

**SABINE INDEPENDENT SCHOOL DISTRICT**

**Campus Improvement Plan  
Sabine High School**

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**2018 - 2019**

# ***Sabine Independent School District Mission Statement***

**The Mission of the Sabine Independent School District is to provide appropriate, challenging opportunities in a safe and positive environment, so that all students can develop academically, mentally, emotionally, physically and socially to their fullest potential. Sabine ISD will prepare students to become good citizens and productive members of society by enabling them to be competent problem solvers and communicators, effective, collaborative workers, technology users, and life-long learners.**

## **Development of the Campus Improvement Plan**

The Sabine High School Campus Improvement Plan was created by a committee of stakeholders, including faculty and staff, parents, and business and community partners. The Campus Improvement Team met on several dates to address a host of issues relating to our campus and our shared goal in working cooperatively to ensure student success in a safe and secure campus. Teachers and other stakeholders were given multiple opportunities to provide input to this plan, both in writing and electronic mail, and were invited to attend the Campus Improvement Plan meetings that were held throughout the first two six weeks of the fall semester of 2018.

The site-based decision making team responsible for creating the plan included: Mr. Daniel Rich, Ms. Stephanie Richard, Mrs. Jessica Hatt, Mr. Ben Swain, Mrs. Angela Loveless, Mr. Kenny Barkhimer, Mr. Jerry Griffith, Mr. Monty Pepper, Mrs. Tammy Sinclair, Mrs. Darian Skipper, Mr. Bo Barrow, Mrs. Beth Langley, Mr. Tim Barker, Mrs. Mimi Barker, Mr. Ed Langley Jr., Mr. Jay Roy Mount,

The 2018-2019 Campus Improvement Plan reflects a wide range of goals and targeted areas of growth in areas including curriculum and instruction, facilities maintenance, and professional development, among others, all geared towards equipping the faculty and staff of Sabine High School with the resources necessary to implement and execute courses of instruction that will positively impact students and place students on a pathway towards college and career readiness.

**GOAL: Obtain the accountability grade of a “B” for the campus and contribute to the district’s goal of achieving a “B” in the state’s accountability ratings.**

**OBJECTIVE: Monitor all criteria/sub-categories utilized for accountability to ensure student and campus success. Increase “mastery” percentages in all EOC tested subjects accordingly.**

<b>INITIATIVES/STRATEGIES/ACTIVITIES</b>	<b>*POPULATION SERVED</b>	<b>TIMELINE</b>	<b>RESPONSIBLE PARTY</b>	<b>RESOURCES</b>	<b>MONITOR/EVALUATE</b>
Increase the number of High school distinctions from 1 to 4 focusing on the specific criteria necessary to obtain recognition.	A	Fall 2018 & Spring 2019	Monty Pepper Stephanie Richard Faculty & Staff	DMAC reports; state assessment results; attendance	Every six weeks and throughout year
Increased “mastery” level to 25% in Core subjects tested in the various EOC’s for Math/English/Science and Social Studies	A	Fall 2018-Spring 2019	Monty Pepper Stephanie Richard SHS Faculty & Staff	TEKS Unit assessments; DMAC data disaggregation; Student progress	Weekly; unit assessments; grading periods;
Monitor and record all Senior progress towards compliance in College/Career and Military Readiness standards	A	Throughout school year	Monty Pepper Stephanie Richard Angela Loveless	ACT/SAT/TSI/ ASVAB participation; counselor’s checklist	Every six weeks; after assessments; as needed
Incorporate a “college prep” course in conjunction with Math and English to help prepare graduates for college course work.	A	Nov. 2018; Dec. 2018 Spring 2019	Monty Pepper Stephanie Richard Angela Loveless	ACT/SAT/TSI/ ASVAB participation and success	After TSI exam in Nov. 2018.
Identify sub-populations who need additional assistance and provide appropriate programs and resources.	A	Fall 2018-Spring 2019	Monty Pepper Stephanie Richard SHS Faculty & Staff	DMAC Longitudinal reports from 2016-2018	Each six weeks; post unit assessments
Increase ELA Mastery scores in English I from 5% to 25% and English II from 13% to 25% through the use of TEKS Resource, DMAC, Writing Academy, STAAR Interim assessments, departmental team teaching and tutorial resources.	A	Fall 2018 / Spring 2019	Monty Pepper Stephanie Richard English I teachers Tutorial teachers	Interim & Unit assessment data / DMAC reports / Writing Academy	Unit assessment data; benchmark tests;

Increase Algebra I mastery scores from 17% to 30% using TEKS Resource, DMAC, unit assessments, STAAR Interim assessments, mentor teacher tutoring and departmental team teaching.	A	Fall 2018 / Spring 2019	Monty Pepper Stephanie Richard Math teachers Tutorial/mentor teachers	DMAC, Interim and Unit assessments, departmental staff; mentor Title funding-\$1500	Unit assessments / Interim results Student feedback and progress
Increase Biology EOC Mastery from 13% to 25% using TEKS Resource, DMAC, unit assessments and general instructional methods and lessons	A	Fall 2018-Spring 2019	Monty Pepper Stephanie Richard Science teachers	DMAC, unit assessment data, 6 week instructional results	Unit assessments / Student feedback and progress
Increase US History EOC Mastery from 30% to 35% using TEKS Resource, DMAC, departmental team teaching and tutorials.	A	Fall 2018-Spring 2019	Monty Pepper Stephanie Richard Social Studies teachers	DMAC, unit assessment data, 6 week instructional results	Unit assessments / Student feedback and progress

**GOAL: Improve the STAAR academic performance of all students by increasing percentages in Meets level standard for End of Course exams.**

**OBJECTIVE: Focus on increase percentages from Approaches to Meets in all content areas on State assessments or End of Course exams.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Increase ELA Meets scores in English I from 56% to 65% and English II from 59% to 70% through the use of TEKS Resource, DMAC, Writing Academy, STAAR Interim assessments, departmental team teaching and tutorial resources.	A	Fall 2018 / Spring 2019	Monty Pepper Stephanie Richard English I teachers Tutorial teachers	Interim & Unit assessment data / DMAC reports / Writing Academy	Unit assessment data; benchmark tests;
Increase Algebra I Meets scores from 45% to 60% using TEKS Resource, DMAC, unit assessments, STAAR Interim assessments, mentor teacher tutoring and departmental team teaching.	A	Fall 2018 / Spring 2019	Monty Pepper Stephanie Richard Math teachers Tutorial/mentor teachers	DMAC, Interim and Unit assessments, departmental staff; mentor	Unit assessments / Interim results Student feedback and progress
Increase Biology EOC Meets percentages from 56% to 70% using TEKS Resource, DMAC, unit assessments and general instructional methods and lessons	A	Fall 2018-Spring 2019	Monty Pepper Stephanie Richard Science teachers	DMAC, unit assessment data, 6 week instructional results	Unit assessments/ Student feedback and progress
Increase US History EOC Meets from 58% to 80% using TEKS Resource, DMAC, departmental team teaching and tutorials.	A	Fall 2018-Spring 2019	Monty Pepper Stephanie Richard	DMAC, unit assessment data, 6 week	Unit assessments Student feedback and progress

			Social Studies teachers	instructional results	
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**GOAL: Implement and continue teacher resources and trainings to increase student success on STAAR End of Course assessments and improved daily instruction in the classroom.**

**OBJECTIVE: Continue the use, training and accessibility to TEKS Resource, DMAC, Google Classroom for better data disaggregation and improved student success on EOC's.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/ EVALUATE
Continued training and use of professional development to provide teachers with the training to effectively incorporate TEKS resources curriculum. Allow time during the summer and within the school year for core teacher to collaborate within their departments to develop common year at a glance documents.	A	Ongoing	All Teachers Monty Pepper Stephanie Richard	ESC7 / Summer PD / In-service training	Monitor and Evaluate Student performance
Continue to provide core teachers with training using the DMAC program from Region 7 to disaggregate data and determine individual needs of students. This will help teachers as the new school year begins with their new students.	A	Ongoing	Monty Pepper Laura Hedrick	ESC7	Teachers individualization of curriculum and increase in scores
Continue New Teacher Orientation and include training for new teachers with A+ grading program, DMAC, Smart Boards, developing teacher websites, and Google Classroom.	R	Ongoing	Daniel Rich Randy Cox Shawn Whited Monty Pepper	ESC7/ Summer PD / In-service trainings / faculty meeting	The use of district resources.
Use tutors for targeted students in preparation for exit level testing and extend program into summer.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	Title I funding-\$1500	Review test results for students who were tutored
Use Title I funds to purchase additional remedial workbooks (consumable) for EOC prep in ELA, Biology, Algebra I, and US History for at-risk students	A	Ongoing	Monty Pepper Stephanie Richard	Title I Funds-\$1500	Commensurate with fund balance
Provide remediation during Activity Period for students who have failed or are in danger of failing an EOC test.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	\$1000.00	Review Test results for students who were tutored
Continue to empower a classroom teacher to serve as the campus' "DMAC specialist" for ongoing professional development of colleagues	A	Ongoing	Monty Pepper Laura Hedrick	Daniel Rich Classroom teachers	Formative feedback from lead teacher and staff.
Continue to disaggregate test data utilizing DMAC and identify specific TEKS on which each teacher should concentrate instruction to meet	A	Ongoing	All Core Teachers	DMAC ESC7	Incremental Improvement in test scores. Lesson Plans.

student needs based on 2018 state assessment results. Use this information to plan workshops for areas that show a need for improvement.					
Meet twice a year with Middle School on curriculum alignment and expectation issues, including the creation of a collection of commonly used terminology, definitions, and best practices for ELA instruction in grades 6-12.	A	Ongoing	ELA and All Teachers	Utilize District Work Days with Middle School	Incremental improvement in test scores

**GOAL: Improve the academic performance of specific subpopulations with regards to STAAR**

**OBJECTIVE: Increase passing percentages for all subpopulations on EOC state assessments in English, Math, Science and Social Studies by utilizing goal setting, TEKS Resource, increased academic vocabulary use and team teach concepts for identified student deficiencies on unit assessments.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/ EVALUATE
Have core area teachers develop improvement goals, with an emphasis on improvement in targeted subpopulations.	A	Ongoing	Monty Pepper		Monitor scores on readiness and support standards that were below state and local averages
Provide staff development in the appropriate use of teacher made tests in order to develop effective assessments using TEKS resources.	A	Summer 2018 staff development; monthly staff meetings Ongoing	Monty Pepper		Comparison of last year's tests with current year
Continue professional development for teachers focusing on the necessary resources and instructional strategies to aid former STAAR A students become acclimated to the STAAR test.	A	As available	SPED Teachers	\$1500	Proof of attendance
Develop teacher-designed EOC test prep activities for teachers to utilize during classes, including elective classes, including technology-based activities.	A	Ongoing	Teachers		Examples of Activities
Utilize Daily Language, with an emphasis on academic vocabulary exercises, to reinforce State Mandated Tests preparedness. <i>(Word wall applications for visual reinforcement)</i>	A	Ongoing	Teachers		Incremental improvement in test scores
Observe other successful school programs in area schools comparing practices to our current strategies in use on our campus.	A	Ongoing	Monty Pepper		Newly Implemented instructional practices
Utilize team teaching/collaboration to address student deficiencies in Algebra I and English I & II	A	Spring 2019	Monty Pepper English Teachers	Sub pay to cover classes	Improved unit assessment scores/ EOC success

			Math Teachers		
Continue to address reading deficiencies of students through our reading program. Utilize one English teacher with students assigned to reading class.	A	Ongoing	Monty Pepper Jessica Hatt April Washburn	Instructor's Salary and reading materials cost	Reading Assessments & ELA State Mandated Test scores.
Provide tutorial sessions for students who need additional help in order to pass the State Mandated Tests	A	Ongoing	Monty Pepper Angela Loveless Yvonne Rich Dept Chairs	EOC Budget \$600 SCE Funds- \$5,080.10	Tutorial Sign-in Rosters
Use TEKS Resources.net Unit Assessments to check student progress and update benchmarks for each testing session. Each instructor will review and submit a performance assessment summary to administration after each test.	A	Each Semester	Monty Pepper Core Teachers	DMAC reports / unit assessment summaries	Benchmark test results
Send ELA teachers to writing workshops at Region 7 & or other approved facilities. <b>Eng. I &amp; II will attend the Writing Academy at Quitman</b>	A	Nov. 2018 Fall/Spring Semester	Monty Pepper	General Budget	EOC Scores



**GOAL: Increase the number of programs and accessibility to campus and its resources designed to aid students who are unsuccessful on state assessments or in core and elective classes.**

**OBJECTIVE: 90% or more of students tested will meet the Approaches/Meets/Mastery level in each content area of State Mandated Tests.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Provide academic enrichment opportunities during the summer for low performing and/or at risk students including summer tutorials.	R	Summer 2018	Yvonne Rich Angela Loveless Monty Pepper Stephanie Richard	General Operating Budget \$2500	Students results on unit assessments and State Mandated Tests.
Utilize sponge activities to review and reinforce math skills	A	Daily	Math and Elective Teachers		Incremental improvement in test scores
Incorporate State Mandated Test style questioning and testing during instruction	A	Throughout year	All Teachers		Classroom observation
Continue to equip all classes with technology upgrades such as ceiling mounted projectors, large screens and electronic tablets and smart boards	A	Rotating by requests	Monty Pepper Randy Cox	Cost of equipment	Use of technology by instructors
Continue upgrade of content mastery lab. Increase individualized instruction. Increase the amount of time that the SE instructors are in the regular setting.	A	Ongoing	SE Instructor		Progress of SE Students
All faculty will incorporate targeted academic vocabulary into their weekly lesson plans to boost reading comprehension and fluency.	A	Throughout the year	All Teachers		Classroom Observation
Library is available for student use after school and on Saturdays as requested for research and computer use	A	Throughout the year	Cyndi Bryce		Number of students that take advantage of resource

**GOAL: Improve the attendance rate for Sabine High School to 98% in order to enhance the performance of all students.**

**OBJECTIVE: Motivate students, parents and community to make consistent class attendance a priority. SHS will have an average of 98% attendance for the school year.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Continue procedure of notifying parents in writing of students in danger of reaching truancy due to excessive absences at a student's 3, 7, and 10 absence.	R	Ongoing	Connie Crutcher Stephanie Richard		New procedure & policy document
Meet with Attendance Secretary to review procedures used to record and document absences.	R	Ongoing	Monty Pepper Stephanie Richard		New procedure & policy document
Develop more incentives to encourage attendance, including daily announcements and competition between classes.	R	Ongoing	Monty Pepper Stephanie Richard	\$1000	Attendance & Student Response
Provide information on paper and electronically to clarify rules by educating teachers, parents and students concerning how excessive absences can result in loss of credit	R	November 2018	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		Fewer students losing credit due to attendance
Continue use of social media pages created by counselor and administrators' web pages on <b>sabineisd.org</b> to inform parents and students about the importance of avoiding excessive absences.	R	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		Add and update content each six weeks. Monitor page visits.
Utilize a grade level attendance competition with incentives for the winning class per six week grading period.	R	Every six weeks	Stephanie Richard	Auditorium / movie day reward	Weekly attendance reports; hallway poster progress

**GOAL: Decrease the dropout rate below 1%.**

**OBJECTIVE: Identify students who are at risk of failure and may potentially drop out and provide assistance, counseling, tutorials and resources to help keep them enrolled and on track towards graduation.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Continue to expand Edgenuity credit recovery program for students who fail courses required for graduation. Utilize instructors with core area expertise wherever possible. Offer courses as needed during the summer.	R	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich	1.05 FTE (SCE \$36,515.97) and E20/20 licenses (SCE \$6600)	Students schedules Attendance rolls
Utilize staff support team to review ways to help students in crisis.	R	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		Number of Students involved
Inform staff of the support team referral process and give examples of behaviors that would justify referral.	R	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless SPED staff		Use of information during faculty meeting
Identify students who are at-risk.	R	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		Use of DMAC
Continue PRS program for pregnant students. Continue GEH program with new guidelines for students in homebound placements	R	Ongoing	Yvonne Rich Angela Loveless	Certified Teacher	Students needing program
Continue a program using the school network to monitor students who are assigned to ISS through email and Google apps with attachments to help the students stay current and informed on their assignments. If possible have teachers help students in ISS during conference periods, one day a week.	A S	Ongoing	Monty Pepper Stephanie Richard Lisa Lummus Teachers	Software upgrades, a set of textbooks & workbooks,	Helping students be more successful
Provide additional computer access to the ISS building for students to utilize Google Drive and Classroom along with ICEV for CTE courses	A S	Oct. 2018; ongoing	Monty Pepper Stephanie Richard Lisa Lummus	Desktop computers; Title I Chromebooks	Increase effective communication and transfer of information and assignments
Operate Saturday school to keep students in regular classrooms rather than ISS and provide Saturday School for students who lost credits because of poor attendance the previous semester. Offered both semesters as needed	R	Fall/Spring Semesters	Monty Pepper Stephanie Richard Classroom teachers	\$1500.00	Number of students
Tutorial Program before and after school in all classes.	A	Ongoing	Monty Pepper		Tutorial Sign-In Sheets

			Classroom teachers		
Use counselors' social media sites and administrators' web pages to communicate with students and parents about common factors, such as zeros, that significantly impact student failure rates.	A	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		Monitor Page Visits
Upgrade technology and software offerings for special education students to meet changes in curriculum. Provide Chromebooks to the SPED / Content Mastery classroom	S	As budget allows; 2019 budget consideration for Title I	Monty Pepper Melesia Stevens	Repurposed Chromebooks for 18-19 year; Repurposed a mobile charging cart	Help SE students to be more successful

**GOAL: Increase the number of students graduating on the recommended or distinguished academic plan to over 75 %**

**OBJECTIVE: Sabine High School will create additional course selections to students to provide multiple pathways to certifications and graduation.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Ongoing review of requirements based on HB5. Consider new courses to for expanded pathways to meet the requirements for all 5 endorsements. <b><i>New courses being offered: Floral Design / Fire Academy / Principles of Law &amp; Public Safety / Aquatic Science</i></b>	A	Spring course selection sheets; ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		Master Schedule/Staffing
Review transcripts of each student to assess their academic success in gaining credits in a timely manner	A	January 2019	Yvonne Rich Angela Loveless		Transcripts
Provide all parents information on the importance of the recognized and distinguished plans. Require in person parent conference before choosing minimum plan. <b><i>(Must have principal's approval)</i></b>	A	Fall / Spring Senior parent meetings	Monty Pepper Yvonne Rich Angela Loveless		Parent Feedback
Provide Spanish translation of graduation plan information for parents as needed including information on financial aid (FAFSA) and private scholarships.	A	Fall 2018 & Early Spring 2019	Yvonne Rich Romy Wilson Angela Loveless	Utilize Google translate; review using staff	Parent Feedback

Maintain current information via the school website and Facebook on graduation requirements, financial aid opportunities, and college admission requirements on school website and social sites.	A	Ongoing	Monell Burns Randy Cox Shawn Whited Yvonne Rich Angela Loveless		User Feedback
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**GOAL: Improve the graduation rate to 99% for all graduating classes.**

**OBJECTIVE: Sabine High School administration, staff and teachers work together to provide accurate, up to date resources and information for all students and parents to ensure course completion and graduation.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Meet individually with parents of seniors to review graduation information.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless		Students schedules Attendance rolls
Meet with eighth grade parents each spring to review graduation plans and requirements.	A	Spring 2019	Yvonne Rich Angela Loveless		Participation by Parents
Provide transportation for At Risk students to support attendance for tutorials.	R	As needed within the school year	Yvonne Rich April Washburn Monty Pepper Romy Wilson	Title I Funds- \$1500	Number of students participating.
Develop specific individual plans to meet the needs of all students who are one or more grade levels behind.	R	Ongoing 2-4 times per year	Monty Pepper Yvonne Rich Angela Loveless	transcripts	# of students brought nearer to grade level
Host a "Meet the Teacher / Open House" event with student council assistance for all students/parents and guardians each August.	A	Every August prior to school start	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		# in attendance
Provide information and availability of additional coherent sequences of courses that would allow SHS to offer multiple pathways to the Public Services Endorsement.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless		# of students enrolling in those programs
Search for scholarships for students who wish to attend college.	A	Ongoing	Angela Loveless Yvonne Rich	use of all sources available	# of scholarships awarded to our students

Provide examination for acceleration opportunities to receive credit for Spanish 1, 2 or 3. Will allow Spanish speaking students more flexibility in scheduling.	A	Before Spring scheduling 2019	Romy Wilson		Students achieving 90% or better on examination for acceleration receive credit for the course tested
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**GOAL: 75% of Sabine High School students will graduate college ready in terms of ACT/SAT/TSI compliance.**

**OBJECTIVE: Ensure that students are afforded multiple opportunities to become college ready through coursework and assessments offered at Sabine High School while they are enrolled.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/ EVALUATE
Pursue collaborative efforts to deliver more advanced course offerings through the use of technology (regional educational service center, area colleges, other school districts).	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	General Operating Budget	Arrangements or agreements to provide services
Review requirements for dual credit classes and make changes if needed.	A	Spring 2019	Monty Pepper Yvonne Rich Angela Loveless	KC and Terry Booker	Number of students participating
Research new class offerings and what state approved classes are being offered that would meet the changing needs of our students. Increase core class offerings using AP, advanced, and dual credit. Look at adding AP Biology and AP Chemistry.	A	Spring 2019	Monty Pepper Yvonne Rich Angela Loveless		Number of students participating
Continue College Board Advanced Placement program	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	\$2,000.00	Increase in the number of students participating in exams
Update AP books for AP English III and purchase higher level books for Pre-AP English I and II	A	Fall 2018	April Washburn Susan Duncan Monty Pepper	Book Budget	Increased scores on AP English exams
Investigate and offer courses through TXVSN as needed and available.	A	Prior to each semester offerings	Yvonne Rich Angela Loveless	\$2500.00	Number of students participating & courses completed
Allow Juniors and Seniors two college days per year.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless		Number of students participating
All Advanced Placement students will take the AP exam for their respective course(s) each spring	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	Test fee assistance if needed	Number of students registering for AP exam.

Ten percent of AP students will earn a score of "3" or higher on the AP exam for their respective course(s)	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	Test fee assistance if needed	Review of released AP test scores.
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**GOAL: Improve the academic performance of all students on College Entrance Exams.**

**OBJECTIVE: Increase the number of students taking college entrance examinations to a goal of 95% with at least 50% of testers meeting compliance for college entrance without remedial courses.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Encourage all sophomores and juniors to take the PSAT test each October.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	General Operating Budget	Arrangements or agreements to provide services
Promote and utilize Princeton Review.	A	Ongoing	Yvonne Rich Angela Loveless	Students bear cost	Increase in testing scores
Provide PSAT, ACT & SAT tutorial test taking strategies for students at low cost. Utilize USA Test Prep and Region 7.	A	As appropriate	Monty Pepper Yvonne Rich Angela Loveless	General Operating Budget	Increased Scores
Send information to parents about the testing dates for ACT, SAT, and TSI.	A	As Scheduled	Yvonne Rich Angela Loveless		Better Testing Participation #'s
Monitor scores of seniors on the SAT and ACT tests.	A	Upon results available	Yvonne Rich Angela Loveless		Resulting Scores
Increase the number of minority students taking the SAT/ACT. This number should reflect our student population.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	Use the ACT/SAT test results; TAPR data	Resulting Scores by Ethnicity
Utilize internet resources for ACT/SAT prep and Kilgore College Online.	A	Ongoing	Angela Loveless Yvonne Rich		Use of computer labs - # participating



Offer the administration of the Texas Success Initiative to all Juniors and Seniors on campus at no cost in order to enhance student success or identify student needs for College Prep courses	A	Dec. 2018 May. 2019	Monty Pepper Angela Loveless	Title I funds- \$1000	Use of computer labs-# of participants
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**GOAL: Ensure that 100% of Sabine High School classrooms have access to appropriate / updated technology (devices and programs) for instruction and success of all students.**

**OBJECTIVE: Continue to update technology services available to students and teachers through the purchase of devices and programs for instruction and learning.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Provide all students with regular access to appropriate technology and adaptive/assistive devices, training, and support, as appropriate	A	Summer Professional Development / In-service / Throughout year	Monty Pepper Stephanie Richard Randy Cox Shawn Whited Daniel Rich	IT Budget & Staff	Classroom observations
Provide teachers, staff members and students regular access to and training on projection devices, laboratory tools and other equipment and resources. Add a minimum of 5 devices per year starting with smart boards. Make regular devices available through library (Elmo, projector, laptop, etc.).	A	Summer Prof.I Development / In-service / Faculty Meeting/ As needed during year	Monty Pepper Stephanie Richard Randy Cox Shawn Whited Daniel Rich	General operating budget and donations from school groups	Purchase orders Classroom observations
Provide student access to technology by extended library hours upon request.	A	Throughout year	Cyndi Bryce	Regular budget	Library schedule
Maintain a plan for budgeting the upgrade of technology labs on a timely basis, such as one lab upgrade every other year.	A	Ongoing	Daniel Rich Shawn Whited Monty Pepper Stephanie Richard	IT Budget & Staff	Installation of new equipment
Provide teachers with professional development opportunities on project-based learning and the “flipped classroom.”	A	Region 7 / Campus training	Monty Pepper Shawn Whited Randy Cox Daniel Rich	IT Budget & Staff	Region 7 and Outside Professional Development Resources
Improve teacher interaction with students and parents with the utilization of the REMIND app and the Sabine ISD app.	A	Ongoing	Daniel Rich Randy Cox Monty Pepper Stephanie Richard	Tech budget	Ease of access and use of devices
Use general funds to purchase stationery (dividers, pens, notebooks, paper, etc.) for use by at-risk students.	R	Ongoing	Monty Pepper	Title I funds-\$262	Commensurate with fund balance

Use Title I funds to purchase additional Chromebooks and carts to equip every classroom with technology access	A	Ongoing	Monty Pepper	\$36,000.00 Title I Funds	Commensurate with fund balance
Incorporate the use of the Technology Specialist by Staff to incorporate technology in the classroom	A	August 2018	Monty Pepper	Technology Specialist; Title I-Funds \$18,840	The improvement of teachers use of technology in the classroom.

**GOAL: Recruit and retain highly qualified staff for all content areas.**

**OBJECTIVE: Create and promote activities to support student and staff excellence.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Continue to monitor our plan to have 100% highly qualified teaching staff.	A	Ongoing	Monty Pepper Stephanie Richard	Professional Growth Plans	Monitor Credentials and Professional Growth
Continue Family support program for staff and students.	A	Ongoing	Stephanie Richard Yvonne Rich Angela Loveless	Local Donations	Numbers served
Utilize professional intervention through former content specific teachers to enhance student/teacher success in Alg. I and English I	A	Nov. 2018 through Mar. 2019	Monty Pepper	Retired Math/English teachers	Unit assessment results; benchmarks and six week assessments
Encourage student involvement in UIL Academic Events and regional math & science team (participation goal – full teams in all events) Utilize activity schedule to allow UIL participants time for preparation. Pay stipend for teachers who participate in contests. Strive for every student in the top 10% to be involved in at least one event and 25% of the student body compete.	A	BOY-grade level meetings. Ongoing	April Washburn Monty Pepper Stephanie Richard Keith Taylor Darlan Skipper	TBD	Representation of students in all events
Continue an incentive program, such as a trips, for students who participate in UIL Academic Events.	A	Ongoing	Monty Pepper April Washburn	Donations	Number of students attending academic meets
Provide recognition and academic certificates for students. Students designated for this weekly award will be honored at the end of each month.	A	Ongoing	Monty Pepper Yvonne Rich Angela Loveless	Certificates and Awards \$2500	Student and Parent Feedback

Recognize staff member of the month	A	Ongoing	Monty Pepper Stephanie Richard	\$750	Awards
Have at least one teacher per core content area obtain certification through participation in the Advanced Placement summer academies and allow those teachers opportunities for continued development.	A	Ongoing	Monty Pepper	\$2,500	# of teachers attending
Employ quality staff that reflects the makeup of the student population.	A	Ongoing	Monty Pepper	Salary as needed.	# of highly qualified teachers on staff

**GOAL: Improve the overall academic and extra-curricular performance of Sabine High School by utilizing professional development, various programs, incentives and recognition for teachers and students.**

**OBJECTIVE: Create and promote activities to support student and staff excellence.**

<b>INITIATIVES/STRATEGIES/ACTIVITIES</b>	<b>*POPULATION SERVED</b>	<b>TIMELINE</b>	<b>RESPONSIBLE PARTY</b>	<b>RESOURCES</b>	<b>MONITOR/ EVALUATE</b>
Plan to have every teacher attend professional growth opportunities in their core teaching fields.	A	Ongoing	Monty Pepper Stephanie Richard	Professional Growth Plans	Monitor Credentials and Professional Growth
Encourage activities and excellence through Academic Honor Societies.	A	Ongoing	Yvonne Rich Angela Loveless Jessica Hatt		Number of students in NHS
Investigate and apply for grants that will provide additional monies to the campus. Work with Education Foundation to provide grants for teachers and the campus.	A	Ongoing	All Staff	\$250	Reg. 7 grant programs
Recognize staff members for excellence in classroom performance and integration of technology.	A	Staff meeting recognition; Announcements; Ongoing	Monty Pepper Stephanie Richard	\$300	Awards and rewards
Monitor effectiveness of the Activity Period both for UIL Academic Students and Students in need of STAAR remediation.	A	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless		Evaluation of practice UIL academic event scores and evaluation of fall STAAR retest scores.
Maintain the "Wall of Honor" in the front foyer to acknowledge students who place in state level UIL Academics, Athletics, Choral Music, Band, or CTE events.	A	Ongoing	Monty Pepper Stephanie Richard April Washburn	\$1000	Available Funding
Refurbish the concession hallway trophy cases to reflect the historical and present accomplishments of the campus	A	Summer 2018; updated throughout the year	Monty Pepper Stephanie Richard Organization(s) Coaches /Sponsors	\$500	Available funding
Continue using local businesses for teacher and student recognition	A	Throughout school year	Monty Pepper Stephanie Richard	Budgeted expense	Pre-school year kick off; Honor Roll

**GOAL: Continue to update, implement and improve the Career and Technology programs available at Sabine High School.**

**OBJECTIVE: Improve the academic performance, academic opportunities and safety of all students involved in CTE courses and programs.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Coordinate with Kilgore College in researching the offering of medical/nursing classes or preliminaries on our campus	A	March 2018	Yvonne Rich Angela Loveless	Kilgore College	Number of Classes available
Investigate Pharmacy Tech Certification program	A	March 2018	Yvonne Rich Angela Loveless	Kilgore College	Number of Classes available
Investigate the relaunch of courses in robotics and continue robotic competitions, while promoting students continuing on with Scientific Research and Design in a coherent sequence.	A	Ongoing	Monty Pepper Cary Challis	\$2500 & sponsorships	Number of students participating
Maintain a career technology class for office aides with regular assessments of instructional concepts	A	Ongoing	Cary Challis		Number of students earning a credit
Obtain proper and safe power tools for instruction in carpentry and construction.	C	As budget allows	Ben Swain	\$2500	Construction skills tested and mastered
Continue investigating the cost for a phased remodeling of the journalism room to improve facility to industry standard and to provide for potential expansion of course offerings.	A	As budget allows	Monty Pepper Skye Duncan	TBD	Needs assessment / solicitation of students
Evaluate and recommend changes to existing programs including occupational specific contract courses	C	Ongoing	Monty Pepper Yvonne Rich Angela Loveless CTE teachers		Adjust program as needed to meet new demands

**GOAL: Identify the needs and existing programs and services for Dyslexia students served by Sabine High School**

**OBJECTIVE: Continue to provide and improve Dyslexia services that are available to students.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Identify and evaluate students being served in Dyslexia and their present level of success.	A	Aug. 2018-Jan 2019-June 2019	Monty Pepper Angela Loveless Yvonne Rich Debbie Wyatt	Campus data DMAC reports Student progress monitoring	Per six weeks; Semester unit assessments State assessments
Identify and serve students needing dyslexia services and accommodations to their IEP's.	A	Throughout year as needed	Yvonne Rich Debbie Wyatt	Monitor current rosters and forthcoming changes in participation / completion	Formative Assessments and standardized testing

**GOAL: Improve the overall academic performance of identified ESL students.**

**OBJECTIVE: Investigate, enhance and implement services currently provided or necessary for ESL students at Sabine High School.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Identify and monitor struggling Hispanic students; analyze data to determine methods that would be of benefit to their academic needs.	B	Each Grading Period	Monty Pepper Gayla Brown Romy Wilson April Washburn	Time for ESL instructor	Grade results for Hispanic students
Utilize a portion of Staff Development days in order to train teachers to better work with <b>ESL</b> students in the regular classroom.	B	Summer 2019; Region 7 Joseph Pino	Monty Pepper April Washburn	ESL Instructor Counselor	Grade results for ESL students
Certify all ELA teachers in ESL to serve students effectively throughout campus	B	Fall 2018	Monty Pepper April Washburn	Region 7; test certification	Certification added to personnel

Continue serving / monitoring ESL students through ESL class offered in student's daily schedule	B	Fall 2018 / Spring 2019	Monty Pepper April Washburn	Course results; progress reports; meetings as needed SCE Funding 14,123.85	Student success in regular classes and on state assessments
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**GOAL: Improve the communication from the Sabine High school campus with all stakeholders.**

**OBJECTIVE: Utilize a variety of means to communicate all pertinent information to parents, community members and stakeholders.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Host spring meeting with incoming 8th grade students and parents to discuss high school plans and long term goals.	A	Spring 2019	Monty Pepper Yvonne Rich	Campus location; refreshments	Parent attendance and feedback; questionnaire
Monthly faculty meetings offered before and after school so that all staff can be available for at least one.	A	Ongoing	Monty Pepper Yvonne Rich Stephanie Richard	Library /Google Forms	Minutes of meetings
Hold grade level assemblies to emphasize the importance of State Mandated Tests.	A	January 2019	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless	Auditorium; PPT presentation	Response of participants
Host a spring meeting with Middle School 6th grade students and parents to discuss planning and scheduling for success in High school in terms of course offerings and requirements while in middle school.	A	Spring 2019	Monty Pepper Yvonne Rich	High school campus	Parent attendance and feedback; questionnaire
Use the campus website sabineisd.org along with Facebook, Remind app and Google apps along paper documentation to provide guidance, reminders, updated news, changes in requirements and expectations regarding all programs and events.	A	Throughout year as needed	Monty Pepper Counselors CTE Teachers Coaches/ Sponsors	Utilize updated reports/results/ documentation	Keep record of data sources utilized and frequency of updates



High School faculty/coaches/sponsors will communicate/report to local news agencies with student success and events for greater recognition and campus spotlights	A	Throughout school year	Monty Pepper Counselors CTE Teachers Coaches/ Sponsors	Event/game results	Weekly and per season
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**GOAL: Improve the academic performance of 504/SPED populations**

**OBJECTIVE: Continue to provide services to special education students and increase student success on state assessments.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Continue utilization of pre-referral committee as a function of determining Tier 1 qualifications.	A	As requested by teacher, student or parent	Angela Loveless Yvonne Rich Department Chairs		Meeting agendas
Continue to update staff members on inclusionary practices and proper use of the Content Mastery Lab. Ensure teachers are modifying their tests and TEKS to meet the needs of their students and their IEP's and develop procedures for sending students and work to Content Mastery.	S	Summer Prof. development; Inservice days; faculty meetings; throughout year	Yvonne Rich Angela Loveless Melesia Stevens Kristin Reeves Molly Mackey S/E Cooperative	Reg. 7 / Summer Prof. development; In-service trainings; faculty meetings	Meeting agenda; teacher feedback through Q&A
Utilize a portion of Staff Development days in order to train teachers to better work with S/E and 504 students in the regular classrooms	A	SPED-Summer training 2018; staff meetings; on-going as needed	Kristin Reeves Yvonne Rich Angela Loveless Melesia Stevens Molly Mackey S/E Cooperative	Staff meetings; staff development dates;	Staff Development
Assist teachers in implementing strategies to deal with S/E students who disrupt regular classrooms. Ex. silent/discreet behavior re-directions	A	Individual & Staff meetings; Ongoing	Stephanie Richard Melesia Stevens S/E Cooperative		Number of referrals sending S/E students out of class
Re-purpose 10 Chromebooks from the Ag Science Department for use in the Content Mastery classroom to give students access to programs and curriculum from general education settings. Re-purpose a mobile charging cart for the Content Mastery room to house devices.	S	Nov. 2018	Monty Pepper SPED staff	Existing Chromebooks Existing charging cart	As needed with SPED staff and as issues occur

**GOAL: Enhance the procedural protocols for increased safety and security of all students and staff at Sabine High School**

**OBJECTIVE: Maintain a safe and secure learning environment**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Review and update the campus crisis/emergency plan. Have teachers update their class rosters every 6 weeks. Implementation of the "I Love You Guys" protocol for emergency management.	A	August 2018	Monty Pepper Stephanie Richard John Fulgham	Classroom printers; campus copy devices	Revisions to plan
Evaluation of best practices for Campus Security procedures to ensure a safe environment. Implementation of the "I Love You Guys" safety protocol	A	Hallsville Symposium Summer 2018/ Region 7 Ongoing	Monty Pepper Stephanie Richard John Fulgham	no cost; utilize campus printers for necessary documents	Evaluation process and documentation
Review of procedures for monitoring of campus entrances by campus gate guards.	A	Ongoing	Stephanie Richard		Evaluation process and documentation
Continue Random Drug Testing program.	A	Ongoing	Stephanie Richard	\$2500 General fund	Ongoing Results and Trends
Continue use of Drug Dog search program for campus buildings and facilities	A	Ongoing; six times per year	Stephanie Richard	Budgeted resources	Ongoing Results and Trends

**GOAL: Enhance the safety and security of the Sabine High School campus.**

**OBJECTIVE: Improve and maintain a safe and secure learning environment at Sabine High School.**

<b>INITIATIVES/STRATEGIES/ACTIVITIES</b>	<b>*POPULATION SERVED</b>	<b>TIMELINE</b>	<b>RESPONSIBLE PARTY</b>	<b>RESOURCES</b>	<b>MONITOR/EVALUATE</b>
Investigate the cost of classroom phone system to enhance school safety and adhere to student confidentiality	A	Ongoing	Monty Pepper Stephanie Richard Ken Wilson	Grant; budget expenditure;	Needs Assessment/ Solicitation of Bids
Investigate the costs of installing protective film for the small windows beside the doorways in classrooms	A	Ongoing	Monty Pepper Stephanie Richard Ken Wilson	Grant; budget expenditure	Needs Assessment/ Solicitation of Bids
Investigate the implementation of a visitor's pass device/procedure to restrict campus access to unauthorized visitors and provide easy identifiers for all campus visitors.	A	Ongoing	Monty Pepper Stephanie Richard	Budget item	Needs assessment data; Existing procedures for campus access
Incorporate an attendance QR code and have teachers utilize the code and reader on their device for all emergency communications and situations	A	Campus drills; campus emergencies	Monty Pepper Stephanie Richard Teachers & Staff	Personal Devices	Google Form submission/data population; faculty meetings
Continue to procure necessary items to create Go Buckets for all classrooms for use in emergency situations.	A	Throughout school year 2018-2019	Monty Pepper Stephanie Richard Community businesses and resources	Donated items	Monthly donations Communicate through media resources for greater success.
Utilize various programs/interventions to educate students regarding safety and proper response to specific situations	A	Ongoing	Monty Pepper Stephanie Richard John Fulgham	Available campus resources	Evaluation of cost/benefit
Continue SRO classroom visitations throughout campus and during daily lunch periods.	A	Ongoing	Monty Pepper Stephanie Richard John Fulgham	Scheduled access;	Monthly Evaluation SRO feedback
Continued communications with Texas Dept. of Transportation regarding the lowering of the speed limit on 1252 W school zone area near the west end of the high school campus.	A	Ongoing	Ken Wilson John Fulgham		Safety of Students

**GOAL: Improve student's citizenship qualities and traits through specific programs and interventions.**

**OBJECTIVE: Incorporate character building into various aspects of the high school program.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Character Trait each grading period, emphasizing on one positive trait. Provide assemblies for students regarding character issues and values. Add character counts traits to referrals and other documents.	A	Beginning of year assembly; ongoing	Yvonne Rich Angela Loveless	TBD	Character improvement for all students
Contract with the Longview Wellness Center and ETCADA to provide programs for students on violence, relationships, drugs and alcohol. Secure resources from School Resource Officer and Gregg County Sheriff's Department as well. Implement the CATCH My Breath Youth E-cigarette and JUUL Prevention Program	A	Ongoing	Monty Pepper Tammy Sinclair Yvonne Rich Angela Loveless	TBD	Referrals
Create an anti-bullying program including cyber-bullying, and drama control. Use video monitors in main hallway and cafeteria to promote social etiquette and awareness to social media issues	A	Ongoing	Monty Pepper Stephanie Richard Yvonne Rich Angela Loveless	Hallway / cafeteria monitors	Give students a better understanding of bullying
Create a student peer group to discuss character issues and concerns and help address those needs.	A	Ongoing	Yvonne Rich Angela Loveless	TBD	issues and concerns brought to administration
Promote a reward system for positive behavior and attendance reinforcement to encourage students. (Principal's Award; Attendance Rewards)	A	Ongoing	Stephanie Richard Angela Loveless Yvonne Rich	Costs of Rewards	Number of students who qualify for rewards

Recognize a student of the month nominated by teachers based on good citizenship and academic performance. Provide students with gift card, certificate, parking space and other items.	A	Ongoing	Yvonne Rich Angela Loveless	Cost of lunches	Weekly Announcements and Certificates
Have a clean up day for the community sponsored by the student council	A	Fall 2018	Kassi Madden Tammy Sinclair Cary Challis	Donations	Number of areas cleaned and student participation



**GOAL: Improve student's citizenship and participation.**

**OBJECTIVE: Provide multiple opportunities for interaction and availability of safe, productive school activities for student involvement.**

INITIATIVES/STRATEGIES/ACTIVITIES	*POPULATION SERVED	TIMELINE	RESPONSIBLE PARTY	RESOURCES	MONITOR/EVALUATE
Have student council establish a committee with a student representative from each student organization to meet regularly (each grading period) for input and suggestions for campus	A	January 2019	Tammy Sinclair Kassi Madden Monty Pepper Stephanie Richard		Positive Improvements for campus
Hold a spring gathering in the gym by classification with all campus organizations and activities represented in order to recruit and provide information about each activity or organization. To be coordinated with provision of choice sheets for next school year.	A	Spring 2019 (Coinciding with Career Fair)	Yvonne Rich Angela Loveless April Washburn Rex Sharp		Increase numbers in all organizations

1. State mandated tests–End of Course Exams for 2017-2018: English I, English II, Biology, Algebra I, US History. STAAR A, STAAR Alt. 2.
2. A = All Students
3. B = LEP/ESL Students
4. C = Career and Technology Students
5. G = GT Students
6. R = At Risk Students
7. S = Special Education Students



## Signatures of the Site Based Decision Making Team for Sabine High School 2018-2019

Monty Pepper-Principal \_\_\_\_\_

Stephanie Richard-Assistant Principal \_\_\_\_\_

Daniel Rich-Technology \_\_\_\_\_

Angela Loveless-HS Counselor \_\_\_\_\_

Beth Langely-HS Parent \_\_\_\_\_

Kenny Barkhimer-Community Member \_\_\_\_\_

Mimi Barker-Community Member \_\_\_\_\_

Ed Langely-Business Owner & Parent \_\_\_\_\_

### Professional Certified Staff

Ben Swain \_\_\_\_\_

Jerry Griffith \_\_\_\_\_

Bo Barrow \_\_\_\_\_

Tim Barker \_\_\_\_\_

Darian Skipper \_\_\_\_\_

Jessica Hatt \_\_\_\_\_

Jay Roy Mount \_\_\_\_\_

Tammy Sinclair \_\_\_\_\_