



New Diana High School
Campus Improvement Plan 2022 – 2023

The Mission of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

In NDISD, we believe:

- All children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- We are all accountable for the success of our students in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- Our community and district will work collaboratively to foster and enhance the education of our children
- The hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- All district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- All planning and actions will be purposeful and involve a high level of engagement
- Disciplined people, in both thought and action, will achieve greatness over mediocrity



District Vision Statement:

Inspiring to Dream, Working to Fulfill, Soaring to Success.

NDHS Vision Statement:

NDHS Will inspire all students to become responsible, successful and contributing members of an ever-changing society.

Committee Members

Administrators

High School Principal

John Gross

Assistant Principal

Nikki Hart

Staff

Academic Dean

Amy Blalock

Athletic Director

Jason Pitts

Boys Athletic Coordinator

Bernie Martinez

ELA Lead Teacher

Teri Farmer

Math Lead Teacher

Ginger Freeman

Science Lead Teacher

James Muller

Social Studies Lead Teacher

Mickey Reynolds

CTE Lead Teacher

Brad Tennimon

Band Director

Gary Fort

Students

Colt McDowell

Kate Gross

Ashley Orona

Cohle Sherman

Davyeonn Maps

Rachel Robertson

Parent & Community

Parent

Meagan Miller

Business Leader

Kenneth Nolley

District Goals

As set by the District Board of Trustees Fall 2020 Revisited Spring 2021

President Jeff Hamilton, Vice President Donald Willeford, Secretary Karen Holt, Dwayne Leach, Jodie Stark, Becky Smith, TJ Shafer

Goal 1: All stakeholders will share ownership in developing a supportive learning environment to ensure students are achieving their highest potential

Goal 2: We will seek and retain exceptional team members through a systematic hiring process

Goal 3: Capitalize our resources to meet the needs of all

Goal 4: Monitor District growth, both in number of students and in programs, resulting in a master facility plan

Goal 5: Create a purposeful communication to expand partnerships by engaging stake holders to increase district leverage and be a collaborative community

Needs Assessment 2022-2023

The following information and data was used to set goals and objectives for the 2022-2023 school year.
The Campus Committee meets regularly to update the plan as needed.

School Board Goals

Strategic Plan

State Accountability Report

Performance Based Monitoring System

Texas Academic Performance Report (TAPR)

SAT/ACT/AP Scores

STAAR Scores and Analysis

Completion / Drop-out Rate

PEIMS

Local Assessments

Program Evaluations

(SPED, GT, ESL, CTE, RTI, PK, SCE, 504)

Surveys

(Curriculum, Instruction, Technology, Professional Development)

School Environment

UIL Academic and Athletic Performance

District Communication Systems

PBIS

A close look at our data sources indicates the following areas as in need of improvement:

STAAR	Improve performance in ELAR, Special Programs, Student Progress
Special Education	Increase role in regular education intervention practices Improve performance of special education students in TEKS mastery Teacher training for greater understanding/implementation of inclusion practices for special education students
UIL	Improve overall performance in athletics, the arts, and the academic competitions
CTE	Expand and align programs to provide students with career opportunities that will meet graduation requirements of HB 5
Environment	Continue to improve the physical environment and plan for facility updates and deferred maintenance Continue to bridge the gaps between social, economic and cultural diversity where every student feels safe and nurtured in an equitable learning community
Instruction	Increase the level of rigor and engagement in all academic areas Continue to improve the district-wide Response to Intervention System Continue to implement the district-wide Positive Behavior Intervention & Supports Transform instructional practices through technology integration
Staff Development Needs	Student Engagement, Technology, Data Analysis, Gifted and Talented, Curriculum Revision Process
SAT/ACT/AP/Dual Credit/GT	Increase the number of subpopulations enrolled in these programs and classes Review GT Program- need to increase program services at the High School campus. Develop new assessments that align with the change in scope and sequence, improve formative assessments, include more open-ended response questions, and add more opportunities for online assessment and grading.
Local Assessments	Continue to use the data to change and improve instruction as needed through PLC's.

The following funding sources support the strategies implemented to address the identified needs:

Titles: IIA, III, Special Education, State Special Program Funds, and Local.

Goal 1	All stakeholders will share ownership in developing a supportive learning environment to ensure students are achieving their highest potential (ELAR)					
Objective 1	Increase ELAR 1 overall pass rate from 75% to 85%, increase the Meets pass rate from 69% to 73%, and increase the Masters pass rate from 12% to 15%					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Utilize core content meetings to discuss data, concerns, and lesson plans to help make sure instruction is aligned with state SE's. Students using progress monitoring documents to review progress after assessments.	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, PLC Agenda, Artifacts from data meetings, Lesson Plans, 9 weeks assessments, 9 weeks progress reports
Staff implementing Lead4ward/GT instructional strategies, DATA Walks	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, Lesson Plans, Data Walk Reports
Provide targeted interventions for identified At-Risk freshmen by providing specific intervention and enrichment during Eagle Time utilizing multiple teachers and strategies.	ALL	Staff & Student, At-Risk Students SPED	Local Budget	Principal, Curriculum Team	End of Each 9 weeks	T-TESS; EOC Scores, 9 Weeks Assessments

Goal 1	All stakeholders will share ownership in developing a supportive learning environment to ensure students are achieving their highest potential (ELAR)					
Objective 2	Increase ELAR 2 overall pass rate from 78% to 90%, increase the Meets pass rate from 64% to 80%, and increase the Masters pass rate from 8% to 15%					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Utilize core content meetings to discuss data, concerns, and lesson plans to help make sure instruction is aligned with state SE's.	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, PLC , Agenda, Artifacts from data meetings, Lesson Plans, Unit Assessments, 6 week progress
Staff implementing Lead4ward/GT instructional strategies, DATA Walks	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, Lesson Plans
Provide targeted interventions for identified At-Risk by providing specific intervention and enrichment during Eagle Time utilizing multiple teachers	ALL	Staff & Student, At-Risk Students SPED	Local Budget	Principal, Curriculum Team	End of Each 9 weeks	T-TESS; EOC Scores, 9 Weeks Assessments

Goal 1	All stakeholders will share ownership in developing a supportive learning environment to ensure students are achieving their highest potential (MATH)					
Objective 3	Increase overall pass rate from 79% to 85%, increase the Meets pass rate from 49% to 60%, and increase the Masters pass rate from 26% to 30%					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Utilize core content meetings to discuss data, concerns, and lesson plans to help make sure instruction is aligned with state SE's. Students using progress monitoring documents to review progress after assessments.	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, PLC Agenda, Artifacts from data meetings, Lesson Plans, Unit Assessments, 6 week progress
Staff implementing Lead4ward/GT instructional strategies, DATA Walks, and strategies for instructional implementation	TAPR	Staff & Students At-Risk	Local Budget	Principal, Assistant Principal, Lead Teachers	Weekly	T-TESS, Teacher Sign-In, Lesson Plans
Provide targeted interventions for identified At-Risk by providing specific intervention and enrichment during Eagle Time utilizing multiple teachers.	ALL	Staff & Student, At-Risk Students SPED	Local Budget, IMAT	Principal, Curriculum Team	End of Each 9 weeks	T-TESS; EOC Scores, 9 Weeks Assessments

Goal 1	All stakeholders will share ownership in developing a supportive learning environment to ensure students are achieving their highest potential					
Objective 4	Increase Academic UIL Involvement					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Recruiting meeting to recruit kids. More teachers involved.	UIL Results	All Students	Local Budget	Principal, UIL Sponsors	August 2022 May 2023	More student participation
Enter Pre-Events, Student/Sponsors Training Conferences, Participate in UIL Competitions	UIL Results	All Students	Local Budget,	Principal, UIL Sponsors	August 2022 May 2023	Students placing higher after the completion of competitions. More Regional and State Qualifiers.
Provide purposeful practice time during Eagle Time for practice.	UIL Results	All Students	Local Budget	Principal, UIL Lead, UIL Sponsors	August 2022 May 2023	Better understanding of event expectations and better preparedness
Goal 1	All stakeholders will share ownership in developing a supportive learning environment to ensure students are achieving their highest potential (SS/Science)					
Objective 5	Increase the overall Pass rate in both Science and SS to 97%, increase the Meets pass rate to 80%, increase the Masters pass rate to 50%					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Staff implementing Lead4ward/GT instructional strategies, DATA Walks, and strategies for instructional implementation	Principal	All Students	Local Funds	Principal, Staff	End of the 9 each weeks	T-TESS; EOC Scores, 9 Weeks assessments

Goal 1	All stakeholders will share ownership in developing a supportive learning environment to ensure students are achieving their highest potential					
Objective 6	Provide opportunities for students to participate in events and activities to increase their College, Career and Military Readiness skills					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to conduct TSI, ASVAB, ACT and SAT testing on campus	Student enrollment for tests	All	Local Budget	Principal, Leadership Team	Sept. 2022-May 2023	Completed test dates
Implement advanced classes in all core subjects beginning freshman year to better prepare students for college level work	ACT/SAT data, surveys of students	All	Local Budget	Principal, Leadership Team	Sept. 2022	Improved STAAR Scores, PSAT, SAT, and ACT scores
Continue to investigate new CTE course offerings	Student Survey	All	Local Budget	Principal, Leadership Team	Sept. 2022/ May 2023	Improved course offerings
Goal 2	Create a positive atmosphere and culture that promotes the recruitment and retention of highly qualified employees.					
Objective 1	Reduce turnover of highly qualified teachers.					
Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/ Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to highlight student/teacher successes inside/outside classroom (Facebook, Web Page, Student(s) of the Month, Employee of the Month)	TAPR, End of Year, Survey, Leadership Meetings	All	Local Budget, Campus Newsletter, Social Media	Principal, Teachers	August 2022 May 2023	End of the Year surveys, FAQ's
Continue growth of PTO for the campus	Staff Needs Survey, Site	All	Local Funds, Donations	Principal, PTO President	August 2022 May 2023	Staff Survey Various events/ functions of PTO

	Base Committee					
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Goal 2	Seek and retain exceptional team members through a systematic hiring process.					
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Objective 2	Ensure staff is valued based on the different personalities that comprise a staff.					
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Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
All staff is included in various committees to allow for input from All staff	TAPR	All	Local Budget	Principal, SRO	August 2022 May 2023	Staff Survey

Goal 3	Capitalize our resources to meet the needs of all					
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Objective 1	Research and identify the resources, inside and outside the district, for enhancement of the campus.					
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Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to utilize work orders, technology work orders, maintain facilities through campus beautification projects and frequent maintenance checks, tint for front and side windows, safety locks for bottom of doors	SP	All	Local Budget	Community, Supt., Bus. Mgr., Principal	Weekly	End year report; Feedback from community & staff

Seek opportunities to form partnerships with higher education organizations in order to obtain tuition discounts for dual credit classes.	All	All		Principal, Assistant Principal	August 2022 May 2023	End of year evaluation on partnership with schools and increased enrollment for dual credit.
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Goal 4	Monitor District growth, both in number of students and in programs, resulting in a master facility plan.
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Objective 1	Analyze current and future facilities needs and develop a plan to be implemented.
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Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
Continue to upgrade classrooms with modern technology and furniture	SP. Pop, NS	All	CTE, Local Budget, Donations	Principal, Maintenance, Technology	August 2022 May 2023	Teacher Evaluations/Survey
Monitor program growth or decline in all areas	All Students	All	Local Budget	Principal Leadership Team	August 2022 May 2023	Teachers Evaluations/Surveys, student course requests

Goal 5	Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.
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Objective 1	Create consistent, purposeful two-way communication with the community.
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Strategies/Action Plan	Needs Assessment	Sp. Pop.	Resources/Budget	Persons Responsible	Timeline	Formative Evaluation
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Continue to utilize School Messenger as outlined in the District Plan, utilize social media i.e. Facebook, Email, (Marquee), Newsletter, NDHS Web Page	SP, Humanex Survey	All	Local Budget, School Messenger	Principal, Assistant Principal, Counselor	August 2022 May 2023	Feedback from community, students & staff
Continue to utilize the Safe Schools system, conduct safety drills.	SP, O (Title IV)	All	District Budget	Principal, Assistant Principal, SRO	August 2022 May 2023	End of the year PEIMS report
Continue student representation at monthly SHAC meetings.	SP, O (Title IV)	All	Local Budget	Principal	August 2022 May 2023	Sign in sheets; surveys

Needs Assessment:

TAPR - Texas Academic Performance Report
NS - Needs Survey
SP - Strategic Plan
O - Other (specify)
TEC - Texas Education Code
PEIMS - Public Education Information Management System

ESSA
Special Population (SP Pop.)
GT - Gifted and Talented
AR - At Risk
SE - Special Education
E - Ethnicity