

Northwest Independent School District
Denton Creek
2018-2019 Campus Improvement Plan

Core Beliefs

Kids come first.

Continuous learning is essential to prepare for college and career opportunities.

Each student's success is the shared responsibility of students, families, schools, and communities.

Learning is influenced by environment.

Vision

Northwest ISD empowers
learners and leaders to positively impact the world.

Mission

Northwest ISD, in collaboration with
students, families, communities, and global partners,
will engage in a culture of learning
that prepares all students to confidently navigate their future.

Comprehensive Needs Assessment

Revised/Approved: October 10, 2018

Demographics

Demographics Summary

Denton Creek Alternative High School serves students incarcerated by the Texas Juvenile Justice Department. McFadden Ranch is a residential treatment facility with a capacity of 48 individuals. Students at Denton Creek come from all over the state of Texas. On average, Denton Creek Alternative High School works with 100 students per year. At any given time, enrollment fluctuates between 30 and 40 students. Students receive instruction both directly in a mastery learning framework and approximately 60% receive instruction online. There are three staff members. One staff member serves as both teacher and campus administrator. There is one office manager. of the 98 students enrolled in 2017-2018, 33 received services in Special Education, ESL, or 504.

Demographics Strengths

Denton Creek Alternative High School is the most diverse campus in the district. in 2017-2018, the ethnicity breakdown was as follows: Hispanic/Latino 52%; White 22%; African American 20%, the other 4% included American Indian/Native Alaskan and Pacific Islander. There is a mix of students from both urban and rural areas.

Problem Statements Identifying Demographics Needs

Problem Statement 1: There is a lack of extracurricular type of activities available. This could enhance school culture positively. **Root Cause:** Lack of staff and lack of facilities.

Student Academic Achievement

Student Academic Achievement Summary

In 2017-2018, 68 students earned High School credits in all four core areas. No students earned a high school diploma in 2017-2018, but 4 students earned GEDs. The average enrollment for students was 59.9 days. Of the 21 students enrolled 90 or more days, 17 showed a gain in reading comprehension, and 11 showed a gain in mathematics.

Student Academic Achievement Strengths

Denton Creek is a small campus with small class sizes. This arrangement is more conducive to at-risk learners, especially students with interrupted academic histories and students accustomed to little academic involvement from involved adults. Students are allowed to work at their own pace, and students who are capable are allowed to accelerate.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: In 2017-2018, 65% of students enrolled reading below grade level, and 79% enrolled with grade level ability in math. **Root Cause:** Typical at-risk characteristics: lack of financial and social resources, transience, chronic absenteeism, effects of generational poverty.

School Processes & Programs

School Processes & Programs Summary

Denton Creek combines direct instruction in a mastery learning framework with online original and credit-recovery programs. Denton Creek provides preparation for TASC (Test Assessing Academic Completion) for all students. Denton Creek, in cooperation with TJJD, provides a summer enrichment program that includes art, physical education, math tutorials, TASC preparation, and social studies.

School Processes & Programs Strengths

Implementation of online educational programs has grown rapidly over the past three years, beginning with only students needing specific courses for graduation, usually foreign language, to over 60 % of students taking at least one class online currently. In 2018-2018, an online preparation program for TASC became available. The old GED format has been phased out. It is anticipated that English, science, and Social Studies can be provided online at approximately 90 - 95 % by 2019-2020. Students struggle more with the math online program, however. The online programming provides enrichment that is beyond the capacity of previously available human and curricular resources.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Students do not do as well on the online math program as in the other core classes. **Root Cause:** Prerequisite math skills, and so many students who cannot work independently with minimum supervision.

Perceptions

Perceptions Summary

Denton Creek struggles with its reputation. In 2017-2018 when the math position became available, two qualified candidates applied, and one withdrew their stated interest after the interview. Also, I have to actively recruit guest educators who are willing to work at Denton Creek. Facility upgrades have improved the appearance of the campus.

Working with at-risk students, and in near total anonymity is difficult for staff, as is lack of opportunity for professional advancement.

Perceptions Strengths

All services, SPED, ESL, 504, TASC, are provided by just three staff members. We also do all required Campus Testing Coordinator and TELPAS work. Working with at-risk students requires advanced behavioral-management abilities. When students were able to graduate on the minimum plan, students earning high school diplomas was a source of pride.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: With special programs, SPED, ESL, and 504, I feel that we are only able to achieve compliance and not excellence. **Root Cause:** Teachers being required to provide specialized services in 504, SPED, and ESL due to staffing limitations, rather than being drawn to them for personal interest and commitment to professional growth.

Comprehensive Needs Assessment Data Documentation

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

Goals

Revised/Approved: May 29, 2018






Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Performance Objective 1: DRAFT PENDING BOARD APPROVAL - PreK â 12 Grade Literacy: NISD will place an increased emphasis on literacy across all grade levels and content areas to help ensure that all students are reading on or above grade level.

Evaluation Data Source(s) 1: Measures may include:

- Â Pre K - EOY Kinder Readiness Assessment
- Â % of students in K-2 - Reading and Writing on Grade level
- Â 3-8 - STAAR reading; passing level
- Â 4 & 7 - STAAR writing
- Â English EOC 1 &2 - Passing level

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Online graduation equivalency programs will be purchased to supplement curricular inventory. Staff will be trained to implement composition improvement initiative. One additional teacher will be trained in Achieve 3000 for instructional support contingency.	Campus Administrator.	Improved performance on Test Assessing Secondary Completion.	 33%			
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						


Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Performance Objective 2: Denton Creek will increase the number of Tests Assessing Secondary Completion (TASC) from [4] earned by students in 2017-2018 to [8] in 2018-2019.


Evaluation Data Source(s) 2: Standardized Testing Scores

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Denton Creek will implement the "Learnsmart Achieve" TASC Adaptive test preparation online program by McGraw Hill.	Campus Administrator	Using a product with better alignment will enhance test preparation.				
2) Denton Creek will implement a collaborative, campus-developed, systematic writing program that emphasizes a scientific/technical approach to composition.	All Staff	Improved student performance on the "Reasoning Through Language Arts" section of the TASC. The average score from 2016 - 2018 was 150.				
3) Denton Creek will purchase magazines, such as Newsweek, Time, Popular Science, Psychology Today, Scientific American, etc., to support the campus writing program that emphasizes a scientific/technical approach to composition.	All Staff	Improve and enhance composition quality, validity, and effectiveness.				




= Accomplished



= Continue/Modify



= No Progress








= Discontinue

Goal 2: Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

Performance Objective 1: Improve ongoing support for first year teachers in NISD with a goal of 95% or higher satisfaction rate on end-of-year surveys.

Evaluation Data Source(s) 1: Ongoing Surveys
 Feedback from first year teachers, mentors and campus administrators
 Retention rate of first year teachers

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Denton Creek staff will work with NISD administration to implement campus facility enhancements. From available staff, one member will be given the opportunity to represent the campus on the district level, Denton Creek administration will work with TJJD administration to cooperative implement a Saturday School arrangement to improve attendance and serve as a Positive Behavioral intervention Support.	Campus Administration	Increase retention of staff and coverage by Guest Educators. Campus representation. Improved attendance, credits, and improved campus culture.				
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Goal 2: Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

Performance Objective 2: Recruit and retain a pool of quality guest educators and increase our substitute fill rate to 93%.

Evaluation Data Source(s) 2: Aesop reports
 Guest Educator Evaluations
 Feedback from students, teachers, administrators and guest educators

Summative Evaluation 2:

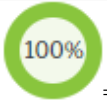
Goal 2: Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.


Performance Objective 3: Denton Creek will increase teacher job satisfaction.

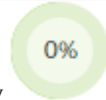
Evaluation Data Source(s) 3: Retention of staff (100%) fill-rate of Guest Educators (95%); Staff Attendance (96%).


Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Denton Creek will continue to upgrade facilities to approximate the working environment of other campuses in the Northwest ISD.	Campus Administrator	Retention of staff, staff attendance, and "fill-rate" of guest educators.				
2) Denton Creek staff will serve on district-level committees.	Campus Administrator	Experience, contacts, and enhanced knowledge of district operations.				
3) Denton Creek will develop a Saturday School program to improve student attendance and improve campus student behavior.	Campus Administrator	Saturday School is intended to add an additional level of administrative support to assist teaching staff with their classroom behavior management, in addition to potentially improving student attendance.				

 = Accomplished

 = Continue/Modify

 = No Progress






 = Discontinue

Goal 3: Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

Performance Objective 1: DRAFT PENDING BOARD APPROVAL: Student, Staff, and Stakeholder Safety: NISD will ensure that every student, staff member, and guest on campus and/or district property is in the most controlled and safe environment possible.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) Case-Manager, i.e., parental representative, needs to be improved through active involvement with NISD staff. Staff morale will be improved with improved water quality. Campus Culture will be enhanced by equipment upgrades that mirror operations of other campuses.	Campus Administrator	Increased involvement in daily activities of students by parental authorities, instead of relying on teacher reporting. The health of campus staff addressed. Student morale and pride in campus and campus achievement.				
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Goal 3: Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

Performance Objective 2: Denton Creek will work to maintain and and improve its partnership with the McFadden Ranch facility (TJJD).

Evaluation Data Source(s) 2: Documentation of case-Manger visits and classroom observations (270 is Goal); Sign-In for visitors on Open House/Family Day; Draft Copy of 2019 Summer Enrichment Program completed by April 12, 2019.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	Apr
1) McFadden Ranch case-managers (parental representatives) will be encouraged and invited to make frequent announced and unannounced classroom visits and observations.	All Staff	Improved collaboration potential and program transparency.				
2) Denton Creek will participate in the annual Open House/Family Day event hosted by McFadden Ranch.	Campus Administrator	Improved collaboration and dissemination knowledge and awareness of campus operations.				
3) Denton Creek will draft and submit a proposal for a 2019 Summer Enrichment Program.	Campus Administrator	Improved collaboration with TJJD, student exposure to art instruction, and prevention of degradation of learning that may occur in months when school is not in session.				