

# DUMAS HIGH SCHOOL

## Campus Improvement Plan

### 2016/2017

*Decisions Determine Destiny*

Brett Beesley, Principal  
300 S. Klein, Dumas, TX 79029  
806-935-4151  
brett.beesley@dumasisd.org

Date Reviewed: 10/03/16

Date Approved: 10/03/16

# DUMAS HIGH SCHOOL

## **Mission**

*Dumas High School will provide academic excellence through collaboration with students, parents and the community.*

## **Vision**

*Dumas High School will promote Academic Excellence, while maintaining a highly competitive level in all areas of school related activities.*

*Dumas High School will provide staff development to achieve Academic Excellence for all students.*

*Dumas High School will encourage community and parental involvement in the educational process of each student to foster the development of the total child.*

*Dumas High School will create and maintain a safe learning environment.*

### Nondiscrimination Notice

DUMAS HIGH SCHOOL 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.

# DHS Campus Council

Name	Position
Allen, James	Business
Beesley, Brett	Principal
Boggs, Holli	Parent
Burton, Connie	Teacher
Davis, Shane	Teacher
Foard, Cheryl	Teacher
Ford, Jennifer	Counselor
Graves, Jackie	Teacher
Ledbetter, Carol	Community
Legg, Kelly	Central Office
Pinon, Nallely	Teacher
Sheldon, Patricia	Teacher

# Dumas High School Comprehensive Needs Assessment S

The major strengths and areas of need for the 2016-2017 school year, as identified by the needs assessment will be:

## Areas of strength

1. Dumas High School has developed communication options to promote accurate exchange of information with the community, parents, teachers, and students by using the phone tree in dual language and Parent Portal.
2. Dumas High School provides an appropriate curriculum utilizing creative and innovative techniques in instructional technology.
3. Dumas High School has a well-defined behavioral standards to create a safe and orderly learning environment.
4. Dumas High School has policies in place to identify and serve At-risk students appropriately.

## Areas of Need:

1. Dumas High School will provide offerings in the curriculum to meet the diverse needs of the students.
2. Staff development for the violence prevention and intervention as well as dating violence (DAVE) and bullying.
3. Dumas High School will put strategies in place to promote attendance so that the attendance rate will meet or exceed the exemplary rating standards for all students.
4. Students will be informed through career counseling about higher education opportunities, career opportunities, and encouraged to make informed course choices.

The complete Needs Assessment Survey is on file at the campus office.

# TEXAS EDUCATION AGENCY

## 2016 Accountability Summary

DUMAS H S (171901001) - DUMAS ISD

### Accountability Rating

**Met Standard**

Met Standards on	Did Not Meet Standards on
<ul style="list-style-type: none"> <li>- Student Achievement</li> <li>- Student Progress</li> <li>- Closing Performance Gaps</li> <li>- Postsecondary Readiness</li> </ul>	<ul style="list-style-type: none"> <li>- NONE</li> </ul>

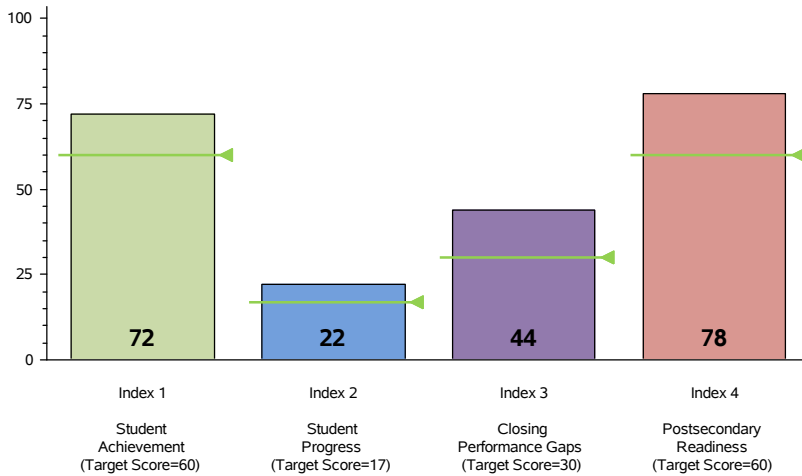
In 2016, to receive a Met Standard or Met Alternative Standard rating, districts and campuses must meet targets on three indexes: Index 1 or Index 2 and Index 3 and Index 4.

### Distinction Designation



Academic Achievement in ELA/Reading
NO DISTINCTION EARNED
Academic Achievement in Mathematics
NO DISTINCTION EARNED
Academic Achievement in Science
DISTINCTION EARNED
Academic Achievement in Social Studies
NO DISTINCTION EARNED
Top 25 Percent Student Progress
NO DISTINCTION EARNED
Top 25 Percent Closing Performance Gaps
DISTINCTION EARNED
Postsecondary Readiness
NO DISTINCTION EARNED

### Performance Index Report



### Campus Demographics

Campus Type	High School
Campus Size	1,145 Students
Grade Span	09 - 12
Percent Economically Disadvantaged	56.8
Percent English Language Learners	10.7
Mobility Rate	16.0

### Performance Index Summary

Index	Points Earned	Maximum Points	Index Score
1 - Student Achievement	1,186	1,640	72
2 - Student Progress	219	1,000	22
3 - Closing Performance Gaps	705	1,600	44
4 - Postsecondary Readiness			
STAAR Score	10.6		
Graduation Rate Score	24.8		
Graduation Plan Score	23.2		
Postsecondary Component Score	18.9		78

### System Safeguards

Number and Percentage of Indicators Met	
Performance Rates	17 out of 25 = 68%
Participation Rates	13 out of 13 = 100%
Graduation Rates	4 out of 4 = 100%
<b>Total</b>	<b>34 out of 42 = 81%</b>

For further information about this report, please see the Performance Reporting Division website at <https://rptsvr1.tea.texas.gov/perfreport/account/2016/index.html>

# Resources

Resource	Source	Amount
Carl Perkins	Federal	\$41,504
IDEA Formula	Federal	\$68,793
CTE	State	\$632,670
High School Allotment	State	\$409,260
State Compensatory	State	\$75,475
State ESL	State	\$108,719
State SpEd	State	\$502,121

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2016/2017 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 1.** Dumas High School will refine its Equity and Excellence Plan to continue to meet state and federal accountability standards. Summative Evaluation: State assessment results, walk-thrus

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Common formative assessments administered every three weeks and district curriculum-based assessments administered once in the fall and once in the spring. (Target Group: All) (NCLB: 1)	Core Subject Teachers, Lead Teacher, Principal, Secondary Curriculum Director	August to May	(L)Local Funds	Formative - Increased scores on state assessments
2. Continuous use of TEKS Resource System (Target Group: All) (NCLB: 1,2)	Secondary Curriculum Director, Teacher(s)	August through May	(L)Local Funds	Formative - Increase in state assessment scores
3. Extensive defining of TEKS objectives (Target Group: All) (NCLB: 1,2)	Secondary Curriculum Director, Teacher(s)	August to May	(L)Local Funds	Formative - Increase in state assessment scores.
4. Continue use of DMAC Assessment system for common formative assessments, district curriculum based assessments and state assessment disaggregation. (Target Group: All)	Core Subject Teachers, Lead Teacher, Secondary Curriculum Director	August to May	(L)Local Funds	Formative - Increase in state assessment scores.
6. Daily implementation of PLC meetings in core subjects. (Target Group: All)	Assistant Principal(s), Core Subject Teachers, Principal	August to May	(L)Local Funds	Formative - Increase in states assessment scores.



# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 2.** Dumas High School will promote highly effective instruction so that students perform at a level to meet all state and federal accountability standards, with an emphasis placed on Reading and Math for all students. Summative Evaluation: State assessment results.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continued use of Victoria Young's writing process (Target Group: All) (NCLB: 1,2)	Core Subject Teachers, Lead Teacher, Secondary Curriculum Director	August to May	(L)Local Funds	Formative - Increased Reading/Language Arts state assessment scores for short answer questions and sentence construction.
2. Continuing use of before and after school tutorial program (Target Group: All, H, ECD, ESL, Migrant, LEP, AtRisk) (NCLB: 1,2,5)	Assistant Principal(s), Principal, Teacher(s)	August to May	(L)Local Funds	Formative - Increase in state assessment scores. Retention-rate reduction.
3. Science projects (i.e., Science Starters, TEKS Resource System, etc.) (Target Group: All) (NCLB: 1,2,5)	Lead Teacher, Secondary Curriculum Director	January and May	(L)Local Funds	Formative - Increased science state and local assessment scores.
4. Offer dual credit and AP courses. (Target Group: All, GT)	Assistant Superintendent for Instruction, Principal, Secondary Curriculum Director	August and May	(L)Local Funds, (S)High School Allotment	Formative - Increased student participation in challenging courses.
5. Enroll students who did not pass Algebra I EOC in Math Academy classes for accelerated instruction prior to retesting. (Target Group: ESL, SPED, AtRisk, 10th, 11th, 12th)	Counselor(s)	Aug-May	(L)Local Funds	Summative - Increased math state and local assessment scores.
6. Enroll 9th grade students who did not pass 8th grade STAAR Math in Pre-Algebra course. (Target Group: ESL, LEP, SPED, AtRisk, 9th)	Counselor(s)	August to May	(L)Local Funds	Summative - State Assessment
7. Continued implementation of EOC classes and core subject academies for students not meeting Level II on state assessments. (Target Group: All, H, ECD, ESL, LEP, SPED, AtRisk, 10th, 11th, 12th)	Assistant Principal(s), Principal, Teacher(s)	October to April	(L)Local Funds	Formative - Increased state assessment scores.
8. Use Renaissance Learning and student reading portfolios to monitor progress in Reading. (Target Group: All, H, ECD, ESL, SPED)	Lead Teacher, Teacher(s)	Aug to May	(L)Local Funds	Formative - Renaissance Screener

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 3.** Dumas High School will promote highly effective instruction, specifically in Reading and Math for all students, but with an emphasis on Economically Disadvantaged, ELL, Hispanic, and Special Education students to increase performance to a level commensurate with state and federal standards.  
Summative Evaluation: state assessment results.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dyslexia program for identified students - Lexia and Lindamood Bell (Target Group: Dys) (NCLB: 1,5)	Assistant Principal(s), Special Services Director	August to May	(L)Local Funds	Summative - Increased reading state assessment scores among participants.
2. BRIDGE room implementation to support students who have previously struggled and been unsuccessful in the regular education classroom due to behavior/emotional/social maladjustment. (Target Group: SPED) (NCLB: 1,5)	Principal, Special Services Director, Teacher(s)	August to May	(S)State SpEd - \$61,976	Summative - Increased scores on special education students state assessment scores
3. Special Education IEPs will be written using eSped and TEKS and will utilize various sources to determine curriculum level (Target Group: SPED) (NCLB: 1,5)	Special Services Director	September to May	(L)Local Funds	Formative - Increased scores on state assessment scores.
4. ACC Services for special needs students (Target Group: SPED) (NCLB: 1,3,5)	Special Services Director, Teacher(s)	August to May	(S)State SpEd - \$175,508	Summative - Increase in state assessment scores.
5. ESL classes with assistants (Target Group: ESL, LEP) (NCLB: 1,2,5)	Lead Teacher, Principal	August to May	(S)State ESL - \$108,719	Summative - Increased scores on LEP student state assessment
6. Special Ed inclusion staff will be in place to assist students in the classroom environment (Target Group: SPED)	Principal, Special Services Director, Teacher(s)	August to May	(F)IDEA Formula - \$68,793, (S)State SpEd - \$164,463	Summative - Improved performance in the classroom and on state assessment

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 4.** Dumas High School will provide career and technical education and/or college preparatory classes in order to increase post-secondary readiness in all students. Summative Evaluation: Class enrollment, college credits received

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Building Trades elective classes (Target Group: CTE) (NCLB: 1,5)	CTE Director, Principal, Teacher(s)	August to May	(S)CTE - \$72,684	Summative - Increased trade skills of students.
2. Variety of computer, agriculture, business, health sciences, home economics and industrial technology classes for electives (Target Group: CTE) (NCLB: 1,5)	Counselor(s), CTE Director, Principal, Teacher(s)	August to May	(S)CTE - \$559,986	Summative - Increased technical skill level of students
3. Materials and programs provided to CTE classes for successful implementation of CTE guidelines for improving academic and CTE integration as well as a solid link to postsecondary CTE for students. (Target Group: CTE) (NCLB: 1,5)	CTE Director, Principal, Teacher(s)	August to May	(F)Carl Perkins - \$41,504	Summative - Increased enrollment in CTE courses
4. PreAP, AP and Dual Credit course offerings (Target Group: All, GT) (NCLB: 1,5)	Counselor(s), Lead Teacher, Principal, Secondary Curriculum Director	August to May	(S)High School Allotment - \$409,260	Summative - Increased number of possible college credits upon graduation.
5. College prep activities: career day, counseling, ASVAB, military recruiting and two college days (Target Group: All) (NCLB: 5)	Counselor(s)	August to May	(F)Carl Perkins	Summative - Increased student interest in post secondary education
6. College information disseminated by counselors - higher ed requirements (admissions, financial opportunities), Texas Grant and Teach for Texas grant program and accelerated high school graduation (Target Group: All) (NCLB: 5)	Counselor(s)	August to May	(L)Local Funds, (O)FTEs - 2	Formative - Increased student interest in post secondary education
7. QUEST program for 9th-12th grade students who participate (Target Group: All) (NCLB: 5)	Counselor(s), Principal	August to May	(O)Dumas Education Foundation	Summative - Increased student interest in post-secondary education
8. District will pay tuition for students in Dual Credit classes (Target Group: All, GT) (NCLB: 1,5)	Assistant Superintendent for Instruction, Counselor(s), Principal, Secondary Curriculum Director	August to May	(L)Local Funds, (O)Dumas Education Foundation	Summative - Increased enrollment in Dual Credit classes
9. District will pay the cost of AP exams (Target Group: All, GT) (NCLB: 1,5)	Assistant Superintendent for Instruction, Principal, Secondary Curriculum Director	August to May	(L)Local Funds	Summative - Increased number of AP exams taken

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 4.** Dumas High School will provide career and technical education and/or college preparatory classes in order to increase post-secondary readiness in all students. Summative Evaluation: Class enrollment, college credits received

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. Transition coordinator to arrange post-secondary activities and experiences for special education students (Target Group: SPED) (NCLB: 5)	Special Services Director	August to May	(S)State SpEd - \$69,229	Summative - Increased number of special education students accessing post-secondary opportunities

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 5.** Dumas High School will provide alternative learning environments and methods for those students whom the regular setting has proved unsuccessful. Summative evaluation: discipline records, attendance records, completion and dropout rates, state assessment results

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Odyssey Lab will provide a computerized credit recovery option (Target Group: AtRisk) (NCLB: 5)	Counselor(s), Principal	August to May	(S)State Compensatory - \$52,967	Summative - Increased completion rate
2. Disciplinary AEP used as an alternative to expulsion so learning can continue (Target Group: AtRisk) (NCLB: 5)	Assistant Principal(s), Principal	August to May	(S)State Compensatory - \$52,967	Summative - Decreased number of expulsions
3. Homebound instruction for students during post-natal care (Target Group: F, AtRisk) (NCLB: 1,5)	Assistant Principal(s), Counselor(s)	August to May	(S)State Compensatory	Summative - Increased academic gains for pregnant and parenting teens
4. Math and Science Academy provided for entering 9th and 10th graders who failed Math and/or Science state assessments (Target Group: AtRisk) (NCLB: 1)	Counselor(s), Principal	May	(S)State Compensatory - \$11,713	Summative - Increased math and science state assessment scores

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 6.** Dumas High School will increase the number of homeless and at-risk students successfully completing classes. Summative evaluation: grade reports, attendance reports

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dumas High School will provide additional counseling services for at-risk and homeless students (Target Group: AtRisk) (NCLB: 4)	Counselor(s)	August to May	(L)Local Funds	Summative - Increased number of homeless and at-risk students served during the academic year
2. Dumas High School will provide school supplies to homeless students (Target Group: ECD, AtRisk) (NCLB: 4)	Counselor(s), Principal	August to May	(L)Local Funds	Summative - Increased number of homeless students attending and prepared for school

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 7.** Dumas High School will implement its Gifted and Talented program for all identified students in such a manner to meet state and federal accountability standards. Summative evaluation: state assessment results, G/T roster

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dumas High School will ensure all teachers and counselors receive training and/or updated training in G/T strategies (Target Group: GT) (NCLB: 3)	Principal	August to May	(L)Local Funds	Summative - Increased effectiveness of G/T instruction
2. Pre-AP and AP classes offered with differentiated instruction for G/T students (Target Group: GT) (NCLB: 1)	Lead Teacher, Principal	August to May	(L)Local Funds	Summative - Increased effectiveness of G/T instruction

# DUMAS HIGH SCHOOL

**Goal 2.** Dumas High School will provide staff development to achieve academic excellence for all students.

**Objective 1.** Dumas High School will provide all teachers with the opportunity to participate in staff development. Summative evaluation: workshop certificates, staff development records

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Attend ESC 16 for TPTR trainings with emphasis on instructional techniques and methodologies (Target Group: All) (NCLB: 3)	Assistant Principal(s), Assistant Superintendent for Instruction, Counselor(s), Principal, Teacher(s)	August to May	(L)Local Funds	Summative - Increased state assessment scores
2. Dumas High School will send all core staff to trainings about TEKS and state assessments (Target Group: All) (NCLB: 3)	Assistant Principal(s), Assistant Superintendent for Instruction, Principal, Secondary Curriculum Director, Teacher(s)	August to May	(L)Local Funds	Summative - Increased state assessment scores
3. Use of ESC 16 for Curriculum and Instructional Services, TEKS Resource, Bilingual/ESL and ELPS training (Target Group: All, ESL, LEP) (NCLB: 3)	Assistant Principal(s), Assistant Superintendent for Instruction, Principal, Teacher(s)	October; Aug-May	(L)Local Funds	Summative - Increased state assessment scores.
4. DHS core teachers will attend Lead4ward workshops to learn how to use state assessment data (Target Group: All) (NCLB: 3)	Assistant Superintendent for Instruction, Lead Teacher, Principal, Teacher(s)	October	(L)Local Funds	Summative - Increased scores on state assessments.
5. Special education modules covering topics including referral, evaluation, eligibility, discipline, accommodations, inclusion, etc (Target Group: SPED) (NCLB: 3)	Special Services Director, Teacher(s)	October to March	(L)Local Funds	Summative - Better understanding of how special education and regular education work together.
6. New staff trained on student management system and other pertinent technology programs/topics (Target Group: All) (NCLB: 3)	Assistant Principal(s), Instructional Technology Coordinator, PEIMS Coordinator, Principal, Teacher(s)	September	(L)Local Funds	Summative - Increased accuracy of student attendance and grades
7. Technology modules (Target Group: All) (NCLB: 3)	Instructional Technology Coordinator, Teacher(s)	October through April	(L)Local Funds	Formative - Increased ability of staff to use technology and become technologically literate.
8. Regional, state and local trainings for CTE teachers (Target Group: CTE) (NCLB: 3)	CTE Director, Teacher(s)	February, June, July	(F)Carl Perkins - \$14,360	Summative - Increased knowledge and skills of CTE staff
9. Campus mentoring program for first year teachers and teachers new to the district. (Target Group: All)	Assistant Principal(s), Principal	August to May	(L)Local Funds	Summative - Increased state assessment scores.



# DUMAS HIGH SCHOOL

**Goal 2.** Dumas High School will provide staff development to achieve academic excellence for all students.

**Objective 1.** Dumas High School will provide all teachers with the opportunity to participate in staff development. Summative evaluation: workshop certificates, staff development records

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. PLC support will be provided through instructional coach, workshops, book studies, staff meetings, etc. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	On going	(L)Local Funds	Summative - Staff sign-in sheets
11. Eduphoria! will be used to log all staff development. (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	School year	(L)Local Funds	Summative - Staff Development logged

# DUMAS HIGH SCHOOL

**Goal 3.** Dumas High School will encourage community and parental involvement in the educational process of each student to foster the development of the total child.

**Objective 1.** Dumas High School will provide translation services for non-English speaking parents to improve communication and parent involvement. Summative Evaluation: sign-in sheets and contracts

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dumas High School will designate one person to be the official interpreter/translator for parent conferences, meetings, etc. (Target Group: ESL, LEP) (NCLB: 4)	Principal, Superintendent	August to May	(L)Local Funds	Summative - Increased parental involvement on campuses
2. Dumas High School will use a telephone translation system for languages where a translator is not available on site (Target Group: ESL, LEP) (NCLB: 4)	Assistant Superintendent for Instruction, Principal	Monthly	(L)Local Funds	Summative - Increased parent involvement on campuses
3. Dumas High School will employ a Burmese translator (Target Group: ESL, LEP) (NCLB: 4)	Principal	August to May	(S)State ESL - \$35,185	Summative - Increased parent involvement on campuses

# DUMAS HIGH SCHOOL

- Goal 3.** Dumas High School will encourage community and parental involvement in the educational process of each student to foster the development of the total child.
- Objective 2.** Dumas High School will promote attendance at parent teacher conferences and other school activities. Summative evaluation: sign-in sheets, parent/teacher conference schedules

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dumas High School will provide opportunities for parent involvement through meetings, programs, materials, etc (Target Group: All) (NCLB: 4)	Assistant Principal(s), Assistant Superintendent for Instruction, Principal, Teacher(s)	August to May	(L)Local Funds	Formative - Increased parental involvement
2. Fish Camp (9th Grade Orientation) (Target Group: All, 9th)	Assistant Principal(s), Principal, Teacher(s)	August	(L)Local Funds	Formative - Increased parent involvement.
3. Open House (Target Group: All, 9th, 10th, 11th, 12th)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	October	(L)Local Funds	Formative - Increased parent involvement.
4. Phone tree for reminders and attendance alerts. (Target Group: All) (NCLB: 4,5)	Assistant Principal(s)	August to May	(L)Local Funds	Formative - Phone tree reports.
5. SchoolWay, Twitter and Website as means of communicating with stakeholders (Target Group: All)	Principal	August to May	(L)Local Funds	Summative - Parent survey

# DUMAS HIGH SCHOOL

**Goal 4.** Dumas High School will create and maintain a safe learning environment.

**Objective 1.** Dumas High School will maintain its facilities and train staff in order to provide a safe learning environment. Summative evaluation: sign-in sheets, maintenance records, accident reports

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct safety reviews of each facility (Target Group: All) (NCLB: 4)	Operations Director, Principal, Teacher(s)	January, May	(L)Local Funds	Formative - Maintain safety of facilities
2. Maintain surveillance system for facilities (Target Group: All) (NCLB: 4)	Chief of Police, Superintendent	November	(L)Local Funds	Formative - Maintain safety of facilities
3. CPI Trainings (Target Group: All) (NCLB: 4)	Assistant Principal(s), Special Services Director, Teacher(s)	October	(L)Local Funds	Formative - Better understanding of conflict resolution
4. Elevator to assist disabled or injured students, faculty and others needing access to upper floor. (Target Group: All)	Operations Director	On going	(L)Local Funds	Formative - Fire Code

# DUMAS HIGH SCHOOL

**Goal 4.** Dumas High School will create and maintain a safe learning environment.

**Objective 2.** Dumas High School will implement character education through use of varying curricula. Summative evaluation: lesson plans

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dating Violence Education (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Secondary Curriculum Director, Teacher(s)	February	(L)Local Funds	Formative - Increased student awareness
2. Bullying awareness education (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	On going	(L)Local Funds	Formative - Increased student awareness
3. Internet safety education program, including lessons focused on cyber-bullying (Target Group: All) (NCLB: 4)	Assistant Principal(s), Instructional Technology Coordinator, Principal, Teacher(s)	September-May	(L)Local Funds	Formative - Increased student awareness

# DUMAS HIGH SCHOOL

**Goal 4.** Dumas High School will create and maintain a safe learning environment.

**Objective 3.** Dumas High School will provide a systematic 9-12 program for drug, alcohol, and violence education and prevention for all students as well as fire danger instruction. Summative evaluation: lesson plans, UIL drug testing reports, fire department schedule, incident reports, sweep reports

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each teacher will teach one lesson from the DAVE curriculum each year (Target Group: All) (NCLB: 4)	Assistant Principal(s), Chief of Police, Principal, Secondary Curriculum Director, Teacher(s)	By May	(L)Local Funds	Formative - Decreased substance abuse and violent incidents
2. Random drug testing for UIL participants (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal	Ongoing	(L)Local Funds	Formative - Decreased substance abuse
3. Interquest Canines will perform random campus sweeps at DHS. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Chief of Police, Principal	Twice monthly	(L)Local Funds	Formative - Decreased substance abuse and number of illegal items brought to school
4. DAEP will be monitored for overrepresentation of ED, SpEd, LEP and ethnic groups (Target Group: AtRisk) (NCLB: 4)	Assistant Principal(s), Assistant Superintendent for Instruction, Principal, Special Services Director	August to May	(L)Local Funds	Formative - Decreased overrepresentation rates
5. Attendance rates, drop out rates, graduation rates, and recidivism rates for students in DAEP will be monitored. (Target Group: AtRisk) (NCLB: 5)	Assistant Principal(s), Principal	January, May	(L)Local Funds	Formative - Decreased drop out and recidivism rates. Increased graduation and attendance rates.
6. Each teacher will teach two internet safety lessons each year (Target Group: All) (NCLB: 4)	Instructional Technology Coordinator, Principal, Teacher(s)	August and May	(L)Local Funds	Formative - Increased student awareness

## At Risk Guidelines

Dumas ISD has adopted the thirteen criteria delineated in TEC §29.081 as the criteria used in identifying students who are eligible to receive intensive, supplemental services.

A student at risk of dropping out of school includes each student who is under 21 years of age and who as per Section 29.081 of TEC:

- A. is in prekindergarten, kindergarten or grade 1,2 or 3 and did not perform satisfactorily on a readiness test or assessment instrument administered during the current school year;
- B. is in grade 7,8,9,10,11 or 12, and did not maintain an average equivalent to 70 on a scale of 100 in two or more subjects in the foundation curriculum during a semester in the preceding or current school year or is not maintaining such an average in two or more subjects in the foundation curriculum in the current semester.
- C. was not advanced from one grade level to the next for one or more school years;
- D. did not perform satisfactorily on an assessment instrument administered to the student under Subchapter B, Chapter 39, **and** who has not in the previous or current school year subsequently performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument (refer to appendix 1 for 110% chart);
- E. is pregnant or is a parent;
- F. has been placed in an alternative education program in accordance with Section 37.006 during the preceding or current school year.
- G. has been expelled in accordance with Section 37.007 during the preceding or current school year;
- H. is currently on parole, probation, deferred prosecution or other conditional release;
- I. was previously reported through the Public Education Information Management System (PEIMS) to have dropped out of school;
- J. is a student of limited English proficiency, as defined by Section 29.052;
- K. is in the custody or care of the Department of Protective and Regulatory Services or has, during the current school year been referred to the department by a school official, officer of the juvenile court or law enforcement official;
- L. is homeless, as defined by 42 U.S.C. Section 11302, and its subsequent amendments; or
- M. resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house or foster group home.

# **MIGRANT “PRIORITY FOR SERVICES” ACTION PLAN**

As part of the ongoing effort to meet the needs of Migrant students who are identified as “priority for services” students the district will adopt a plan of action to serve those students. The plan of action will include the following:

- NGS “Priority for Services” reports will be run at the beginning of the school year and each six week period thereafter. Each campus will be given the report to share with the staff as needed.
- All MEP students will be identified in PEIMS. At the beginning of the school year and each eight week period thereafter, the MEP and PEIMS reports will be compared for accuracy.
- Programs that serve “Priority for Services” students will be documented with the names of those participating.
- The academic progress of students identified as “Priority for Services” will be tracked each six week reporting period.
- Periodic home visits will be made to update parents on the academic progress of their children. Visits will be made based upon most needed.
- Campus principals and appropriate campus staff, along with parents, will be provided with updates from NGS “Priority for Services” reports.



## Secondary Migrant Program Activities

<p><b>Goal:</b> Maximize achievement for all students identified as Migrant, so that such students receive full and appropriate opportunities to meet the same challenging state academic content and student academic achievement standards that all children are expected to meet.</p>	
<p><b>Objective:</b> All identified Migrant students will receive services according to high priority.</p>	
<p><b>Required Program Activities</b></p>	<p>Migrant Services Coordination: Within the first grading period of the school year that the child who is eligible for migrant services is in the district, (1) determine individual needs for instructional and support services, (2) identify available resources and make referrals to address said needs, such as tutoring, WIC, HEP, dropout prevention program, (3) coordinate with entities to ensure that the child has access to the appropriate services, and (4) follow up to monitor and document progress.</p>
	<p>Migrant Services Coordination: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed any subject area of the statewide student assessment are accessing local, intrastate, and interstate opportunities available for summer statewide student assessment remediation.</p>
	<p>Secondary Students: (1) Coordinate with available programs offering options for credit accrual and recovery to ensure that migrant secondary students are accessing opportunities available to earn needed credits and make up coursework which is lacking due to late arrival and/or early withdrawal. Student participation must not interfere with core classes. (2) Ensure consolidation of partial secondary credits, proper course placement, and credit accrual for on-time graduation, including accessing and reviewing academic records from NGS.</p>
	<p>Students in Grades 3-11: Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure that migrant students who have failed any subject area of the statewide student assessment are accessing local, intrastate, and interstate opportunities available for summer statewide student assessment remediation.</p>
<p><b>Supplemental Program Activities</b></p>	<p>Credit Accrual--Offer a variety of alternative methods for credit accrual and recovery by providing (1) opportunities for earning credit by exam or distance learning coursework, such as that available through the Portable Assisted Study Sequence (PASS) courses or the University of Texas at Austin's Migrant Student Graduation Enhancement Program; and (2) use of equipment, space and support staff necessary for successful completion of course work. MEP funding is allowable only where migrant students cannot be served by other available resources.</p>
	<p>Supplemental Instruction--Tutoring in core content areas during the regular school day</p>
	<p>Supplemental Instruction--Extended-Day statewide student assessment Tutorials (before school, after school, or on Saturdays) (e.g. STAAR Burst)</p>
	<p>Supplemental Instruction--Statewide student assessment Tutorials during the regular school day. (e.g. STAAR Burst)</p>
	<p>The Close Up Washington Experience is a multiple-day event that provides the opportunity for migrant students to experience United States government in action. Students gain leadership skills and are encouraged to return home and participate in their communities. Migrant students will better understand their role as citizens. Students will submit an application and once selected will take an online course to help prepare them for the experience. During the trip, students will network with other migrant students from across the region and together they will form the Migrant Student Leadership Team for the following school year.</p>

<b>Supplemental Program Activities, Continued</b>	<p>High School Leadership Retreat--Conduct a two day workshop for migrant high school students to enrich and expand their leadership skills. They will participate in a Ropes Course which will enhance their team-building skills and encourage bonding. A panel of professionals with migrant roots will address the issues migrant students are facing and help them access resources and mentoring opportunities. Students will have a college experience at WTAMU. Students are encouraged to get acquainted with and network with other migrant students from across the region.</p>
	<p>College Tours-Expose migrant students to various post-secondary educational possibilities and allow them to gain greater understanding of the admissions, financial aid and College Assistance Migrant Program (CAMP) services firsthand through visits with these various departments at actual college and university campuses.</p>
	<p>College and Career Fair-Expose migrant students to various career options and learn the paths after high school graduation to attain selected career of interest.</p>

# Dumas ISD Highly Qualified Teacher Plan

<b>Goal</b>	State Certified Staff: All students will be taught by state certified teachers who are assisted by highly qualified paraprofessionals.				
<b>Performance Measure</b>	1. Maintain the percentage of state certified core academic subject area teachers on each campus to meet 100%.				
	2. Maintain the percentage of core academic subject area classes taught by state certified teachers on each campus to meet 100%.				
	3. Maintain the percentage of core academic subject area classes taught by state certified teachers on high poverty campuses to meet 100%.				
	4. Maintain the percentage of teachers receiving high quality professional development on each campus to meet 100%.				
	5. Ensure low-income students and minority students are not taught at a higher rate than other student groups by inexperienced, out-of-field, or non-certified teachers.				
	6. Attract and retain state certified teachers.				
	7. Assist teachers not currently state certified to meet the certification requirements in a timely manner.				
<b>Summative Evaluation</b>	Personnel files and SBEC certificates				
<b>Strategy/Activity</b>	<b>Population</b>	<b>Person Responsible</b>	<b>Budget/Resource</b>	<b>Formative Assessment</b>	<b>Timeline</b>
Conduct recruitment activities to ensure state certified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	All Staff Members	Assistant Superintendent for Personnel	Local Funds	Number of positions posted Number of applications completed	September, November March-May
Establish an effective teacher mentoring system in order to retain state certified staff.	All Teachers	Asst. Supt. for Personnel, Asst. Supt. for Instruction, Instructional Coaches, and Campus Principals	Local Funds	Mentor assignments Mentor conference logs	August/November December/April/May
Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet state certified status.	All Teachers	Assistant Superintendent for Personnel	Local Funds	Personnel files Teacher interviews	July/August
Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff is state certified. Teachers will be notified every two months about testing dates and records will be reviewed after test results are given.	All Teachers	Assistant Superintendent for Personnel, Campus Principal	Local Funds	Number of teachers in ACPs Personnel files	August/January Every 2 months
Analyze staffing procedures at the affected Campuses and look at ways to ensure strategies to reduce the gap of inexperienced teachers at high minority/poverty campuses.	All Staff Members	Assistant Superintendent for Personnel, Campus Principal	Local Funds	Staffing procedures Number of HQ teachers at high poverty/minority schools	May

**HIGH SCHOOL ALLOTMENT  
Annual Performance Goals  
2016 – 2017**

1. Maintain percentage of students graduating from high school at 98%

Percentage of students graduating from high school:

	<b>Class of 2013</b>	<b>Class of 2014</b>
Graduated	96.6%	98.8%
Received GED	0.4%	0.4%
Continued HS	2.6%	0.8%
Dropped Out	0.4%	0.0%

2. Increase percentage of students enrolled in advanced courses/dual credit courses to 18%

Enrollment in advanced courses/dual credit courses:

<b>2012-13</b>	<b>2013-14</b>
17.8%	17.3%

3. Increase percentage of students successfully graduating Recommended High School Program or Distinguished Program to 80%

Percentage of students successfully graduating Recommended High School Program or Distinguished Program:

	<b>Class of 2013</b>	<b>Class of 2014</b>
<b>Percentage Recommended or Distinguished</b>	77.0%	78.8%

4. Increase percentage of students who achieved the higher education readiness component qualifying score on English Language Arts to 64%

Percentage of students who achieved the higher education readiness component qualifying score on English Language Arts (required scale score is 2200 with a 3 on the written composition):

	<b>Class of 2013</b>	<b>Class of 2014</b>
<b>Percentage</b>	63%	61%

5. Increase the percentage of students who achieved the higher education readiness component qualifying score on Math to 68%

Percentage of students who achieved the higher education readiness component qualifying score on Math (required scale score is 2200):

	<b>Class of 2013</b>	<b>Class of 2014</b>
<b>Percentage</b>	67%	53%

# DUMAS HIGH SCHOOL

## Campus Improvement Plan

### 2016/2017

*Decisions Determine Destiny*

Brett Beesley, Principal  
300 S. Klein, Dumas, TX 79029  
806-935-4151  
brett.beesley@dumasisd.org

Date Reviewed:

Date Approved:

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 1.** Dumas High School will refine its Equity and Excellence Plan to continue to meet state and federal accountability standards. Summative Evaluation: State assessment results, walk-thrus

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Common formative assessments administered every three weeks and district curriculum-based assessments administered once in the fall and once in the spring. (Target Group: All) (NCLB: 1)	Formative - Increased scores on state assessments	Yes	Yes	
2. Continuous use of TEKS Resource System (Target Group: All) (NCLB: 1,2)	Formative - Increase in state assessment scores	Yes	Yes	
3. Extensive defining of TEKS objectives (Target Group: All) (NCLB: 1,2)	Formative - Increase in state assessment scores.	Yes	Yes	
4. Continue use of DMAC Assessment system for common formative assessments, district curriculum based assessments and state assessment disaggregation. (Target Group: All)	Formative - Increase in state assessment scores.	Yes	Yes	
6. Daily implementation of PLC meetings in core subjects. (Target Group: All)	Formative - Increase in states assessment scores.	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 2.** Dumas High School will promote highly effective instruction so that students perform at a level to meet all state and federal accountability standards, with an emphasis placed on Reading and Math for all students. Summative Evaluation: State assessment results.

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Continued use of Victoria Young's writing process (Target Group: All) (NCLB: 1,2)	Formative - Increased Reading/Language Arts state assessment scores for short answer questions and sentence construction.	No	No	We did not have a unified writing process.
2. Continuing use of before and after school tutorial program (Target Group: All, H, ECD, ESL, Migrant, LEP, AtRisk) (NCLB: 1,2,5)	Formative - Increase in state assessment scores. Retention-rate reduction.	Yes	Yes	
3. Science projects (i.e., Science Starters, TEKS Resource System, etc.) (Target Group: All) (NCLB: 1,2,5)	Formative - Increased science state and local assessment scores.	Yes	Yes	
4. Offer dual credit and AP courses. (Target Group: All, GT)	Formative - Increased student participation in challenging courses.	Yes	Yes	
5. Enroll students who did not pass Algebra I EOC in Math Academy classes for accelerated instruction prior to retesting. (Target Group: ESL, SPED, AtRisk, 10th, 11th, 12th)	Summative - Increased math state and local assessment scores.	Yes	Yes	79% of these students passed Algebra EOC on first attempt
6. Enroll 9th grade students who did not pass 8th grade STAAR Math in Pre-Algebra course. (Target Group: ESL, LEP, SPED, AtRisk, 9th)	Summative - State Assessment	Yes	Yes	
7. Continued implementation of EOC classes and core subject academies for students not meeting Level II on state assessments. (Target Group: All, H, ECD, ESL, LEP, SPED, AtRisk, 10th, 11th, 12th)	Formative - Increased state assessment scores.	Yes	Yes	
8. Use Renaissance Learning and student reading portfolios to monitor progress in Reading. (Target Group: All, H, ECD, ESL, SPED)	Formative - Renaissance Screener	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 3.** Dumas High School will promote highly effective instruction, specifically in Reading and Math for all students, but with an emphasis on Economically Disadvantaged, ELL, Hispanic, and Special Education students to increase performance to a level commensurate with state and federal standards.  
Summative Evaluation: state assessment results.

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Dyslexia program for identified students - Lexia and Lindamood Bell (Target Group: Dys) (NCLB: 1,5)	Summative - Increased reading state assessment scores among participants.	Yes	Yes	
2. BRIDGE room implementation to support students who have previously struggled and been unsuccessful in the regular education classroom due to behavior/emotional/social maladjustment. (Target Group: SPED) (NCLB: 1,5)	Summative - Increased scores on special education students state assessment scores	Yes	Yes	
3. Special Education IEPs will be written using eSped and TEKS and will utilize various sources to determine curriculum level (Target Group: SPED) (NCLB: 1,5)	Formative - Increased scores on state assessment scores.	Yes	Yes	
4. ACC Services for special needs students (Target Group: SPED) (NCLB: 1,3,5)	Summative - Increase in state assessment scores.	Yes	Yes	
5. ESL classes with assistants (Target Group: ESL, LEP) (NCLB: 1,2,5)	Summative - Increased scores on LEP student state assessment	Yes	Yes	
6. Special Ed inclusion staff will be in place to assist students in the classroom environment (Target Group: SPED)	Summative - Improved performance in the classroom and on state assessment	Yes	Yes	



# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 4.** Dumas High School will provide career and technical education and/or college preparatory classes in order to increase post-secondary readiness in all students. Summative Evaluation: Class enrollment, college credits received

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished?	Notes
1. Building Trades elective classes (Target Group: CTE) (NCLB: 1,5)	Summative - Increased trade skills of students.	Yes	Yes	
2. Variety of computer, agriculture, business, health sciences, home economics and industrial technology classes for electives (Target Group: CTE) (NCLB: 1,5)	Summative - Increased technical skill level of students	Yes	Yes	
3. Materials and programs provided to CTE classes for successful implementation of CTE guidelines for improving academic and CTE integration as well as a solid link to postsecondary CTE for students. (Target Group: CTE) (NCLB: 1,5)	Summative - Increased enrollment in CTE courses	Yes	Yes	
4. PreAP, AP and Dual Credit course offerings (Target Group: All, GT) (NCLB: 1,5)	Summative - Increased number of possible college credits upon graduation.	Yes	Yes	
5. College prep activities: career day, counseling, ASVAB, military recruiting and two college days (Target Group: All) (NCLB: 5)	Summative - Increased student interest in post-secondary education	Yes	Yes	
6. College information disseminated by counselors - higher ed requirements (admissions, financial opportunities), Texas Grant and Teach for Texas grant program and accelerated high school graduation (Target Group: All) (NCLB: 5)	Formative - Increased student interest in post-secondary education	Yes	Yes	
7. QUEST program for 9th-12th grade students who participate (Target Group: All) (NCLB: 5)	Summative - Increased student interest in post-secondary education	Yes	Yes	
8. District will pay tuition for students in Dual Credit classes (Target Group: All, GT) (NCLB: 1,5)	Summative - Increased enrollment in Dual Credit classes	Yes	Yes	Students will make \$100 deposit next year.
9. District will pay the cost of AP exams (Target Group: All, GT) (NCLB: 1,5)	Summative – Increased number of AP exams taken	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 4.** Dumas High School will provide career and technical education and/or college preparatory classes in order to increase post-secondary readiness in all students. Summative Evaluation: Class enrollment, college credits received

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
10. Transition coordinator to arrange post-secondary activities and experiences for special education students (Target Group: SPED) (NCLB: 5)	Summative – Increased number of special education students accessing post-secondary opportunities	Yes	Yes	An area we can continue to improve in.

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 5.** Dumas High School will provide alternative learning environments and methods for those students whom the regular setting has proved unsuccessful. Summative evaluation: discipline records, attendance records, completion and dropout rates, state assessment results

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Odyssey Lab will provide a computerized credit recovery option (Target Group: AtRisk) (NCLB: 5)	Summative - Increased completion rate	Yes	Yes	
2. Disciplinary AEP used as an alternative to expulsion so learning can continue (Target Group: AtRisk) (NCLB: 5)	Summative - Decreased number of expulsions	Yes	Yes	
3. Homebound instruction for students during post-natal care (Target Group: F, AtRisk) (NCLB: 1,5)	Summative - Increased academic gains for pregnant and parenting teens	Yes	Yes	
4. Math and Science Academy provided for entering 9th and 10th graders who failed Math and/or Science state assessments (Target Group: AtRisk) (NCLB: 1)	Summative - Increased math and science state assessment scores	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 6.** Dumas High School will increase the number of homeless and at-risk students successfully completing classes. Summative evaluation: grade reports, attendance reports

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Dumas High School will provide additional counseling services for at-risk and homeless students (Target Group: AtRisk) (NCLB: 4)	Summative - Increased number of homeless and at-risk students served during the academic year	Yes	Yes	
2. Dumas High School will provide school supplies to homeless students (Target Group: ECD, AtRisk) (NCLB: 4)	Summative - Increased number of homeless students attending and prepared for school	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 1.** Dumas High School will promote academic excellence while maintaining a highly competitive level in all areas of school-related activities.

**Objective 7.** Dumas High School will implement its Gifted and Talented program for all identified students in such a manner to meet state and federal accountability standards. Summative evaluation: state assessment results, G/T roster

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Dumas High School will ensure all teachers and counselors receive training and/or updated training in G/T strategies (Target Group: GT) (NCLB: 3)	Summative - Increased effectiveness of G/T instruction	Yes	Yes	
2. Pre-AP and AP classes offered with differentiated instruction for G/T students (Target Group: GT) (NCLB: 1)	Summative - Increased effectiveness of G/T instruction	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 2.** Dumas High School will provide staff development to achieve academic excellence for all students.

**Objective 1.** Dumas High School will provide all teachers with the opportunity to participate in staff development. Summative evaluation: workshop certificates, staff development records

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Attend ESC 16 for TPTR trainings with emphasis on instructional techniques and methodologies (Target Group: All) (NCLB: 3)	Summative - Increased state assessment scores	Yes	Yes	
2. Dumas High School will send all core staff to trainings about TEKS and state assessments (Target Group: All) (NCLB: 3)	Summative - Increased state assessment scores	Yes	Yes	
3. Use of ESC 16 for Curriculum and Instructional Services, TEKS Resource, Bilingual/ESL and ELPS training (Target Group: All, ESL, LEP) (NCLB: 3)	Summative - Increased state assessment scores.	Yes	Yes	
4. DHS core teachers will attend Lead4ward workshops to learn how to use state assessment data (Target Group: All) (NCLB: 3)	Summative - Increased scores on state assessments.	Yes	Yes	We did not get all core teachers through the trainings, but sent the leads.
5. Special education modules covering topics including referral, evaluation, eligibility, discipline, accommodations, inclusion, etc (Target Group: SPED) (NCLB: 3)	Summative - Better understanding of how special education and regular education work together.	Yes	Yes	
6. New staff trained on student management system and other pertinent technology programs/topics (Target Group: All) (NCLB: 3)	Summative - Increased accuracy of student attendance and grades	Yes	Yes	
7. Technology modules (Target Group: All) (NCLB: 3)	Formative - Increased ability of staff to use technology and become technologically literate.	Yes	Yes	
8. Regional, state and local trainings for CTE teachers (Target Group: CTE) (NCLB: 3)	Summative - Increased knowledge and skills of CTE staff	Yes	Yes	
9. Campus mentoring program for first year teachers and teachers new to the district. (Target Group: All)	Summative - Increased state assessment scores.	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 2.** Dumas High School will provide staff development to achieve academic excellence for all students.

**Objective 1.** Dumas High School will provide all teachers with the opportunity to participate in staff development. Summative evaluation: workshop certificates, staff development records

<b>Activity/Strategy</b>	<b>Evaluation</b>	<b>Was the strategy completed? Yes/No</b>	<b>Was the evaluation criteria accomplished? Yes/No</b>	<b>Notes</b>
10. PLC support will be provided through instructional coach, workshops, book studies, staff meetings, etc. (Target Group: All)	Summative - Staff sign-in sheets	Yes	Yes	
11. Eduphoria! will be used to log all staff development. (Target Group: All)	Summative - Staff Development logged	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 3.** Dumas High School will encourage community and parental involvement in the educational process of each student to foster the development of the total child.

**Objective 1.** Dumas High School will provide translation services for non-English speaking parents to improve communication and parent involvement. Summative Evaluation: sign-in sheets and contracts

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Dumas High School will designate one person to be the official interpreter/translator for parent conferences, meetings, etc. (Target Group: ESL, LEP) (NCLB: 4)	Summative - Increased parental involvement on campuses	Yes	Yes	
2. Dumas High School will use a telephone translation system for languages where a translator is not available on site (Target Group: ESL, LEP) (NCLB: 4)	Summative - Increased parent involvement on campuses	Yes	Yes	On a very limited basis
3. Dumas High School will employ a Burmese translator (Target Group: ESL, LEP) (NCLB: 4)	Summative - Increased parent involvement on campuses	Yes	Yes	



# DUMAS HIGH SCHOOL

- Goal 3.** Dumas High School will encourage community and parental involvement in the educational process of each student to foster the development of the total child.
- Objective 2.** Dumas High School will promote attendance at parent teacher conferences and other school activities. Summative evaluation: sign-in sheets, parent/teacher conference schedules

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Dumas High School will provide opportunities for parent involvement through meetings, programs, materials, etc (Target Group: All) (NCLB: 4)	Formative - Increased parental involvement	Yes	Yes	
2. Fish Camp (9th Grade Orientation) (Target Group: All, 9th)	Formative - Increased parent involvement.	Yes	Yes	
3. Open House (Target Group: All, 9th, 10th, 11th, 12th)	Formative - Increased parent involvement.	Yes	Yes	
4. Phone tree for reminders and attendance alerts. (Target Group: All) (NCLB: 4,5)	Formative - Phone tree reports.	Yes	Yes	
5. SchoolWay, Twitter and Website as means of communicating with stakeholders (Target Group: All)	Summative - Parent survey	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 4.** Dumas High School will create and maintain a safe learning environment.

**Objective 1.** Dumas High School will maintain its facilities and train staff in order to provide a safe learning environment. Summative evaluation: sign-in sheets, maintenance records, accident reports

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Conduct safety reviews of each facility (Target Group: All) (NCLB: 4)	Formative - Maintain safety of facilities	Yes	Yes	
2. Maintain surveillance system for facilities (Target Group: All) (NCLB: 4)	Formative - Maintain safety of facilities	No	No	System is dated and needs updating
3. CPI Trainings (Target Group: All) (NCLB: 4)	Formative - Better understanding of conflict resolution	Yes	Yes	
4. Elevator to assist disabled or injured students, faculty and others needing access to upper floor. (Target Group: All)	Formative - Fire Code	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 4.** Dumas High School will create and maintain a safe learning environment.

**Objective 2.** Dumas High School will implement character education through use of varying curricula. Summative evaluation: lesson plans

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Dating Violence Education (Target Group: All) (NCLB: 4)	Formative - Increased student awareness	Yes	Yes	
2. Bullying awareness education (Target Group: All) (NCLB: 4)	Formative - Increased student awareness	Yes	Yes	
3. Internet safety education program, including lessons focused on cyber-bullying (Target Group: All) (NCLB: 4)	Formative - Increased student awareness	Yes	Yes	

# DUMAS HIGH SCHOOL

**Goal 4.** Dumas High School will create and maintain a safe learning environment.

**Objective 3.** Dumas High School will provide a systematic 9-12 program for drug, alcohol, and violence education and prevention for all students as well as fire danger instruction. Summative evaluation: lesson plans, UIL drug testing reports, fire department schedule, incident reports, sweep reports

Activity/Strategy	Evaluation	Was the strategy completed? Yes/No	Was the evaluation criteria accomplished? Yes/No	Notes
1. Each teacher will teach one lesson from the DAVE curriculum each year (Target Group: All) (NCLB: 4)	Formative - Decreased substance abuse and violent incidents	Yes	Yes	
2. Random drug testing for UIL participants (Target Group: All) (NCLB: 4)	Formative - Decreased substance abuse	Yes	Yes	
3. Interquest Canines will perform random campus sweeps at DHS. (Target Group: All) (NCLB: 4)	Formative - Decreased substance abuse and number of illegal items brought to school	Yes	Yes	
4. DAEP will be monitored for overrepresentation of ED, SpEd, LEP and ethnic groups (Target Group: AtRisk) (NCLB: 4)	Formative - Decreased overrepresentation rates	Yes	Yes	
5. Attendance rates, dropout rates, graduation rates, and recidivism rates for students in DAEP will be monitored. (Target Group: AtRisk) (NCLB: 5)	Formative - Decreased drop out and recidivism rates. Increased graduation and attendance rates.	Yes	Yes	
6. Each teacher will teach two internet safety lessons each year (Target Group: All) (NCLB: 4)	Formative - Increased student awareness	Yes	Yes	

