

**Seguin Independent School District**  
**Lizzie M. Burges Alternative School**  
**2018-2019 Campus Improvement Plan**

**Accountability Rating: Not Rated**



# Mission Statement

Our mission: To provide every child an excellent education in a supportive environment so they achieve their highest potential and become leaders and contributors in the global community through rigorous and relevant learning in partnership with committed staff, parents, and community.

## Vision

Our vision is a culture of excellence within our schools and community.

## Core Beliefs

We believe Seguin ISD is at its best when:

- Students grow academically, emotionally and socially when creative and imaginative educators ignite their passions.
- The learning experience should be engaging, relevant and collaborative to meet the needs of all.
- Parent, community and industry partners are essential for student success.
- Teachers foster student curiosity and initiative through meaningful and relevant learning experiences.
- Relationships that nurture student growth and development are key to success.

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# Comprehensive Needs Assessment

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps

## Student Data: Behavior and Other Indicators

- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback

## Employee Data

- Professional learning communities (PLC) data
- Campus department and/or faculty meeting discussions and data
- T-TESS

## Parent/Community Data

- Parent Involvement Rate

## Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Study of best practices

# Goals

Revised/Approved: October 30, 2018


## Goal 1: Improve student learning through improved instructional practice (Strategic Priority 1).


**Performance Objective 1: TEACHING AND LEARNING:** By focusing on curriculum alignment, instructional practices, and support for special programs and sub-populations, Burges Alternative School will support the district increase in the percentage of students who achieve the Approaches/Meets/Masters performance levels from 67%/38%/15% to 73%/41%/18% in 2019 and 78%/45%/20% in 2020.


**Evaluation Data Source(s) 1:** STAAR Assessments, Benchmark Assessments, APEX Reports, Student Grades


### Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7  1) Burges will fully implement the APEX online curriculum in a blended learning style at the high school level.	2.4, 2.5, 2.6	Principal, Teachers	Matched alignment and rigor of the home campus' instruction. Student accommodations regularly supported.				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4  2) 2.) Middle school and high school students will participate in STAAR/EOC based tutorials via the APEX system.	2.4, 2.5, 2.6	Teachers, Principal	Gaps in learning will be strengthened.				

 = Accomplished

 = Continue/Modify

 = No Progress





 = Discontinue

**Goal 1:** Improve student learning through improved instructional practice (Strategic Priority 1).

**Performance Objective 2: POST-SECONDARY READINESS:** At the high school level, Burges Alternative School will increase the targets met from 22% to 33% in the School Quality Status (CCMR) component of Closing the Gap domain. At the middle and elementary schools, Burges Alternative School will support the increase in the district targets met from 18% to 32% in the Academic Achievement component of the Closing the Gap domain.

**Evaluation Data Source(s) 2:** STAAR Data, Benchmark Data

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 1) 1. Students will utilize Cornell note-taking practices in all content areas.	2.4, 2.5, 2.6	Principal, Teachers	Students are able to identify key words and key concepts needed to reinforce learning and to support studying for assessments.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

**Goal 1:** Improve student learning through improved instructional practice (Strategic Priority 1).





**Performance Objective 3:** WHOLE CHILD SOCIAL EMOTIONAL LEARNING: Burges Alternative School will increase learning opportunities that support and reinforce the health and well-being of all students by addressing safety, lifetime fitness, school attendance, extra-curricular activities and the emotional support of all student populations. Burges Alternative School will increase attendance from 74.83% to 76%, and decrease out of school suspensions by 50% from 337 to 168.

**Evaluation Data Source(s) 3:** Student attendance, discipline referrals, climate surveys, employee attendance, drop-out data, homeless, migrant, participation in extra-curricular activities

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>1) Each teacher will implement classroom based restorative circles to support proactive behavior supports.</p>	2.5, 2.6	Principal, Teachers	Decreased classroom disruptions; Improved student behaviors				
<p><b>Critical Success Factors</b> CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) Each teacher will teach a class to support student social and emotional growth, using the "Why Try" curriculum</p>	2.5, 2.6	Principal, Counselor, Teachers	Student surveys will indicate a growth mindset.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>3) The campus will implement a point based level system to reward students on a weekly basis for the combination of attendance, academic performance, and behavior demonstrated in each class period.</p>	2.4, 2.5, 2.6	Principal, Teachers	Point Cards will indicate increased numbers of students obtaining increased levels each week, indicating improved student performance.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>4) Seeking grant funding to implement the "Ripple Effects" program in order to be able to target social/emotional interventions based on the individual problem behaviors that students may need to work on.</p>	2.5, 2.6	Principal, Counselor, Teachers	Fewer discipline referrals, better problem solving, increased attendance, greater empathy, higher grades				



<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>5) Weekly attendance incentives will be provided.</p>	<p>2.4, 2.5, 2.6, 3.1</p>	<p>Principal, Counselor, Teachers, Secretary, Paraprofessional staff</p>	<p>Increased attendance percentages</p>				
<p style="text-align: center;">  = Accomplished      = Continue/Modify      = No Progress      = Discontinue </p>							

**Goal 1:** Improve student learning through improved instructional practice (Strategic Priority 1).

**Performance Objective 4:** RESPONSE TO INTERVENTION (RtI): Burges Alternative School will support the district's reduction in the percentage of students who meet at risk criteria in reading (using APEX) by 4 percentage points from 25% to 21% and Math (using <25th %ile in TEMI) by 4 percentage points from 24% to 20%.

**Evaluation Data Source(s) 4:** Progress Reports, TEAMS Failure Reports, Istation, TEMI for K-2 students, APEX Reports

**Summative Evaluation 4:**

**Goal 2: Engage parents, industry, and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community (Strategic Priority 2).**

**Performance Objective 1:** PARENTAL AND FAMILY ENGAGEMENT: Increase the number of opportunities for teachers and staff to engage in meaningful dialogue with parents and families by 15%.

**Evaluation Data Source(s) 1:** Parent Surveys, Parent Sign-In Sheets, Meeting Agendas, Social Media Posting, Phone Call-Outs

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 1) Schedule Report Card Pick-Up Nights each six weeks, to be scheduled from 3:45-5:00 to better accommodate parents. Middle school and high school students will share the APEX learning system with parents.	2.6, 3.1, 3.2	Principal, Secretary	Increased parental involvement and support. Increased student passing rates. Increased attendance rates.				
<b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6 2) Parents will be invited to eat lunch with their student.	3.1, 3.2	Principal, Counselor, Teachers, Secretary	Increase in parental involvement, Improvement in student behaviors; improved parent-school relationship				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue


**Goal 2:** Engage parents, industry, and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community (Strategic Priority 2).

**Performance Objective 2: PUBLIC RELATIONS and COMMUNICATIONS:** Burges Alternative School will improve the public relations as measured by constructive feedback collected from social media and parent/community surveys.


**Evaluation Data Source(s) 2:** Parent/Community Member Surveys

**Summative Evaluation 2:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 5 CSF 6 CSF 7 1) Surveys will be offered for the parents of enrolling students and other stakeholders that visit the campus.	3.1, 3.2	Principal, Secretary	Feedback will be utilized for campus improvement meetings				
<b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 5 CSF 6 2) The principal will meet with the parents of students as they enroll.	3.1, 3.2	Principal, Counselor, Secretary	Improved parent-school relationship; improved student behaviors				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue


**Goal 2:** Engage parents, industry, and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community (Strategic Priority 2).


**Performance Objective 3: PARTNERSHIPS:** Burges Alternative School will increase the number of business and community partnerships through active participation in community-based opportunities and events by 15%.


**Evaluation Data Source(s) 3:** Listing of Partnerships, Documentation Noting the Nature of Partnerships


**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6</p> <p>1) Weekly speakers will be solicited from local businesses and military recruiters to discuss future opportunities and to connect school expectations with work expectations.</p>	2.5, 2.6, 3.1, 3.2	Principal, Teachers, Secretary	Increase student adherence to school-wide expectations and goal setting.				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>2) A continued partnership with T.L.U. to further implement and refine the efforts of the mentorship program.</p>	2.4, 2.5, 2.6	Principal, Counselor, Secretary	Improved student behaviors, increased grades, increased attendance				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

**Goal 3: Create the conditions at Seguin ISD to recruit, retain and engage employees (Strategic Priority 3).**

**Performance Objective 1: RECRUIT, RETAIN, AND ENGAGE EFFECTIVE TEACHERS AND ADMINISTRATORS:** Burges Alternative School will achieve a teacher turnover rate of less than 15% and an administrator turnover rate of less than 10%

**Evaluation Data Source(s) 1:** Monthly Faculty/Staff Recognition, PBMAS, Personnel Report, Professional Development

**Summative Evaluation 1:**

## 2018-2019 CPOC

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Erma Freeman	Principal
Classroom Teacher	Mary Crunk	Teacher
Classroom Teacher	David Tidwell	Special Education Teacher
Classroom Teacher	Daniel Valdez	Science Teacher
Classroom Teacher	Elisa Chandler	ELAR Teacher
Classroom Teacher	Steven McCullough	Social Studies Teacher
Classroom Teacher	Yvonne Gandt	Math Teacher
Classroom Teacher	Theresa Doggett	Elementary Teacher
Paraprofessional	Charity Ybarra	Paraprofessional