to plan engaging and effective lessons. These lesson will be focused on readiness standards as indicated by TEKS resource documents. Strategies from Lead4ward will also be utilized to provide differentiated instruction for all learners.

Instruction will also focus on higher level questioning techniques while incorporating technology to support all levels of learners in the classroom.

Data will be gathered from weekly common formative assessments and their DBQs in which will be used for planning and student support plans.

Strategy's Expected Result/Impact: US History scores will increase by 3% at the Approaches, 2% meets and 1% masters level on EOC.

Staff Responsible for Monitoring: Principal/Academic Dean/APs/ICs/Department Chairs/District Support from Content Coordinators

Strategy 5 Details

Strategy 5: Professional Learning Communities (Instructional Planning): Teachers are expected to learn and implement the the four strategies from the campus Instructional play book: Structured Conversations, Structured Writing, Randomization, and Total Response Signals.

Teachers are also expected to utilize backwards planning with their content team. Once a team has identified the essential learning standards for a unit, and vetted/created assessments of those standards, teachers begin planning engaging bell-to-bell lessons. Teachers submit lesson plans by each Monday at 8:00am via Schoology/PLC Agenda.

Teachers will be incorporating SMART Goals into their PLTeams.

Strategy's Expected Result/Impact: Teachers consistently using campus-wide strategies from our Instructional playbook that will result in an increase of engagement and result in mastery of content by conducting walkthroughs. Instructional Rounds Feedback will demonstrate a 90% of teachers utilizing the Instructional Strategies. Effective instructional planning will result in student mastery of content as evidenced by the goals listed in areas 1-5 above.

Staff Responsible for Monitoring: Principal/AP/Academic Dean/ICs/Department Chairs/PLT leaders

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Strategy 6 Details

Strategy 6: Progress Monitoring: The campus will monitor and document students' progress by expecting students and teachers to track data on a weekly basis. Student success will be measured by formative based assessments, unit exams, curriculum based assessments (from district), and benchmarks (from district).

PLCs will be trained in what data to use to most effectively monitor student progress.

The campus leadership team will review campus data by department/subject to ensure campus goals are aligned to the needs of students.

Content teams will utilize frequent common assessments. Data from the common assessments will be used to monitor student progress and drive instruction in areas of need.

Strategy's Expected Result/Impact: 100% EOC classrooms will track classroom, teacher and student data.

Staff Responsible for Monitoring: Principal/AP/Academic Dean/ICs/Department Chairs/PLC leaders

Strategy 7 Details

Strategy 7: College, Career, and Military Readiness: Lehman High School will ensure that students, teachers, counselors, and parents receive information about higher education admissions and financial aid opportunities, dual credit opportunities, HB5 graduation requirements, the TEXAS grant program, scholarships, endorsements, and the need for students to make informed curriculum choices to be prepared for success beyond high school.

Strategy's Expected Result/Impact: 65% of the 2024 Cohort will meet CCR requirements.

Staff Responsible for Monitoring: Counselor and Academic Dean

TEA Priorities:

Connect high school to career and college

- **ESF Levers:**

Lever 3: Positive School Culture

Strategy 8 Details

Strategy 8: Career and Technical Education: Lehman High School students will be engaged in courses that continue to assist them in future careers as well as help them be connected to the greater school body and local community.

District wide CTE support staff will assist as needed and continue to be an informational resource for the campus to improve its CTE instruction. Campus and District goals will be aligned and communicated with stakeholders to allow all groups success!

Strategy's Expected Result/Impact: 100% of CTE student will be placed in the correct course for the 2023-2024 school year.

100% CTE Teachers will track students assessments and certifications.

100% of CTE Teachers will include program growth and certification growth outlines in their TTESS Goals.

Staff Responsible for Monitoring: Principal, Academic Dean; Julie Rosales - AP over CTE

TEA Priorities:

Connect high school to career and college

Strategy 9 Details

Strategy 9: Advanced Academics: Lehman High School students enrolled in Advanced courses will continue to be successful and fulfill their aspirations as they move from high school to their next secondary school step.

Advanced Academics at LHS will continue to train staff in best practices and provide the best professional development for them as they instruct our students.

Teachers and staff will be hired with the focus of strengthening our options in Dual Credit, Dual Enrollment, Advanced Placement and Articulated Course work.

The Academic Dean and Counselors will inform families regarding the education of AP. This creating buy in for students to take AP course, and take AP exam. LHS will track to see increase in AP participation and increase in scores.

With AP cohort meeting monthly, teachers will host enriching AP tutoring sessions during Lobo Time, and AP seminars and other days that are affected by other assessments that impact campus.

Strategy's Expected Result/Impact: 100% of our teachers will have professional development each month as Lehman High School has created time for AP teachers to plan together.

Staff Responsible for Monitoring: Principal/AP/Academic Dean/Instructional Coaches/AP Teachers

Strategy 10 Details

Strategy 10: Multilingual: The LPAC team collaborates with students to build success plans that are monitored and visited each nine weeks. Tutoring schedules will be developed throughout the year by the interventionist based on plan progress and classroom success. We will continue to utilize our SCE funds to pay for STAAR camps and afterschool tutoring.

Strategy's Expected Result/Impact: EB: 60% of our Emergent Bilingual students will pass all 8 of their classes in the 23-24 school year.

World Languages: 90% of all LHS HS students taking world language classes will pass.

Staff Responsible for Monitoring: Assistant Principal/Department Chair over World Languages, Academic Dean

Targeted Support Strategy

Strategy 11 Details

Strategy 11: Special Education: Case Managers will collaborate with students and families to build success plans that are monitored and visited each nine weeks. Tutoring schedules and/or academic support will be developed throughout the year by the case manager based on plan progress and classroom success. We will continue to utilize our SCE funds to pay for STAAR camps and afterschool tutoring.

Strategy's Expected Result/Impact: 80% of LHS special education students will pass all of their classes.

Staff Responsible for Monitoring: SPED Department Chair and Case Managers

Strategy 12 Details

Strategy 12: Highly Mobile & At-Risk:

Students will be identified each progress report and placed in tutoring until proficiency is seen.

Campus will identify and monitor students who have failed to pass a state EOC assessment.

Parents/student will be informed.

Campus will host EOC interventions during Lobo Time and Advisory to improve on EOCs, Interim Assessments and benchmark tests.

After school support will be facilitated through Edgenuity, EOC test prep, content teachers, etc. These afterschool academic interventions will be funded with State Compensatory Education funds.

Students who are identified as at-risk due to not passing core content courses or EOC tests, are expected to attend tutorials before and/or after school in order to regain learning loss.

Counselors will review students' EOC scores, transcripts, schedule,s 4-year plans in order to provide correct measures.

Extra Duty pay and instructional materials/resources will be funded using the State Compensatory Education Allotment for intervention.

Strategy's Expected Result/Impact: 100% of students who did not pass the EOC will be placed in Lobo Time - Intervention and/or Tutorials.

Counselors will ensure 100% At-Risk students have the correct level of supports based on their individual needs.

Goal 2: Hays CISD is dedicated to the safety, mental health, and engagement of all students and staff.

Performance Objective 1: A safe environment must include secure facilities, staff and student training, access to mental health supports, opportunities for all students to be engaged in their school community, and our adopted standard response protocol. The district and each campus will partner with local, state, and federal entities to ensure preparedness related to School Safety and Security.

Evaluation Data Sources: Safety and Security: The Board will receive a brief narrative posted in the Board Blog addressing the updated EOP, including plans for a cybersecurity coordinator along with an overview of district safety protocols and training by the end of September.

Social Emotional Learning: All campuses will implement Social Emotional Learning (SEL) strategies with fidelity and embed SEL best practices across all academic areas. The district will capture information about the SEL Program implemented at each campus. Campuses will track and monitor student participation in extracurricular/club participation, and the district will track discipline and attendance on an ongoing basis. SEL information will be presented in December 2023 to provide a district-wide update.

Strategy 1 Details

Strategy 1: Student Safety: Lehman High School will implement and coordinate school safety drills and plan drills accordingly throughout the year. The campus will work with the Director of School Safety to:

- Identify areas of need, establish a clear EOP, hardware/surveillance, to ensure a safe learning environment.
- audit the number of safety staff to be hired in ensuring the safety of all stakeholders at the campus.
- ensure the proper hiring of School Security to ensure the safety of all stakeholders at the campus.

The campus will continue to regularly evaluate our safety drills through AAR documents. Based on those reports, we will adjust our safety practices.

100% of LHS staff will organize a safe, accessible and efficient classroom.

The safety Coordinator/Administrator will consistently implement the campus safety drills and monitor progress and provide feedback.

Strategy's Expected Result/Impact: 100% of LHS staff will establish, communicate, and maintain clear expectations for student behavior during safety drills for the 2023-2024 school year.

100% of campus personnel will complete safety training during Teacher In-Service week.

100% of campus personnel and students will complete state mandatory fire drills, weather drills, and safety drills during the school year 2023-2024.

100% of Lehman High School Classrooms will be equipped with the proper safety protocols, maps, and information pertaining to drills conducted by LHS Administration and SRO's.

Staff Responsible for Monitoring: APs

Strategy 2 Details

Strategy 2: Social Emotional Learning: Through Advisory (Lobo Time), SEL will be addressed through grade level/full campus level lessons.

All Lobo Time advisory classes will conduct lessons from the 7 Mindsets SEL Program. Upper level advisories, we are looking to expand the 7 Mindsets. To start the year, advisory lessons are geared for current school related events such as systems, expectations, campus policies, PSAT, SAT, Herff-Jones, grade level meetings, etc. Counselors will meet with all students regarding Lobo Time Advisory Scope & Sequence (live document) has been created and posted in Schoology.

Strategy's Expected Result/Impact: 100% of students will receive annual academic counseling.

100% of students will have instruction through Lobo Time utilizing 7 Mindsets.

Staff Responsible for Monitoring: Principal/Academic Dean/APs/PBIS/Counselors/District Support from Director of College and Career Readiness and Counseling

Strategy 3 Details

Strategy 3: Mental Health (Positive Behavior Support): Lehman High School will implement the 7 Mindsets program and continue to foster a supportive, inclusive and safe learning environment.

Lehman High School will model the expectations that are set in the different areas of the campus such as but not limited too: Cafeteria, Hallways, Assemblies, and Restrooms.

Lehman High School will establish, communicate, and maintain clear expectations for all stakeholders behavior.

Lehman High School Staff will work respectfully, individually, and collaboratively in managing behavioral systems.

Strategy's Expected Result/Impact: Campus has created a PBIS committee. Each month, committee is divided into groups to review current systems, current needs and looking for next steps to increase PBIS to all stakeholders.

100% of teachers will nominate a student of the month.

Staff Responsible for Monitoring: Principal/Academic Dean/APs/PBIS/Counselors/Teachers

Strategy 4 Details

Strategy 4: Increasing Student Attendance: The campus will support campuses multi-tiered intervention systems. The district Attendance Intervention Specialists will collaborate with students at risk of dropping out and stakeholders to provide intervention, support, and a plan for the school year. The district will streamline the process to transition students who are at risk of dropping out to Live Oak Academy.

Strategy's Expected Result/Impact: The overall campus attendance rate will EOY be at 95%.
Increase graduation rate by 3%

Staff Responsible for Monitoring: Principal/Academic Dean/APs/Attendance Office/Counselors/District Support from Director of Student Services

Strategy 5 Details

Strategy 5: Student Engagement: The campus will support the participation of students in extracurricular activities by clearly communicating what activities are available for students and encouraging students to participate in at least one activity. Students have the opportunities to participate and start clubs in addition to being a part of an organization.

We will also strive to offer a diverse field of activities with the hopes that all students will be able to engage in meaningful interactions that enrich their educational experience at LHS.

Strategy's Expected Result/Impact: We will see a 10% increase in student participation in all extra curricular activities on campus with a goal of reaching 100%. We will see an increase of student created clubs on campus.

The campus will increase the rating of the overall engagement score from the "I participate in extracurricular activities." at 2nd 9 weeks to end of school year.

Staff Responsible for Monitoring: Principal/Academic Dean/APs/PBIS/Counselors/Teachers

Goal 3: Hays CISD is dedicated to treating everyone with respect and dignity.

Performance Objective 1: The campus will foster a welcoming culture of positive engagement and public service. Our campus is committed to customer service with timely and effective communication. Our campus is committed to increasing customer service and client engagement, both internally and externally.

Evaluation Data Sources: The Board will receive timely updates on community and staff outreach. An employee engagement survey will be given and the Board will see the results AND how they will be addressed.

Staff will receive targeted training, after a process review, in the areas of customer service and community relations. HCISD will develop strategies and systems to make this the best place to work, and the plan will be presented to the Board in November.

During the December and June Board meetings, the board will receive a report of the recommendations made to Dr. Wright by the Diversity Advisory Council.

Strategy 1 Details
<p>Strategy 1: School Community Involvement: The campus will inform families about campus/district programs and services prior to the event as a means to build capacity, understanding and importance of school-to-community and community to school connections. A variety of communication methods will be used, in a language that parent can understand via social media, websites and print media.</p> <p>Strategy's Expected Result/Impact: PTSA will increase in staff/teacher/parent memberships from 45 members (2021-22) to 65 members in 2022-23.</p> <p>LHS PTSA, Admin and staff will hold a family evening events for parents and students to gather helpful tips.</p> <p>Staff Responsible for Monitoring: PTSA</p>
Strategy 2 Details
<p>Strategy 2: Family Engagement/ Parent Involvement: Lehman High School will encourage parent participation with all events. We will work with PTSA and Booster Clubs and Organizations to utilize essential volunteers to support staff and students and bring back more volunteers as soon as possible.</p> <p>Strategy's Expected Result/Impact: 100% communication of all events will be posted on our LHS website, program websites, social media, and newsletters.</p> <p>Staff Responsible for Monitoring: Administrators, program directors, leads , staff and sponsors</p>

State Compensatory

Budget for Lehman High School

Total SCE Funds: \$52,554.00

Total FTEs Funded by SCE: 7

Brief Description of SCE Services and/or Programs

Lehman High School plans to spend its supplementary SCE funds on the following programs/services to support the needs of at-risk students: - Extra duty pay for after school tutoring for students identified as At-Risk - STAAR supplies for STAAR camp for students identified as At-risk due to grades and/or STAAR performance - professional development for Agile Minds to serve Algebra 1 students - SEL Materials - 7 mindset

Personnel for Lehman High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Anastacio Gomez	Instructional Coach	1
Christine Velasquez	Instructional Coach	1
Gabriel Camacho	Credit Recovery Teacher	1
Hailey Gurney	Instructional Coach	1
Isaac Rodriguez	Credit Recovery Teacher	1
Jamie Villarreal	Instructional Coach	1
Jessica Salcido	MH Professional (At-Risk)	1

2023-2024 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Karen Zuniga	Principal
Administrator	Chad Seitz	Lead Assistant Principal
Classroom Teacher	Dawn Blackwell	Math Teacher
Classroom Teacher	Whitney Anderson	SPED Teacher
Classroom Teacher	Yesenia Flores	English Teacher
Classroom Teacher	Megan Pope	Science Teacher
Classroom Teacher	Hannah Hatch	SS Teacher
Classroom Teacher	Melly Johnson	LOTE/Fine Arts/Non-CTE
Classroom Teacher	Michael Yargeau	DLT Rep/CTE Teacher
Parent	Teresa Tobias	Parent Rep and Teacher
Business Representative	Isela Mata	Business Owner
District-level Professional	Alex Salazar	District Level professional