

Dripping Springs Independent School District
Dripping Springs High School
2023-2024 Goals/Performance Objectives/Strategies

Mission Statement

We partner with students, parents and the community to provide a personal and exceptional education for every student.

Vision

We inspire and equip students to be life-long learners and positive contributors to the world.

Core Beliefs

Each Child has unique worth and potential.

Our schools and our staff have the power to positively change each child's life.

It is the responsibility of the school district, the student, the family, and the community together to identify, nurture, and develop each child's individual talent and passion.

Responsibility for learning must be scaffolded over time to the learner.

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Goals

Goal 1: Student Achievement:

DSISD Life Changers will provide an environment and learning experiences that encourage skillful problem-solving where all students realize academic growth.

Performance Objective 1: Student growth and achievement will be realized to ensure access for all students through the alignment of district and campus instructional systems, support, and resources as measured and monitored with growth in diagnostic, formative, and summative assessments.

HB3 Goal





Evaluation Data Sources: STAAR/EOC/TELPAS/MAP/DRA/Common Formative Assessments/Attendance/Course Completion/Professional Learning Opportunities/Walkthrough Data

Strategy 1 Details	Reviews			
Strategy 1: Instruction: The campus will provide TEKS based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology across all subject areas. The campus utilizes a purposeful master schedule to provide team planning. Every department will also focus on the three tiers of MTSS and overall student growth by working towards improving instructional practices for all students through setting in-house, data-driven goals in working through PLCs. Strategy's Expected Result/Impact: Teachers will meet weekly in "effective collaborative teams" to analyze student data to guide instruction. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Reading/Writing/ELA: English teachers will provide TEKS-based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology. Strategy's Expected Result/Impact: Raise STAAR English I and II scores, including increasing the number of students who meet and master. Staff Responsible for Monitoring: Campus Principal, Department Chair, and ELA PLCs	Formative			Summative
	Sept	Nov	Mar	May

Strategy 3 Details	Reviews			
Strategy 3: Math: Math teachers will provide TEKS-based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology. Strategy's Expected Result/Impact: Raise STAAR Algebra I scores, including increasing the number of students who meet and master. Staff Responsible for Monitoring: Campus Principal, Department Chair, and Math PLCs	Formative			Summative
	Sept	Nov	Mar	May
Strategy 4 Details	Reviews			
Strategy 4: The Science department will provide TEKS based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology across the curriculum. Strategy's Expected Result/Impact: Science: Increased percentage of students making improvements. Staff Responsible for Monitoring: Campus Principal, Department Chair, and Science PLCs	Formative			Summative
	Sept	Nov	Mar	May
Strategy 5 Details	Reviews			
Strategy 5: Social Studies: The Social Studies department will provide TEKS based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology across all subject areas. Strategy's Expected Result/Impact: Increased percentage of students making improvements. Staff Responsible for Monitoring: Campus Principal, Department Chair, and Social Studies PLCs	Formative			Summative
	Sept	Nov	Mar	May
Strategy 6 Details	Reviews			
Strategy 6: Electives: Foster meaningful engagement in elective courses and their extracurricular offerings to increase student success and confidence in all areas. Strategy's Expected Result/Impact: Student attendance will increase. Staff Responsible for Monitoring: Campus Principal, Department Heads	Formative			Summative
	Sept	Nov	Mar	May
Strategy 7 Details	Reviews			
Strategy 7: Progress Monitoring: Teachers will monitor student progress through the administration of STAAR interim exams for all EOC courses while utilizing data to guide instruction. Strategy's Expected Result/Impact: Will increase student scores on EOC exams. Staff Responsible for Monitoring: Campus Principal, Department Heads	Formative			Summative
	Sept	Nov	Mar	May

Strategy 8 Details	Reviews			
Strategy 8: Multi-Tiered System of Support (Response to Intervention): Teachers will identify struggling learners through the MTSS (RTI) process and provide instructional methods such as intervention/tutorials for all STAAR/EOC tested subjects. The campus will enhance instruction with the utilization of interventionists, Tiger Time for embedded tutoring and specific content support classes. Strategy's Expected Result/Impact: Higher engagement and identification with school community which will lead to student success. Staff Responsible for Monitoring: Campus Principal, Department Heads, and PLC's	Formative			Summative
	Sept	Nov	Mar	May
Strategy 9 Details	Reviews			
Strategy 9: Data and Assessment: The campus will utilize district assessment procedures to support teachers in the analysis of data and in making real-time adjustments to both classroom and student-specific instruction. Strategy's Expected Result/Impact: Student engagement and learning will increase, as will test scores. Staff Responsible for Monitoring: Campus Principal, Department Heads	Formative			Summative
	Sept	Nov	Mar	May
Strategy 10 Details	Reviews			
Strategy 10: English Learners: The campus will focus on the development of academic language proficiency level descriptions for listening, speaking, reading and writing. Strategy's Expected Result/Impact: Each EL student will show growth in their TELPAS Composite score. Staff Responsible for Monitoring: Campus Principal and Campus EL Coordinator	Formative			Summative
	Sept	Nov	Mar	May
Strategy 11 Details	Reviews			
Strategy 11: Special Education Services: The campus will focus on purposeful instructional planning to enhance content knowledge of special education teachers for increased academic achievement of students receiving services as identified through the ARD process and documented in their IEP. The campus will follow district established procedures for child find, referrals and evaluations. Strategy's Expected Result/Impact: Ensure compliance with Special Education programming. Provide necessary training and support to meet the needs of various abilities. Staff Responsible for Monitoring: Campus administrators, Special Services staff	Formative			Summative
	Sept	Nov	Mar	May
Strategy 12 Details	Reviews			
Strategy 12: Dyslexia Services: Students with dyslexia will be identified and evaluated in a timely manner. Accommodations and systematic instruction aligned to the requirements of the Texas Dyslexia Handbook will be provided. Strategy's Expected Result/Impact: Students showing signs of dyslexia are identified, evaluated, and provided specific accommodations to support learning. Staff Responsible for Monitoring: Campus Principal, Administrators, 504 coordinators, Dyslexia teacher, Sped Department Chair, and Sped Case managers.	Formative			Summative
	Sept	Nov	Mar	May

Strategy 13 Details	Reviews			
Strategy 13: 504 Services: Campus administrators will ensure documentation of student accommodations based on evaluations/data and aligned directly to the student's disability. Teachers will access their student's 504 plans and consistently provide the agreed upon accommodations to ensure ADA compliance for all students with disabilities. The campus will adhere to established procedures for child find, referrals and evaluations. Strategy's Expected Result/Impact: Academic success for student's identified under Section 504. Staff Responsible for Monitoring: Campus Principal, 504 coordinator, Campus administration, DSHS staff	Formative			Summative
	Sept	Nov	Mar	May
Strategy 14 Details	Reviews			
Strategy 14: Accelerated Instruction for At-Risk Students: Accelerated instruction will be provided for all students not meeting the minimum standard on state assessments. These supplemental instructional opportunities can be provided by enrichment classes and other methods during the school year and/or during summer school programs. Strategy's Expected Result/Impact: All At-risk students who did not meet minimum standards on EOCs will make score improvements on state assessments. Staff Responsible for Monitoring: Campus Principal, Administration, EOC subject department chairs	Formative			Summative
	Sept	Nov	Mar	May
Strategy 15 Details	Reviews			
Strategy 15: Gifted and Talented: Teachers of G/T students will receive the appropriate amount of professional development (30 hours initial training, 6-hour annual update). The campus will adhere to established guidelines for GT nominations, screening, selection and placement. Strategy's Expected Result/Impact: Higher engagement and identification of GT students on campus. Staff Responsible for Monitoring: Campus Principal and GT Coordinator	Formative			Summative
	Sept	Nov	Mar	May
Strategy 16 Details	Reviews			
Strategy 16: College, Career and Military Readiness: Campus administration will provide students and parents with activities and information about post-secondary readiness, career education, military requirements, and college readiness. Strategy's Expected Result/Impact: The campus will provide college-readiness and post-secondary opportunities and send all families information about college-readiness opportunities (SAT, ACT, TSI, ASVAB, etc). Staff Responsible for Monitoring: Campus Principal, Administrators, Counselors, CCMR Coordinator, and CTE teachers	Formative			Summative
	Sept	Nov	Mar	May
Strategy 17 Details	Reviews			
Strategy 17: Career and Technical Education: The campus will continue to enhance the CTE program, certifications offered and real-world experience connections. Strategy's Expected Result/Impact: Increase the number of students who participate in a 2 year coherent sequence and those who achieve industry level certifications. Staff Responsible for Monitoring: Campus Administrators, CTE staff and Counselors	Formative			Summative
	Sept	Nov	Mar	May

Strategy 18 Details	Reviews			
Strategy 18: Technology: The campus will provide innovative practices such as blended learning, to enhance digital citizenship, implement technology and digital learning lessons while delivering instruction. The campus provides access to technology (hardware and software) for the purposes of teaching and learning for students and staff. Strategy's Expected Result/Impact: 100% of students will have access to their own Chromebook. Staff Responsible for Monitoring: Campus Principal and Facilitator of Learning	Formative			Summative
	Sept	Nov	Mar	May
Strategy 19 Details	Reviews			
Strategy 19: Higher Education Requirements: The campus will ensure that secondary students', teachers, counselors, and parents receive information about higher education admissions and financial aid opportunities, dual credit opportunities, HB5 graduation requirements, the TEXAS grant program, scholarships, endorsements, and the need for students to make informed curriculum choices to be prepared for success beyond high school. Strategy's Expected Result/Impact: Greater understanding of graduation requirements and pathways. More students applying for scholarships. Staff Responsible for Monitoring: Campus principal, School Counselors	Formative			Summative
	Sept	Nov	Mar	May
Strategy 20 Details	Reviews			
Strategy 20: Successful Transitions: The campus provides academic counseling support services to seniors transitioning to post-secondary setting. Strategy's Expected Result/Impact: Decrease in student drop-out rate. Increase attendance to post-secondary learning institutions. Staff Responsible for Monitoring: Campus Principal, Lead Counselor	Formative			Summative
	Sept	Nov	Mar	May
Strategy 21 Details	Reviews			
Strategy 21: Increasing Attendance, Drop-Out Prevention: The campus will monitor attendance to provide intervention, supports and a plan for the school year, as well as, increasing attendance to add campus distinctions. Strategy's Expected Result/Impact: Decrease drop-out rate, increase student success and achieve campus distinctions. Staff Responsible for Monitoring: Campus Principal, Assistant Principals and Counselors.	Formative			Summative
	Sept	Nov	Mar	May
Strategy 22 Details	Reviews			
Strategy 22: DAEP: The campus will monitor performance data of students served in the DAEP including student groups served, attendance rates, pre- post- assessment results, dropout rates, graduation rates and recidivism rates. Strategy's Expected Result/Impact: Decrease the recidivism rates of DAEP students? Staff Responsible for Monitoring: Campus Principal and DAEP administrator.	Formative			Summative
	Sept	Nov	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Staff Quality, Recruitment, and Retention:

DSISD will hire, develop, and retain quality staff to ensure Life Changers serve in every position.

Performance Objective 1: The district will hire high-quality staff, highly qualified paraprofessionals and develop, empower and sustain leaders who are committed to the vision and mission of the district.

Evaluation Data Sources: Paraprofessional Compliance Report, TEA Equity Plan, Retention Reports, ADDs data, Increased Student Achievement

Strategy 1 Details		Reviews			
Strategy 1: Attract/Retain Staff: The campus will attract and retain highly qualified teachers for instruction and intervention/tutorials. The teacher mentoring system will be used to support and retain teachers. Strategy's Expected Result/Impact: The campus will continue to utilize a rigorous hiring practice to attract staff that has an aligned vision and core beliefs for student learning. New staff will partner with a mentor for ongoing support throughout the year. The campus leadership team will meet quarterly with new staff to identify areas of support and to celebrate accomplishments. Staff Responsible for Monitoring: Campus administration		Formative			Summative
		Sept	Nov	Mar	May
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>					

Goal 2: Staff Quality, Recruitment, and Retention:

DSISD will hire, develop, and retain quality staff to ensure Life Changers serve in every position.

Performance Objective 2: Professional Development: The district will continue to build on mentor training and structures of support for new educators, administrators, and staff.

Evaluation Data Sources: A mentoring system will be utilized to support and retain all staff to support student with evidenced based outcomes utilizing a pre-survey, mid-year survey, and end of year survey.

Strategy 1 Details		Reviews			
Strategy 1: Professional Development: The campus will provide information and access to professional development for teachers, administrators, paraprofessionals, and other staff as needed. The campus will utilize the expertise of embedded professional development with the use of instructional coaches. The use of strategic master scheduling to provide a common planning period will be continued. Strategy's Expected Result/Impact: Greater understanding and implementation of best practices. Staff Responsible for Monitoring: Campus administration		Formative			Summative
		Sept	Nov	Mar	May
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

Goal 2: Staff Quality, Recruitment, and Retention:
DSISD will hire, develop, and retain quality staff to ensure Life Changers serve in every position.

Performance Objective 3: Retention: The district will retain highly qualified staff.

Evaluation Data Sources: The retention rates of Life Changers will increase year over year.

Strategy 1 Details	Reviews			
Strategy 1: Retain Staff: New staff will partner with a mentor for ongoing support and timely professional learning throughout the year. The Instructional Coach will provide coaching support to improve instructional practices as determined. Strategy's Expected Result/Impact: The retention rates of Life Changers will increase year over year. Staff Responsible for Monitoring: Campus Administration, Mentors and Instructional Coaches	Formative			Summative
	Sept	Nov	Mar	May
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Goal 3: School Culture, Communication, and Compliance:

All students will be educated in a safe environment that promotes collaborative and positive communication within the organization that effectively and efficiently manages operational, programmatic, and fiscal compliance.

Performance Objective 1: The district will ensure campus/district safety, by providing resources to support district operations, engage parents and families in frequent and ongoing communications, and utilize fiscal transparency.

Evaluation Data Sources: Incident Reports, Budgets, Communications, Surveys

Strategy 1 Details	Reviews			
Strategy 1: Goal Setting (CNA/CIP): The campus has an established site-based decision making committee that focuses on the campus improvement planning process, and carries out responsibilities such as, but not limited to, the campus calendar, professional development plans, budgets, accountability requirements, drop-out and attendance rates, Federal/state requirements, etc. Strategy's Expected Result/Impact: Increased student engagement and learning, will be reflected in test scores. Staff Responsible for Monitoring: Campus Principal	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Fiscal Compliance: To increase program effectiveness, eliminate duplication, and reduce fragmentation of instructional programs, the campus will coordinate with the district in regards to budgets and federal (TI, TII, TIII, TIV), state (SCE, SAMP), and local funds to provide appropriate programs, instruction, and services to all students while maximizing the impact of available resources. Strategy's Expected Result/Impact: The campus will remain within budget for the fiscal year. Staff Responsible for Monitoring: Campus Principal	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: Public Meeting: The campus holds an annual public meeting upon receipt of campus ratings from the Texas Education Agency regarding performance and the campus improvement plan. Strategy's Expected Result/Impact: Comprehensive knowledge and understanding of school performance according to Texas Education Agency. Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Sept	Nov	Mar	May

Strategy 4 Details		Reviews			
Strategy 4: Student Safety: The campus will utilize district aligned communication channels with area emergency operations departments, provide training, manage security coverage, update the Emergency Operations Procedures, and conduct safety/security audits. Equipment, hardware and software updates will be acquired as needed to enhance campus security measures. The campus will conduct safety drills, require visitor sign in and badges, ensure perimeter doors are locked and other precautions, as necessary. Strategy's Expected Result/Impact: 100% of campus visitors will be expected to check-in using the Raptor system. Staff Responsible for Monitoring: Campus Principal		Formative			Summative
		Sept	Nov	Mar	May
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>					





Goal 4: Social-Emotional, Mental, and Health Wellness:

DSISD will support and enhance students' social well-being, attitudes, relationships, academic performance, and perceptions of classroom and school climate through comprehensive counseling and health wellness program designed to address student needs.

Performance Objective 1: Promote social-emotional, mental, and health wellness for all students by increasing access to developed responsive support services as measured by surveys and feedback from students, parents, and staff.

Evaluation Data Sources: Survey data, response plans, counselor/MHP support data/MTSS operational reports,

Strategy 1 Details	Reviews			
Strategy 1: Early Intervention: The campus will follow the district provided comprehensive school counseling program and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, dating violence, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The district will integrate best practices on positive behavior interventions and support, grief-informed and trauma-informed care. Strategy's Expected Result/Impact: Students will receive services and interventions related to their presented needs. Social, emotional, and academic growth will result in this responsive approach. Staff Responsible for Monitoring: Principal, Lead Counselor	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Addressing Abuse: The campus will adhere to the district policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators. Strategy's Expected Result/Impact: Equipping staff and all stakeholders with professional development will assist with understanding, identifying, and responding to child maltreatment. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: Anti-Bullying: The campus will ensure that the discipline management program provides for prevention, intervention, and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles. The district maintains an anti-bullying policy and will increase student awareness of the tip line. Strategy's Expected Result/Impact: Bullying referrals will decrease as a result of the bullying protocols and policy adherence by students and staff. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	May





Strategy 4 Details	Reviews			
Strategy 4: SEL: Build capacity with teacher professional development of SEL and additional professional counseling support within the district to address instructional loss, isolation, and anticipated increase in emotional distress as a result of the pandemic. Strategy's Expected Result/Impact: Data showing increases in student sense of belonging, resilience, and self-awareness skills. Academic achievement will increase. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	May
Strategy 5 Details	Reviews			
Strategy 5: SEL: The campus will follow the district created TEKS-aligned comprehensive counseling curriculum that includes supports for elementary and secondary campuses. Strategy's Expected Result/Impact: Utilization of social-emotional curriculum supports within lesson design. Learner growth as indicated through surveys. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Parent Engagement:

DSISD will increase parent engagement and stakeholder involvement at both the campus and district level by making families feel welcomed through building meaningful connections and increased communication throughout the district and on all campuses.

Performance Objective 1: An increase in parental engagement through participation in campus/district events, positive connections to campus/district with an increase in overall communication throughout the district.

Evaluation Data Sources: Culture/Climate Survey results, sign-in sheets for district/campus events.





Strategy 1 Details		Reviews			
Strategy 1: Parent and Family Engagement: The campus will educate and inform families about campus/district programs and services prior to the event to build capacity, understanding, and importance of parent and family engagement. A variety of communication methods will be used, in a language that parent can understand, including, but not limited to websites/social media, emails, school marquee, local newspaper communications, meet the teacher night, open house, report card pickup, parent/guardian meetings, etc. Strategy's Expected Result/Impact: Increased participation in events and programs noted in sign-in sheets. Use of climate/culture survey data along with website analytics will support feedback on implementation. Staff Responsible for Monitoring: Principal		Formative			Summative
		Sept	Nov	Mar	May
Strategy 2 Details		Reviews			
Strategy 2: Communicating Student Achievement to Parents: The campus will provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as, but not limited to student work samples, progress report updates, report cards, parent-teacher conferences, phone calls, etc. Strategy's Expected Result/Impact: Increased partnerships with parents and families and an increase in student achievement and supporting the whole child. Staff Responsible for Monitoring: Principal		Formative			Summative
		Sept	Nov	Mar	May
 No Progress		 Accomplished		 Continue/Modify	
				 Discontinue	

Goal 5: Parent Engagement:

DSISD will increase parent engagement and stakeholder involvement at both the campus and district level by making families feel welcomed through building meaningful connections and increased communication throughout the district and on all campuses.

Performance Objective 2: Increase communication initiatives to strengthen open and transparent two-way communication with all stakeholders.

Evaluation Data Sources: Utilize data from relevant surveys and feedback, sign-in sheets, community feedback.

Strategy 1 Details	Reviews			
Strategy 1: Increase opportunities for authentic engagement of parents, residents, community members, and business partners. Strategy's Expected Result/Impact: Review of increased partnerships and engagement through events, promotions, social media, etc. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Ensure transparency, clarity, frequency, and timeliness of internal and external communications. Strategy's Expected Result/Impact: Increased clarity and consistency with district and school communication as evidenced through community and climate surveys and feedback. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: Communication: Promote and enhance communication and collaboration across the organization. Strategy's Expected Result/Impact: Increased coherence and clarity within district departments and all campuses. Staff Responsible for Monitoring: Principal	Formative			Summative
	Sept	Nov	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				