

Pleasant Grove High School

Campus Improvement Plan

2021/2022

Black & Gold
It's a STATE of Mind



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Date Reviewed:

DMAC Solutions ®

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Pleasant Grove High School

Mission

The mission of Pleasant Grove High School is to ensure high levels of learning for all students.

Vision

The vision of Pleasant Grove High School is to align policies, programs, and practices to reflect the commitment to ensuring high levels of learning for all students.

Shared Beliefs

1. What is it we want our students to learn?
2. How will we know if each student has learned it?
3. How will we respond when some students do not learn it?
4. How can we extend & enrich the learning for students who have demonstrated proficiency?

Site-Based Decision-Making Committee

Name	Position
Beck, Tiffany	Campus Professional Staff-Teacher
Carpenter, Stephanie	Community Representative
Clevenger, Amanda	Campus Professional Staff-Teacher
Giles, Kristen	Campus Non-Teaching Staff- Assistant Principal
Harp, William	District Professional Staff
Jones, Shawn	Parent Representative
Manning, Craig	Business Representative
Marshall, Brooke	Community Representative
Marshall, Todd	Principal
Mullins, Aimee	Campus Professional Staff-Teacher
Parker, Virginia	Parent Representative
Strunc, John	Campus Professional Staff-Teacher
Smith, Shelby	Campus Professional Staff-SPED Teacher
Malone, Amy	Campus Non Teaching Staff- Paraprofessional
Daughtery, Michelle	Business Representative

Pleasant Grove High School Resources

Resource	Source	Amount
No rows defined.		

Comprehensive Needs Assessment Summary

Pleasant Grove High School 2020-2021

Focus Areas

Pleasant Grove High School will provide a well-planned and intentional curriculum to better prepare students for their future while fostering a safe and orderly learning environment.

- **Intentional instructional program**
- **21st century learning opportunities through a STEAM based approach**
- **Safe and conducive learning environment**

Demographics

Demographics Summary

Pleasant Grove High School is composed of approximately 738 students who represent seven different ethnic classifications. The campus is predominantly Anglo with seventy two (72) percent of the student population. African American is the second largest student group with 14.7%. Students from the Hispanic (6%) and Asian (3%) populations are the next two largest student groups. Within our high school students' homes there are ten different home languages represented. As of the last measurable group of graduates close to eighty percent of the class of 2019 attended a two or four year institution after completion of high school credits. Over eighty percent of high school students complete the Recommended or Distinguished Plan for high school graduation. The low socio-economic status of the campus is slowly increasing with sixteen (21.7%) percent of our students who qualify for free or reduced meals. This marks an increase from 5.5% in spring of 2020. The graduating seniors have averaged about five million dollars of awarded scholarships over the past ten years. The students are the greatest resource on the high school campus

Demographics Strengths

- Recognition of individual differences among students
- Celebration of American heritage

Demographic Needs

- Transfer students into the district may not have the same educational background as students who have been educated in the district for several years.
- Ensure progress for each student to achieve Advanced Academic Performance in Student Achievement, Student Progress, Closing Performance Gaps and Post-secondary Readiness among each demographic group.

Student Achievement

Student Achievement Summary

Students over the last five years have excelled both academically and in extracurricular activities at the state and national levels. Students consistently rank above regional and state averages on college entrance exams. These same students excel in their extracurricular endeavors as well. High School students have either won or participated in UIL Regional and State level contests in Football, Baseball, Basketball, VASE, Journalism, One Act Play, Debate and Academic Contests. Students in the PGHS Art Department have continually excelled in our Advanced Placement program. The art program ranking in the top 98th percentile in the Studio Art Portfolio Exam (2D and Drawing) sponsored by the College Board. PGHS has been ranked in the top eleven of the Lone Star Cup for three consecutive years.

The journalism department has continued to develop a fully convergent program, in which each student learns skills in all areas of media—print, broadcast and web—and applies those real life skills to create publications, broadcasts, and online programs for the students in our school. During the past five years, we have created an online newspaper that is updated frequently and provides news and information to our students. In this short time, PG EdgeOnline, received one of the top state awards and the top national award, the Pacemaker. As students continue to develop new skills and use new technology, they also continue to produce outstanding work. For the past 10 years, the Hawk yearbook has been named an award winner by national journalism organizations, Columbia Scholastic Press Association and National Scholastic Press Association, as well as being named one of the top state winners. The Edge newspaper has also been a state and national award winner in both organizations. In the area of broadcast journalism, we have purchased new software and cameras to allow students to utilize cutting edge digital tools.

Over the past three years, the Career & Technology Department has expanded our course offerings, career pathways, and teaching positions. Additionally CTE has added over 100 industry certifications. Health Science students continue to excel at the district and state level, competing in HOSA events. Technology and software advancements occur yearly including computer upgrades, laptop carts, touch screen televisions, robotics equipment upgrades, t-shirt printing press, and digital media boards. Dual credit courses have been added to CTE in the past 1-3 years providing students college level opportunities while satisfying PGHS CTE credits.

Student Achievement Strengths

- More than 90% of the 2020 Seniors were involved in at least one extra-curricular activity.
- ACT Composite score was 22.0 - 1.3 points above the state average in 2018
- 141 seats taken for AP classes. 100% of the students that were enrolled in AP classes took the AP Exam for their enrolled AP class. 74 students took 1 or more AP exams.
- 88 Industry certifications completed
- 133 Precision Exams Competency certifications
- Over 400 Dual Credit hours completed
- UIL Academic participation in 20 categories

Student Achievement Needs

- Stay current on the trends of the 21st century workforce in order to prepare our students for competitive job markets
- Challenge and prepare our students for their post secondary potential through a collaborative STEAM based approach
- Increase students graduating with industry-based certifications
- Increase female students completing non-traditional CTE courses.

Culture & Climate

Culture & Climate Summary

General conversation finds that our students describe PGHS as a fun and challenging campus. Freshmen and new students show some hesitation. However, we offer Hawk Camp prior to the first day to provide helpful information, introduce staff, clubs, and students to ease the transition to high school. Over ninety percent of our students participate in some form of club or organization. This contributes significantly to a positive and spirited environment. It also promotes relationships between adults and students. Administration, counselors, and teachers target students who are not plugged in and advise them on possible clubs or areas of interest. Our student council offers monthly events on campus to boost the spirit and hawk pride. This includes games in the lunchroom during lunches, spirit days, class competitions, service projects, and the culminating events of best week ever. Leadership classes mentor at-risk freshmen and take new students on tours of the building and walk them through a new schedule.

An analysis of our discipline data shows that about 90% of our discipline referrals come from less than 5% of our students. Our administration and teachers are highly visible in the hallways during passing periods, interact with students, and move them to classrooms. Parent communication is key when there are any discipline concerns.

We take a strong stance against bullying or bullying related activities in any form. If the administrator determines there may be bullying behavior, parents are immediately notified for a face to face meeting. If the investigation reveals there are further consequences needed, we have those in place to restore and deter the behavior.

We practice all safety drills as required by TEC code. We train our students in student assemblies and classrooms as well as staff members on how to respond accordingly during a crisis situation. We strive to offer our staff and students a safe and conducive learning environment.

Culture & Climate Strengths

- Bully free initiative
- Monthly morale
- Faculty celebrations and traveling awards
- Extracurricular participation
- Advisory period
- Academic counseling
- Relationships between teachers and students

Culture & Climate Needs

- Provide more opportunity to seek student input
- Further opportunities to seek staff input
- Enhanced collegiality
- Building and sustaining leadership capacity among staff and students
- Parent and student education on digital safety and harmful effects of vaping

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Summary

The high school staff is composed of sixty five full or part time teachers. Thirty eight percent of the staff is male. Over thirty five percent of the staff have obtained post graduate degrees. Approximately eighty percent of the HS teachers have up to twenty years experience. The high school employs six educational aides and eight support staff members to help facilitate and advise.

Staff Quality, Recruitment and Retention Strengths

- 40% of staff with 11-20 years of experience
- PGISD competitive compensation with neighboring school districts
- New Teacher cohort through regional service center and assigned mentors
- PLC collaborative meetings
- Growing and promoting within our district
- Leadership, Math, and Master's Degree stipends

Staff Quality, Recruitment and Retention Needs

- Authentic Professional Learning opportunities
- Mentor/Mentee program
- Building leadership capacity

Curriculum and Instruction

Curriculum and Instruction Summary

Methods of instruction reflect recognition of individual differences among students. Instruction equips students with real world work skills, human relations skills, respect for authority, appreciation of our American heritage and other world cultures, knowledge of how and where to obtain needed information, and an understanding of digital literacy which will enable them to function in an ever-changing global society. Several processes are continually maintained to support the effective use and implementation of curriculum for teachers. Teachers attend workshops provided by Region VIII to enhance curriculum. They have full access to the resources in TEKS RS. Additionally, they attend weekly PLC meetings and set goals through T-TESS. All

staff members receive yearly updates in content areas, Gifted and Talented, and technology. School personnel may attend regional, state and/or national workshops. Special services teachers are available in the areas of Gifted and Talented, Dyslexia, English as a Second Language (ESL), and Special Education. They assist with interventions and students' individual education plans. Staff and department meetings are devoted for the purpose of sharing learning and adapting methods and strategies deemed pertinent for the Pleasant Grove population. Learning outcomes are monitored through review of formative and summative assessment data, progress reports, and report cards.

Curriculum and Instruction Strengths

The high school curriculum continues to adapt to our student's ever changing needs. The scheduling committee and department leaders strive to add course offerings that allow students to choose from a wide variety of electives and core curriculum options. Students may choose to graduate under any of the graduation endorsements offered by the state. The high school offers ten Advanced Placement courses and ten Dual Credit courses in the English, Math, Science, History and Fine Arts disciplines. Our expanding Career and Technology courses offer eight dual credit courses taught through Texarkana Community College and the high school. The overall curriculum provides our students equitable and challenging learning experiences that ensure each student will have sufficient opportunities to learn, think, and apply life skills that will impact future success.

Curriculum and Instruction Needs

- Expand the PLC process across all core subject areas
- Improvement in Algebra 1 EOC scores for all subpopulations
- Improvement in English 1 and English 2 EOC scores for all subpopulations
- Increase in progress measure for all SPED in all subpopulations

Family and Community Involvement

Family and Community Involvement Summary

PGISD's mission statement and other vital information is disseminated to all stakeholders through school websites, school publications, in-service programs, and student/parent orientations. Parent input is solicited for evaluation and decisions regarding class offerings, policies and procedures. PG Education Foundation, PG Connection, Booster Clubs, Campus-Level Planning and Decision-Making Committee, Learning for Life, Leadership Texarkana and Junior Achievement all provide meaningful roles in the support and educational impact on our students. Students and parents have access to all grade-related policies, procedures, and a "live" gradebook that is accessible by students and parents. Classroom teachers, counselors, and other campus organizations utilize social media to showcase and share upcoming events.

Family and Community Involvement Strengths

- Dual credit partnership with Texarkana College
- Workforce partnership with TexAmerica
- Kennedy Center partnership with TRAHC
- Today's Youth/Tomorrow's Leaders partnership with Leadership Texarkana
- Chick fil a Leadership program
- PG Education Foundation

- PG Connection
- CTE career prep work study and CTE mentorships
- Booster Clubs

Family and Community Involvement Needs

- Further partnerships between students, parents, the community, and business
- Further partnerships with post-secondary educational Institutes
- Increase participation with the Kennedy Center Cohort

School Organization

School Organization Summary

The goals of our campus are aligned with the district mission, strategic planning goals, and district initiatives. We will work specifically on STEAM based approaches that connect learning across content, enhance parent and community outreach opportunities, implement customer service and effective communication on campus. We will continue to grow and learn the PLC process in order to ensure student success. We will continue to use T-TESS goals and flexible learning hours as an opportunity to identify and promote authentic learning opportunities for staff. Data sources to monitor this progress will include DMAC, Eduphoria, T-TESS and the TAPR report. Doing what is in the best interest of students will be our main objective.

School Organization Strengths

- Advisory
- Master schedule that maximizes instructional time and provides for flexible scheduling of special programs.
- Commitment of teachers to classrooms
- Variety of course offerings

School Organization Needs

- Further the use of data to accelerate instruction
- Develop measures that are results based and not process based

Technology

Technology Summary

The high school campus currently has short-throw data projectors, new teacher laptops, and updated document cameras in every classroom. Eleven classrooms have interactive whiteboards. The campus has six instructional labs, five carts with 6-8 year old iPads, 1:1 Chromebooks devices for students, Journalism Lab, ESL/Dyslexia lab, two Health Science labs with six stations each, one Content Mastery lab with seven stations, DAEP/ISS Lab with six stations, one special education lab with six stations, library computers and a laptop cart with fifteen laptops. To support mobile devices the campus has wifi throughout the building and in the parking lot. PG high school has twenty-three networked printers and two large format printers. The CTE department has two large interactive display panels. All teachers and staff have access to Impero Education Pro for network management, online safety, and classroom technology management.

Technology Strengths

- Campus administrators are proponents of using technology in the classroom as an instructional resource to improve student learning.
- Staff is motivated to explore new digital resources and how they can be used for differentiation among learners.
- The campus embraces technology for parent and stakeholder communication.
- Teachers utilize web-based assessment and data management tools to monitor student learning and to make instructional decisions.
- All students and staff have access to the G Suite for K-12 Education tools.
- Instructional staff and leadership have access to web-based TEKS Resources for curriculum management and planning.
- District-wide use of eeb-based Euphoria streamlines lesson planning, professional learning, Technology Help Desk and Maintenance/Travel requests

Technology Needs

- Professional learning to support teacher growth and development and to build capacity about how to use digital tools for instructional support.
- Technology resources and professional learning that supports STEAM and MakerSpace learning environments and builds capacity for integrating experiential learning opportunities.
- Content-specific digital tools and resources to support core and elective classes.

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 1. RLA will increase the percentage of students who score Meets on English 1 & 2 EOC by 4% points from 76% to 80% by June 2022.

Objective 2. Math will increase the percentage of students who score Meets on Algebra 1 EOC by 12% points from 58% to 70% by June 2022.

Objective 3. Improve academic achievement for all students and all subpopulations in reading/language arts, math, science and social studies on applicable state grade level assessments.

Objective 4. Social Studies will increase the percentage of students who score Meets on US History EOC by 6% points from 74% to 80% by June 2022.

Objective 5. Science will increase the percentage of students who score Meets on Biology 1 EOC by 6% points from 76% to 80% by June 2022.

Objective 6. PGHS will monitor student attendance to prevent truancy and increase overall attendance rate to 97%.

Objective 7. PGHS will provide increased opportunity for post secondary readiness through increasing student participation in AP and DC while impacting college readiness standard on EOC STAAR tests and CCMR.

Objective 8. Provide relevant and timely professional learning for all staff to enhance content knowledge and effective instructional practices.

Goal 2. PGHS will provide learning experiences to prepare students for the future and help them to realize their personal and educational potential.

Objective 1. Engage students to develop knowledge and skills for future education and work in the national and regional economy.

Objective 2. Special programs will provide specific outcomes for identified and at-risk students.

Objective 3. Expand career clusters and pathways to provide ample resources and opportunity to meet graduation endorsement requirements.

Objective 4. Increase the number of low socio-economic students taking dual credit classes and college entrance (ACT, SAT) exams.

Objective 5. Increase student opportunities to engage in relevant academic work by modeling, promoting, and supporting the use of digital tools for learning.

Goal 3. PGHS will provide a safe, drug-free and orderly learning environment.

Objective 1. Educate and empower students in making healthy decisions regarding harmful substances and other at-risk behaviors.

Objective 2. Continue to provide appropriate instruction and counseling to help students make appropriate decisions regarding social network safety and prevention of bullying.

Objective 3. Enhance the school emergency plan through uniform procedures and practices to ensure the safety, security and health of the students, faculty and staff.

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 1. RLA will increase the percentage of students who score Meets on English 1 & 2 EOC by 4% points from 76% to 80% by June 2022.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted by campus site-base to identify academic strengths and weaknesses in student performance, culture/climate, staff quality, curriculum and instruction, family and community involvement and technology. (Target Group: All) (Strategic Priorities: 2)	Principal	annually		Criteria: Formative assessments, Star Renaissance, Lexia Learning
2. RLA teachers will engage in daily collaborative planning to create a guaranteed and viable curriculum and common assessments to identify students who need additional targeted support. (Target Group: All) (Strategic Priorities: 2)	Principal	Quarterly		Criteria: Common Formative Assessments
3. High quality, ongoing job-embedded professional learning will be provided by the District Literacy Coordinator, Campus Learning Coordinator, and outside experts to build capacity in RLA teachers. Teachers will be coached and additional support provided as needed. (Target Group: All)	District Literacy Coordinator, Principal	Monthly		
4. Collaborative teams will create common RLA formative assessments to provide data for student monitoring and timely adjustments to curriculum. (Strategic Priorities: 2)	District Literacy Coordinator, Principal	Quarterly		

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 2. Math will increase the percentage of students who score Meets on Algebra 1 EOC by 12% points from 58% to 70% by June 2022.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
No strategies defined.				

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 3. Improve academic achievement for all students and all subpopulations in reading/language arts, math, science and social studies on applicable state grade level assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A comprehensive needs assessment will be conducted by campus site-base to identify academic strengths and weaknesses in student performance, culture/climate, staff quality, curriculum and instruction, family and community involvement and technology. (Target Group: All)	Principal	Semester cycle	(L)Local Funds	Summative - Comprehensive Needs Assessment Summary; CIP
2. Participate in formative assessments to provide data for student monitoring and timely adjustments to curriculum. (Target Group: All, AtRisk, 9th, 10th, 11th, 12th)	Principal	By Unit	(L)Grants, (L)Local Funds, (O)chromebooks, (O)DMAC, (O)ESC 8	Summative - Formative: 9 week grades Summative: EOC Exams
3. Provide underachieving students with academic support and instruction to help prepare them for post high school learning opportunities. (Target Group: ECD, AtRisk, 10th, 11th, 12th)	Principal	By Unit	(L)Grants, (L)Local Funds, (L)Special Education(L)	Formative - Report cards Summative: EOC scores
4. Increase the percentage of SE students graduating under the recommended plan. (90%) (Target Group: ECD, SPED, 9th, 10th, 11th, 12th)	Principal	May	(F)IDEA-B Special Education, (L)Local Funds	Summative - Skyward Comparative Report
5. Analyze the four diagnostic questions during weekly collaborative team meetings. (Target Group: All, AtRisk, 9th, 10th, 11th, 12th)	Principal	Weekly	(L)Grants, (L)Local Funds, (O)chromebooks, (O)Google Apps for Education, (O)Instructional Resources, (O)T-TESS	Summative - PLC agenda, minutes, and sign in log, T-TESS Appraisal
6. Focus the 30 minute RTI Period for students that need intervention, enrichment, or extended services. (Target Group: All)	Principal	August	(L)Grants, (L)Local Funds, (L)Regular Ed Program(L), (O)Career Cruising (9-12), (O)chromebooks, (O)Computers, (O)DMAC, (O)ESC 8, (S)High School Allotment, (S)State Compensatory	Summative - Master Schedule
7. Empower teachers to be purposeful and	Principal	Each Semester	(L)Local Funds, (L)Regular Ed	Summative - T-TESS appraisal

Pleasant Grove High School

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Objective 3. Improve academic achievement for all students and all subpopulations in reading/language arts, math, science and social studies on applicable state grade level assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
reflective in their practices through the utilization of the T-TESS and PLC process. (Target Group: All) (Strategic Priorities: 1,3)			Program(L), (L)TEKS RS, (O)chromebooks, (O)Computers, (O)District Website, (O)DMAC, (O)ESC 8, (O)Google Apps for Education, (O)Remind 101, (O)Student Handbooks, (O)T-TESS	
8. Vertical and horizontal alignment through following curriculum map in TEKS Resources. (Target Group: All)	Principal	August	(L)Local Funds, (L)Regular Ed Program(L), (L)TEKS RS, (O)DMAC, (O)T-TESS	Summative - YAG; TEKS RS Vertical Alignment
9. K-12 writing expectations will be aligned across the district. ELAR teachers will collaboratively define and publish grade level expectations. Writing teachers will provide professional learning for all content areas to clearly define goals for writing across the curriculum. During CTMs teachers will review writing samples and calibrate for consistency. Digital tools will be utilized when appropriate. (Target Group: All) (CSFs: 1)	Principal	August	(L)Regular Ed Program(L)	Criteria: Summative: Summary of alignment activities.
10. All Mainstreamed Special Education students will be supported by the General Education Teachers, Special Education Teachers and Special Education Paraprofessionals who will assist in core academic classrooms. Resources will include using federal, state, and local services. Special Education teachers will coordinate and integrate instruction with the general education reading and math teachers to provide aligned instruction with reading, math and all other teachers. (Target Group: SPED) (Strategic Priorities: 2)	Principal	Monthly	(F)IDEA-B Special Education, (S)Special Education	
11. 75% of PGHS parents/families will be meaningfully engaged in their child's learning.	Principal		(S)Bilingual/ESL	

Pleasant Grove High School

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Objective 3. Improve academic achievement for all students and all subpopulations in reading/language arts, math, science and social studies on applicable state grade level assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Parent communication, parent committee participation, parent support, such as interpreters, will be in place. (Target Group: 9th,10th,11th,12th)				

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 4. Social Studies will increase the percentage of students who score Meets on US History EOC by 6% points from 74% to 80% by June 2022.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
No strategies defined.				

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 5. Science will increase the percentage of students who score Meets on Biology 1 EOC by 6% points from 76% to 80% by June 2022.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
No strategies defined.				

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 6. PGHS will monitor student attendance to prevent truancy and increase overall attendance rate to 97%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to enforce Campus/District policy and procedures to increase attendance rate. (Target Group: All, AtRisk)	Principal	Every 3 weeks	(L)Local Funds, (L)SRO	Formative - attendance report; Summative: yearly ADA
2. Continue to follow campus exemption policy. (Target Group: All)	Principal	Semester cycle	(L)Local Funds, (O)District Website, (O)Remind 101, (O)Skyward, (O)Student Handbooks	Summative - Semester Attendance Report; Semester Grade Report
3. UIL sponsors/coaches monitor daily attendance to support with attendance rate. (Target Group: All)	Principal	Every nine weeks	(L)Local Funds	Formative - Extra-Curricular Attendance Report; ADA; Summative: Attendance Report
4. Offer support services to students such as: phone calls, counseling, parent conferences, and truancy enforcement. (Target Group: All, AtRisk)	Principal	Every 6 weeks	(L)Local Funds, (S)State Compensatory	Formative - Summative: yearly ADA
5. Assign morning detention targeting first and second period to reduce tardies at the beginning of the school day. (Title I SW: 2) (Target Group: All)	Principal	Every 6 weeks	(L)Local Funds, (O)Skyward	Formative - Attendance Report Summative: ADA
6. Utilize "KEYS program" provided by Bowie County Juvenile case managers to prevent truancy. (Title I SW: 2) (Target Group: All)	Principal	Semester cycle	(L)Local Funds	Formative - Attendance; KEYS Attendance logs; Summative: ADA
7. Use the Skyward to track and reduce tardies. (Target Group: All)	Assistant Principal(s), Principal	August	(L)Local Funds	Summative - Tardy Eliminator Reports; Discipline referrals

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 7. PGHS will provide increased opportunity for post secondary readiness through increasing student participation in AP and DC while impacting college readiness standard on EOC STAAR tests and CCMR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Emphasize the importance of advanced courses on transcript in college admission process at parent meetings. (Target Group: 10th,11th,12th)	Principal	Throughout School Year	(L)Grants, (L)High School Allotment(L), (L)Local Funds, (L)Regular Ed Program(L), (O)Career Cruising (9-12), (O)ESC 8, (O)Grade level parent meetings, (O)Graduation Endorsements	Summative - Dual credit enrollment
2. Invite Texarkana College to PGHS for information and registration on DC, TSI, scholarship and grant details. (Target Group: All)	Principal	April	(L)Local Funds	Summative - District google calendar; TSI registration information; Student schedules
3. Provide scholarships to students who meet requirements to fund AP test or DC enrollment. (Target Group: All,ECD)	Principal	Semester cyle	(L)Local Funds, (O)Education Foundation, (O)PG Connection	Summative - Grant applications; Budget summary; Financial Award letter

Pleasant Grove High School

Goal 1. PGHS will provide a well-planned and intentional instructional program to ensure high levels of learning for all students.

Objective 8. Provide relevant and timely professional learning for all staff to enhance content knowledge and effective instructional practices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will provide AP training during summer for teachers teaching AP courses. (Target Group: All) (Strategic Priorities: 1,3)	Principal	June		09/25/19 - Pending (S)
2. The district will continue to provide professional learning for staff in utilization of Google Apps to promote flipped learning, blended learning, and cooperative work assignments. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 1)	Principal	Each semester		09/25/19 - Pending (S)
3. Continue to provide teachers and campus leaders with updates on career clusters, pathways, and graduation endorsements. (Target Group: All) (Strategic Priorities: 1,3)	Principal	August		12/02/19 - Pending (S)
4. Teachers will have opportunities to improve their instruction to meet the academic needs of all students through professional learning for all content areas. (Target Group: 9th,10th,11th,12th)	Principal		(F)Title II, Part A	

Pleasant Grove High School

Goal 2. PGHS will provide learning experiences to prepare students for the future and help them to realize their personal and educational potential.

Objective 1. Engage students to develop knowledge and skills for future education and work in the national and regional economy.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide new course selection guide to give students access to a challenging and diverse curriculum. (Target Group: All)	Principal	January	(L)Career and Tech(L), (L)Local Funds, (L)Regular Ed Program(L), (O)Career Cruising (9-12)	Summative - Student Survey, Master Schedule; Course selection catalog
2. Provide students with access to current software, applications and school-issued devices (Target Group: All)	Principal	August	(L)Grants, (L)Local Funds, (O)Education Foundation, (O)laptops	Summative - Approved Purchase Orders; Software usage and reports
3. Develop Personal Graduation Plans to ensure successful completion of high school graduation program. (Target Group: All,AtRisk)	Principal	August	(L)Local Funds, (O)Career Cruising (9-12), (O)DMAC, (O)Skyward	Summative - Graduation Rate; TAPR
4. Provide a coordinated guidance program in CATE curriculum to help prepare students for entry into workforce. (Target Group: All,AtRisk)	Principal	April	(L)Career and Tech(L), (L)Local Funds, (O)ESC 8, (O)Industry Certifications	Summative - Workforce Enrollment; Industry certifications; sign in sheets/parent-student meetings
5. Continue to expand partnerships with Texarkana College and Texas A&M - Texarkana. (Target Group: All)	Principal	Each semester	(L)Local Funds	Summative - Dual Credit Enrollment, TC Enrollment, Master Schedule; Agendas and Minutes
6. Maintain 22% of female students completing non-traditional CTE courses. (Target Group: F) (Strategic Priorities: 3) (CSFs: 1)	Principal	May		Criteria: Summative-EOC reports

Pleasant Grove High School

Goal 2. PGHS will provide learning experiences to prepare students for the future and help them to realize their personal and educational potential.

Objective 2. Special programs will provide specific outcomes for identified and at-risk students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Counseling services will continue to provide students with college and career planning for students. (Target Group: All)	Principal	Each Semester	(L)Local Funds, (O)Career Cruising (9-12), (O)Student Handbooks	Summative - Student Appointment Log; Documentation
2. Pregnancy Related Services - to provide students with alternatives to completing graduation requirements. (Target Group: F,AtRisk)	Counselor(s), Director of Special Programs, Principal, School Nurse, Teacher(s)	August - May	(L)Local Funds, (S)State Compensatory	Summative - Early Graduation Report
3. Offer a credit recovery program to provide students with standard credit recovery or advancement that can be tailored to individual needs. (Target Group: All,ECD,AtRisk)	Principal	Each Semester	(L)Local Funds, (O)Plato Courseware	Summative - PLATO Report; Early graduation report; Summer school roster
4. DAEP program will provide behavior intervention through restorative discipline and academic improvement program with certified teachers. (Target Group: All)	Principal	May	(L)Local Funds, (S)State Compensatory	Summative - PEIMS Report; TAPR; DAEP logs and documentation
5. Continue to properly identify dyslexic students and develop appropriate services. (Target Group: AtRisk,Dys)	Director of Special Programs, Principal	Each Semester	(L)Local Funds, (O)SUCCESS ED	Summative - 504 Accommodation Sheet; Success Ed. Report
6. Continue to properly identify and develop appropriate services for LEP students. (Target Group: ESL,LEP)	Director of Special Programs, Principal	Monthly	(L)Bilingual/ESL(L), (O)SUCCESS ED, (S)Bilingual/ESL	Summative - ESL Annual Meeting; LPAC documentation; PBMAS; TAPR
7. Continue to properly identify and provide diverse instructional resources to meet needs of GT students. (Target Group: GT)	Principal	Each Semester	(L)Gifted & Talented(L), (L)Grants, (L)Local Funds, (O)Education Foundation, (O)ESC 8, (O)Google Apps for Education, (O)Industry Certifications, (O)PG Connection	Summative - Student schedules; Test results; TAPR
8. Continue effective implementation of IEP	Director of Special Programs,	May	(F)IDEA-B Special Education,	Summative - IEP reports

Pleasant Grove High School

Goal 2. PGHS will provide learning experiences to prepare students for the future and help them to realize their personal and educational potential.

Objective 2. Special programs will provide specific outcomes for identified and at-risk students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
goals with SE students across the curriculum and with work study exploration. (Target Group: SPED,9th,10th,11th,12th)	Principal		(L)Local Funds	
9. Content Mastery will continue to provide intensive instruction to individual and small groups for students in Special Education program and At-Risk students. (Target Group: ECD,SPED,AtRisk,9th,10th,11th,12th)	Principal	August	(L)Local Funds, (L)Special Education(L), (S)State Compensatory	Summative - EOC data/scores
10. Section 504 program will continue to properly identify and develop appropriate accommodations as needed. (Target Group: All,AtRisk,Dys)	Director of Special Programs, Principal	Each semester	(L)Local Funds, (O)SUCCESS ED, (S)State Compensatory	Summative - 504 Meeting documentation

Pleasant Grove High School

Goal 2. PGHS will provide learning experiences to prepare students for the future and help them to realize their personal and educational potential.

Objective 3. Expand career clusters and pathways to provide ample resources and opportunity to meet graduation endorsement requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide career clusters, pathways, and graduation requirements for students to meet post-secondary goals. Keep staff informed of CTE updates. (Target Group: All) (Strategic Priorities: 3)	Principal	August	(L)Career and Tech(L), (L)Local Funds, (L)Regular Ed Program(L), (O)Accountability, (O)Career Cruising (9-12), (O)Graduation Endorsements, (O)Student Handbooks, (S)Career and Tech	Summative - PL agendas; PLC agendas; TAPR; Course selection guide
2. Use DOI to seek experts with career related experience.	Principal	August		Summative - DOI Permits; Personnel applications and forms

Pleasant Grove High School

Goal 2. PGHS will provide learning experiences to prepare students for the future and help them to realize their personal and educational potential.

Objective 4. Increase the number of low socio-economic students taking dual credit classes and college entrance (ACT, SAT) exams.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students may apply for financial assistance to enroll and complete dual credit courses and take AP comprehensive exams. (Target Group: All,ECD,AtRisk)	Principal	Each semester	(L)Grants, (L)Local Funds, (O)DMAC, (O)Education Foundation	07/14/21 - On Track
2. Counselors will work to identify at-risk 9th and 10th grade students for dual credit and AP enrollment. (Target Group: ECD,AtRisk,9th,10th)	Principal	Semester cycle	(L)Local Funds, (L)Regular Ed Program(L), (O)Accountability, (O)DMAC, (O)Education Foundation	Summative - Progress reports, Report cards, Formative assessment data

Pleasant Grove High School

Goal 2. PGHS will provide learning experiences to prepare students for the future and help them to realize their personal and educational potential.

Objective 5. Increase student opportunities to engage in relevant academic work by modeling, promoting, and supporting the use of digital tools for learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Offer professional learning for staff in the utilization of google apps to promote flipped learning and cooperative work assignments. (Target Group: All)	Principal	Semester cycle	(L)Local Funds, (L)Regular Ed Program(L), (O)chromebooks, (O)Computers, (O)Education Foundation, (O)Google Apps for Education, (O)PG Connection	Summative - Professional learning agendas and sign ins
2. Implement a 1:1 student to chromebook initiative by assigning every student a chromebook device. (Target Group: All)	Director of Technology, Principal	January	(L)Grants, (L)Local Funds, (O)Education Foundation	Summative - Requisitions and purchases 07/14/21 - On Track
3. Offer more options to provide students with digital access to textbooks and textbook supplements. (Target Group: All)	Principal	August	(L)Local Funds, (O)chromebooks, (S)Career and Tech, (S)Regular Ed Program	Summative - Textbook adoptions

Pleasant Grove High School

Goal 3. PGHS will provide a safe, drug-free and orderly learning environment.

Objective 1. Educate and empower students in making healthy decisions regarding harmful substances and other at-risk behaviors.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Invite outside speakers to help students in making positive lifestyle choices. (Target Group: All, AtRisk)	Principal	Semester cycle	(L)Local Funds, (O)PG Connection	Summative - Speaker schedule
2. Interquest Detection Services will conduct random searches of school building and parking lots. (Target Group: All)	Principal	Each semester	(L)Local Funds	Summative - IDS Report
3. Provide materials, handouts and/or hold class assemblies to help inform students of safe driving practices. (Target Group: All)	Principal	Semester cycle	(L)Local Funds	Summative - Handouts; agendas; Campus Google calendar
4. Provide a comprehensive student counseling program to help guide students in making healthy choices. (Target Group: All)	Principal	Each semester	(L)Grants, (L)Local Funds, (O)ESC 8, (O)Remind 101, (O)Social Media, (O)Student Handbooks	Summative - Counselor log
5. Follow Student Random Drug Testing program. (Target Group: All)	Principal	Semester cycle	(L)Local Funds	Summative - Drug Test Report from Southwest Consortium; IDS Report

Pleasant Grove High School

Goal 3. PGHS will provide a safe, drug-free and orderly learning environment.

Objective 2. Continue to provide appropriate instruction and counseling to help students make appropriate decisions regarding social network safety and prevention of bullying.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training for all staff members regarding bullying prevention and behavior intervention including proper documentation and reporting procedures. (Target Group: All,AtRisk)	Principal	August	(L)Local Funds, (O)District Website, (O)Schoolwires, (O)Student Handbooks	Summative - Agendas; Schoolwires reports; Sign in logs; Documentation forms
2. Follow policy regarding Student Network Responsibility Contract. (Target Group: All)	Principal	August	(L)Local Funds, (O)Computers, (O)District Website, (O)Google Apps for Education, (O)Social Media, (O)Student Handbooks	Summative - Student Network Contract; Key stroke data
3. Promote activities of Student Council and other clubs to help prevent bullying and build positive school culture. (Target Group: All,AtRisk)	Principal	Each semester	(L)Local Funds, (O)Social Media, (O)Student Handbooks	Summative - Campus Google calendar; Campaigns; Meeting agendas

Pleasant Grove High School

Goal 3. PGHS will provide a safe, drug-free and orderly learning environment.

Objective 3. Enhance the school emergency plan through uniform procedures and practices to ensure the safety, security and health of the students, faculty and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Review and revise campus emergency plan. (Target Group: All)	Director of Transportation and Safety, Principal	August	(L)Local Funds, (L)SRO, (O)Emergency Drills and Procedures, (O)Emergency Management Plan, (O)ESC 8, (O)Hall Pass School Visitor Management System	Summative - Emergency Management Plan
2. Conduct state required emergency drills. (Target Group: All)	Principal	Semester cycle	(L)Local Funds, (O)Emergency Drills and Procedures, (O)Emergency Management Plan, (O)Hall Pass School Visitor Management System	Summative - Drill documentation and forms
3. Train and inform staff over child abuse procedures (TEC 38.0041), sexual harassment and bullying (TEC 37.083(a)) procedures. (Target Group: All)	Principal	August	(L)Local Funds, (L)SRO, (O)ESC 8	Summative - PD certificates
4. Provide Flu shots for faculty and staff. (Target Group: All)	Personnel Director, School Nurse	October	(L)Local Funds	Summative - Sign in sheets

Every child, prepared for success in college, a career or the military.

Strategic priorities

RECRUIT SUPPORT RETAIN

Recruit, support
and retain teachers
and principals



Build a foundation
of reading
and math



Connect high
school to
career and college



Improve
low-performing
schools

Enablers



Increase **transparency**, **fairness** and **rigor** in district and campus
academic and financial performance



Ensure **compliance**, effectively **implement legislation**
and **inform** policymakers



Strengthen **organizational foundations**
(resource efficiency, culture, capabilities, partnerships)

**adapted from TEA Strategic Plan - <https://tea.texas.gov>*