

FLOUR BLUFF H S

Flour Bluff High School Campus Improvement Plan 2022/2023

YOU MATTER!



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FLOUR BLUFF H S

Mission

The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.

Vision

Our vision is to make Flour Bluff ISD the premier district in Texas.

Nondiscrimination Notice

FLOUR BLUFF H S does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Goals of Flour Bluff Independent School District:

1. Students: Well-being and Academic Success.
2. Faculty and Staff: Well-being, Professional Development and Growth.
3. Community Satisfaction and Engagement
4. Financial Stewardship

FBHS SBDM Committee

| Name | Position |
|------------------|--------------------------|
| Medley, Linda | Principal |
| Crenshaw, James | District Representative |
| Chapman, Sarah | Teacher |
| Storm, Delmagene | Community Representative |
| Cutbirth, Mance | Parent |
| Cutbirth, Amanda | Parent |
| Blair, Tamara | Dean of Instruction |
| Johnson, Rachel | Teacher |
| Gain, Jon | Teacher |
| Vela, Frances | Paraprofessional |
| Ritchie, Tracey | Teacher |
| Bell, Myriam | Community Representative |
| Pacheco, Skylar | Student 11th Grade |
| Jones, Kaylie | Student 12th Grade |
| Williams, Danny | Business Representative |
| Castilla, Aaron | Business Representative |

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Flour Bluff High School has a diverse student population representing Flour Bluff, Padre Island, and the Naval Air Station, as well as students from military and Corpus Christi Army Depot families, FBISD employee families, and free transfers from other Corpus Christi school districts.

Demographics Weaknesses

Flour Bluff High School is an older facility that needs many repairs and updates to stay in compliance with safety, security, and our growing populations of students.

Demographics Needs

Flour Bluff High School staff need to continue to support the growing diversity of our student population to ensure success for all students. Flour Bluff High School would like to increase the access to facilities and student certifications for CTE programs to meet the needs of our community. In addition, we would like to continue our partnership with Del Mar College and increase student participation in the Viking/Hornet Academy.

Demographics Summary

Flour Bluff High School currently serves 1969 students, including residents of Flour Bluff, Padre Island, the Naval Air Station. We also have foreign exchange students and transfer students enrolled every year. Those numbers vary from year to year.

Our class total enrollment include:

Freshmen - 598
Sophomore - 522
Juniors - 434
Seniors - 415

Student Achievement

Comprehensive Needs Assessment

Student Achievement Strengths

Advanced Placement

- Calculus AB - 3.2 (Avg.)
- Calculus BC - 3.7 (Avg.)
- Computer Science - 3.4 (Avg.)
- 2D Art and Design - 3.0 (Avg.)
- World History - 3.0 (Avg.)

2022 Biology EOC: 91% met approaches

2022 U.S. History EOC: 92% met approaches

2022 English II EOC: 84% met approaches

Student Achievement Weaknesses

Advanced Placement - Total Number of Students Tested: 2022=374

English 1 EOC: 76% met approaches

Algebra 1 EOC: 65% met approaches

Student Achievement Needs

Increase the percentage of students who are successful on the English 1 and Algebra End-Of-Course exams by implementing data driven instruction and increasing tutoring opportunities for students.

Increase AP scores by sending staff to AP training and professional developments.

Comprehensive Needs Assessment

Student Achievement Summary

The High School earned 91 on Domain one Student Achievement

English 1 EOC: 16% met Mastery

English 2 EOC: 13% met Mastery

Algebra 1 EOC: 6% met Mastery

Biology EOC: 24% met Mastery

U.S. History EOC: 52% met Mastery

School Culture and Climate

School Culture and Climate Strengths

Flour Bluff High School staff is committed to the success and well-being of our students.

Campus teams utilize time and effort in working toward growth and success for all students.

Campus teams continually seek to learn and grow professionally and to assist students daily.

Professional Learning Community atmosphere for planning and discussion.

Student and Community access to resources such as the "Report Bullying" button on the district website, safety and security personnel, observant staff, conscientious students, and parents.

Students are offered AP, Onramps, and Dual Credit courses

All students have an advisory class to work on strategies in all core content areas, have their grades checked by the advisory teacher, and attend tutorials as needed.

The FBHS Leadership Team (consisting of department chair teachers and staff) meets monthly to review data, discipline, needs assessment, etc.

School Culture and Climate Weaknesses

We need to work on strengthening the instruction of our first year teachers by utilizing the campus mentors more.

Retain teachers.

School Culture and Climate Needs

Comprehensive Needs Assessment

School Culture and Climate Needs (Continued)

Due to increased safety and security measures being implemented, the campus needs facility, camera and access point updates. The campus needs to address the logistical safety needs of the campus buildings.

Improve on safety protocols including all students wearing ID badges, student parking tags and review of SRP procedures.

School Culture and Climate Summary

We are working through departmental and subject area professional learning communities (PLCs) to strengthen instruction. PLCs are working together to plan instruction and academic intervention strategies. PLC teams meet each Wednesday morning to review data and plan instruction. The High School is addressing the social and emotional needs of the staff and all students through our motto, "You Matter". The High School has recently hired an LPC, an additional counselor, full time military counselor, and Community in Schools to assist high school students.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

Flour Bluff High School staff attends professional development to address specific needs as they are identified. Professional Learning Communities discuss the rigor and the Texas Essential Knowledge and Skills during curriculum development time.

Staff Quality, Recruitment and Retention Weaknesses

Flour Bluff High School is competing for staff especially in the areas of math, science and foreign language.

Staff Quality, Recruitment and Retention Needs

Flour Bluff High School needs to develop creative ways of attracting staff and providing updated facilities for staff and department needs.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Summary

Flour Bluff High School actively recruits teachers and other staff to find the best candidate for each position that are aligned with our vision, mission and goals. In addition to a strong educational background, teachers' innovation and attitude toward education are factors that are taken into consideration. Each teacher candidate participates in a panel interview. New teachers to the district are supported through mentoring initiatives and professional development.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

The campus is able to provide a high quality of curriculum and instruction through: curriculum writing, aligned assessments in DMAC, common planning periods, teacher mentors, EOC and Activity advisories, mandatory advisory for every student, a strong partnership with Del Mar College, increased college and career courses, counselors meet individually with students to create graduation plans, SDGC teachers are aligned with high school teachers when delivering instruction, Hornet Learning Academy, and competitive with course offerings.

Curriculum, Instruction and Assessment Weaknesses

Common Assessment Data
All Curriculum Documents uploaded to Google Drive making it easily accessible for all staff
Aligning AP curriculum so students are adequately prepared for exams

Curriculum, Instruction and Assessment Needs

The campus would like to implement curriculum writing days throughout the year where the teachers are able to analyze data and create content-specific strategies to engage learners.

Curriculum, Instruction and Assessment Summary

Flour Bluff High School utilizes Professional Learning Communities to create teacher developed curriculum as the foundation for teaching the TEKS. Additionally, our Advanced Placement courses utilize their approved College Board curriculum. Dual Credit and Dual Enrollment (OnRamps) courses utilize

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Summary (Continued)

the approved syllabi from the appropriate college. Students participate in SAT, ACT, ASVAB, AP, TSI, and STAAR EOC testing. All administrators were assigned to a specific content area. The campus added a Dean of Instruction to oversee and assist with curriculum as well as serve as an instructional resource for the teachers.

Family and Community Involvement

Family and Community Involvement Strengths

Parents have many avenues to communicate and be a part of the activities that best support their students. Flour Bluff High School welcomes parent involvement and input. Parent involvement activities include:

- Several booster clubs
- Parent-Teacher-Student Organization (PTSO),
- Open House
- Check-out the Campus
- Fish Fest
- Google Site Teacher Web Pages
- Skyward Parent Access
- SBDM committee
- Parent Volunteer Opportunities
- Parent Meetings regarding Dual Credit, AP, and OnRamps Courses

Family and Community Involvement Weaknesses

Flour Bluff High School will continue to increase the number of parent and community members that are involved with the school.

Family and Community Involvement Needs

Comprehensive Needs Assessment

Flour Bluff High School needs to develop more ways for parents and community members to become involved through promoting academic and extracurricular events.

Family and Community Involvement Summary

Flour Bluff High School hosts open houses, fairs, parent conferences, training, presentations and special events throughout the year encouraging their parents to be involved in their student's education. Additionally, the campus provides resources including the Counselor Corner website and short videos to highlight the high school's clubs. Parents have various methods to communicate with school staff and stay aware of their children's progress, such as: Skyward Family Access, School Messenger, Teacher Webpages, email, phone, progress reports/report cards, newsletters, the district website, social media sites, and Remind.

School Context and Organization

School Context and Organization Strengths

Flour Bluff High School attracts students and parents to the district due to the variety of services provided, the competitiveness of our programs, and the high expectations that drive students to excel. The campus has eight periods throughout the day, including an advisory period on Monday, Tuesday, Thursday, and Friday. The campus offers many career and technical education courses. The campus offers many Dual Credit, OnRamps, and AP Courses. The campus offers many high-level advanced courses. The campus offers many athletic and fine art programs. Teachers are able to participate in PLCs on Wednesday mornings to discuss academic and behavior needs.

School Context and Organization Weaknesses

The campus has 1980 students enrolled for the 2022-2023 school year. We have outgrown our facilities and would like to stay competitive and offer a diverse amount of programs that meet student needs to be successful.

School Context and Organization Needs

Comprehensive Needs Assessment

Additional classrooms and teachers may be needed for new CTE courses due to the increase of interest in our CTE courses. Competitive stipends for math, science, and foreign language, which are hard to fill positions.

School Context and Organization Summary

Flour Bluff High School offers a wide variety of courses and programs to meet the needs of all students. The campus staff maintains the facilities and resources necessary to conserve funds and provide quality services to students. The high school is working closely with Del Mar College and Workforce Solutions to increase the number of certifications and job opportunities available to our students.

Technology

Technology Strengths

Flour Bluff High School has invested in and supported technology equipment to use directly with students in the classroom.

All classrooms are equipped with a display television

Many document cameras are used extensively in the classrooms to enhance lessons

Display televisions in hallways and cafeteria

FBISD recently received a grant to allow the high school to receive an additional 1300 Chrome Books to check out to many of our economically disadvantaged students.

Math teachers are equipped with iPads to mirror onto their TV displays

Google Classroom

Google Suite

Digital Library

Live Announcements

Inspire Calculators

Python Calculators

Computer Labs

Technology Weaknesses

Comprehensive Needs Assessment

Technology Weaknesses (Continued)

Staff continue to need support on how to integrate technology to meet the needs of their students to ensure they are successful.

Technology Needs

Flour Bluff High School needs to continue to upgrade computer lab equipment and teacher technology. The campus needs an additional computer lab. The campus needs to improve the bandwidth and internet speed to allow students and staff consistent internet usage. The campus needs to provide more training opportunities on how to use educational technology.

Technology Summary

Flour Bluff High School has ensured all teachers have access to a laptop as well as students needing a device throughout the day for assignments. The campus continues to work with staff and students to ensure students and staff are equipped with the appropriate technology to be successful.

Other

Other Summary

FBHS Top Priorities

1. Continue to improve the campus culture by focusing on the social and emotional well-being of all students and staff.
2. The campus will provide consistent and effective data-driven instruction that is implemented with fidelity in all classrooms as well as analyze data in PLC's to provide instructional strategies increasing student growth and achievement
3. The campus will continue to maintain a safe and secure environment for all students and staff.
4. Increase the number of students receiving an Industry-Based Certificate.
5. Continue to improve attendance rates through consistent communication and implementing various attendance incentives and recognition opportunities.

Comprehensive Needs Assessment

Other Summary (Continued)

Comprehensive Needs Assessment Data Sources

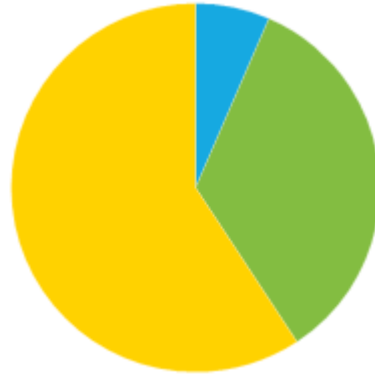
Accountability Distinction Designations
Action research results
Annual dropout rate data
AP and/or IB assessment data
Attendance data
Budgets/entitlements and expenditures data
Campus leadership data
Campus Performance Objectives Summative Review
Closing the Gaps Domain
College, career or military-ready graduates
Communications data
Community surveys and/or other feedback
Completion rates and/or graduation rates data
Current and/or prior year(s) campus/district plans
Department/faculty meeting discussion/data
Discipline records
District Goals
Dyslexia Data
Effective Schools Framework data
Failure Lists
Federal Report Card Data
Grades that measure student performance on TEKS
Observation Survey results
Parent surveys and/or other feedback
PBMAS data
Planning and decision making committee data
Professional development needs assessment data
Professional learning communities (PLC) data
PSAT and/or ASPIRE
SAT and/or ACT assessment data
SSI data for Grades 5 and 8
STAAR current and longitudinal results
STAAR EL Progress Measure data

Comprehensive Needs Assessment

STAAR Released Test Questions
Staff surveys and/or other feedback
State and federal planning requirements
State and federally required assessment informatio
State-developed online interim assessments
STEM/STEAM data
Student Achievement Domain
Study of best practices
Survey and Interviews of Students/Staff/Parents
TELPAS results
Texas Academic Performance Report (TAPR) data
Tobacco, alcohol, and other drug-use data
Violence and/or violence prevention records

Resources

Currency



| | |
|---------|-----------|
| Total | \$815,616 |
| Federal | \$53,148 |
| State | \$279,139 |
| Local | \$483,329 |
| Other | \$0 |

| Resource | Source | Amount |
|-----------------|---------|-----------|
| CTE Funds | Federal | \$35,521 |
| ESL 6300 | Federal | \$2,720 |
| Title II 6200 | Federal | \$2,300 |
| Title II 6300 | Federal | \$1,200 |
| Title II 6400 | Federal | \$700 |
| Title IV 6200 | Federal | \$1,000 |
| Title IV 6300 | Federal | \$9,707 |
| GT 6200 | Local | \$483,329 |
| CTE Funds State | State | \$48,198 |
| SCE 6200 | State | \$131,700 |
| SCE 6300 | State | \$89,037 |
| SCE 6400 | State | \$1,275 |
| SE-162 6200 | State | \$4,971 |
| SE-162 6300 | State | \$2,558 |
| SE-162 6400 | State | \$1,400 |

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Goal 1. Goal 1: Students: Well-being and Academic Success.

Objective 1. Annually increase Social, Emotional Learning (SEL) & Well-being

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|-------------------------|--|--|
| 1. The campus will work collaboratively with the district strategies for this objective: 1.) Counselors and LPC will meet with students in a variety of settings to provide guidance (i.e. individually, small group, individual class meetings, whole grade level meetings, advisory classes, & parent meetings). 2.) Students will learn coping mechanisms through the required Methods for Academic Personal Success (MAPS) classes. 3.) The student Mental Health Club is available to address student issues through meetings and classrooms. 4) The Military Counselor is able to provide guidance students. 6) A calming room is available for students and staff. 7) Students and staff are able to attend a Mental Health Symposium, " You Matter" (Target Group: All,AtRisk) (Strategic Priorities: 2) (ESF: 3) | Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal, Teacher(s) | August 2022-May 2023 | (F)CTE Funds - \$10,000, (F)ESL 6300 - \$300, (F)Title II 6200 - \$200, (F)Title II 6300 - \$100, (F)Title IV 6200 - \$400, (F)Title IV 6300 - \$1,500, (L)GT 6200 - \$70,000, (S)CTE Funds State - \$10,240, (S)SCE 6200 - \$25,000, (S)SCE 6300 - \$21,000, (S)SCE 6400 - \$400, (S)SE-162 6200 - \$1,000, (S)SE-162 6300 - \$1,000, (S)SE-162 6400 - \$200 | Criteria: Guidance Services, Discipline Reports, Attendance Rates Guidance Activities/Lessons Discipline Referrals Attendance Data Bullying Reports Professional Development Agendas 05/30/23 - Completed 12/05/22 - Significant Progress 09/13/22 - On Track |

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Goal 1. Goal 1: Students: Well-being and Academic Success.

Objective 2. Annually increase the Academic Achievement in the four core academic areas: Reading & Language Arts, Mathematics, Science, and Social Studies

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|----------------------|---|--|
| <p>1. The campus will ensure the TEKs are effectively taught by:</p> <p>1.) Utilize district developed curriculum as the foundation curriculum, 2.) Develop student learning goals for each six weeks, 3.) Utilize data from Data Management for Assessment and Curriculum (DMAC), common formative assessments and Skyward (i.e. grades, discipline and attendance) to identify students who need intervention and determine level of student success, 4.) Utilize advisory time to support and tutor students with gaps in their educational skills, 5.) Ensure that 40% of classroom instruction is devoted to hands-on activities, 6.) Provide professional development for instructional staff, 7.) Provide supplies, equipment and resources, 8.) Provide additional tutorial time for students who did not pass their EOC's 9) Meet in subject area Professional Learning Community teams weekly 10) Multi-Tier System of Support 11) Instructional Strategies (Target Group: All) (Strategic Priorities: 2) (ESF: 1,4,5)</p> | Assistant Principal(s), Curriculum Supervisor, Department Chair, Principal, Subject Area PLC, Teacher(s) | August 2022-May 2023 | (F)CTE Funds - \$10,000, (F)ESL 6300 - \$1,420, (F)Title II 6200 - \$500, (F)Title IV 6200 - \$100, (F)Title IV 6300 - \$5,000, (L)GT 6200 - \$120,000, (S)CTE Funds State - \$10,208, (S)SCE 6200 - \$25,200, (S)SCE 6300 - \$16,037, (S)SCE 6400 - \$300, (S)SE-162 6200 - \$1,500, (S)SE-162 6300 - \$700, (S)SE-162 6400 - \$700 | <p>Criteria: STAAR EOC Data, Curriculum Writing Curriculum Documents Agendas PLCs Sign in Sheets Eduphoria Reports T-TESS observations/walkthroughs Training Certificates Common Assessments Disaggregated Data from DMAC Advisory Passes Master Schedule Accelerated Instruction Advisory Classes Passing/Retention Rates</p> <p>05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track</p> |

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Goal 1. Goal 1: Students: Well-being and Academic Success.

Objective 3. Annually increase CCMR results

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|----------------------|---|---|
| <p>1. Provide the resources, training, networking & support necessary by:</p> <p>1) Providing professional development for staff to incorporate instructional strategies that promote relevance and rigor in the classroom</p> <p>2) Administering the SAT, ACT, TSIA2 & PSAT college readiness assessments. Employ subsequent data collected in conjunction with Career Interest Inventory data from junior high to determine program & curricular quality and strength</p> <p>3) Developing a "college-going" culture through activities implemented on campus and college celebrations that honor students and teachers from FBHS who have earned college degrees (i.e. personal college experiences, college banners, & attire days)</p> <p>4) Increasing visibility of military and college recruiters on campus during the school year.</p> <p>5) Providing college and career opportunities through the College Fair & Career Fair</p> <p>6) Counselors meet with students individually to discuss pathways and certifications</p> <p>7) Lunch and Learn sessions (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.3,3.4,5.3,5.4)</p> | Assistant Principal(s), Counselor(s), CTE Coordinator, Curriculum Supervisor, Principal, Teacher(s) | August 2022-May 2023 | (F)CTE Funds - \$5,000, (F)ESL 6300 - \$500, (F)Title II 6200 - \$600, (F)Title II 6300 - \$50, (F)Title IV 6200 - \$500, (F)Title IV 6300 - \$1,000, (L)GT 6200 - \$60,000, (S)CTE Funds State - \$10,000, (S)SCE 6200 - \$20,100, (S)SCE 6400 - \$100, (S)SE-162 6200 - \$1,000, (S)SE-162 6300 - \$200, (S)SE-162 6400 - \$200 | <p>Criteria: Grades, Promotion/Retention Data, Advanced Placement Scores, ACT/SAT Scores, TSIA2 Scores, STAAR EOC Scores, Graduation Plan Data, Inservice Agendas, Handouts, Sign-in Sheets, Lesson Plans, Walkthroughs, Testing Schedules, Disaggregated Scores, EPIC's College Readiness Standards, & College Event Flyers, ACT/SAT Participation, AP/Dual Credit/CTE Enrollment, College Enrollment after FBS, Aggregate ACT Data, PSAT Data, Military Campus Visits, Course Guides, Guest Speakers/Presenters</p> <p>05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track</p> |

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Goal 1. Goal 1: Students: Well-being and Academic Success.

Objective 4. Annually increase Student Engagement

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|----------------------|---|--|
| 1. The campus will provide resources and increase student engagement by: 1) Dress-up days, Class Wars, and Student-led Events. 2) Meeting with leadership groups 3) Providing engaging activities in the classrooms 4) Communicating opportunities for activities through announcements and social media 5) Recruiting for Clubs 6) Enrollment in Extra-Curricular Activities (Target Group: All) (Strategic Priorities: 2,3) (ESF: 1,3,5) | Assistant Principal(s), Curriculum Supervisor, Department Head(s), Principal, Teacher(s) | August 2022-May 2023 | (F)CTE Funds - \$5,000, (F)ESL 6300 - \$500, (F)Title II 6200 - \$400, (F)Title II 6300 - \$750, (F)Title IV 6300 - \$1,000, (L)GT 6200 - \$56,329, (S)CTE Funds State - \$1,000, (S)SCE 6200 - \$25,000, (S)SCE 6400 - \$200, (S)SE-162 6200 - \$400, (S)SE-162 6300 - \$200, (S)SE-162 6400 - \$200 | Criteria: STAAR EOC Results Lesson Plans, Walkthroughs, Training Certificates, Common Assessments, Disaggregated Data in the Form of Reports, Student Sign-in Sheets, Advisory Passes, Tutorial Logs, Master Schedule and Class Rosters, EOC passing and commended rates & Passing/Retention Rates, APEX Learning 05/30/23 - Completed 12/05/22 - Significant Progress 09/13/22 - On Track |

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Goal 2. Goal 2: Faculty and Staff: Well-being, Professional Development and Growth.

Objective 1. Annually increase Faculty & Staff Engagement

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|----------------------|---|---|
| 1. The campus will provide opportunities to increase faculty and staff and engagement by: 1) Administrators accessible for department meetings and PLC's. 2) Consistent walk-throughs and check-ins with staff. 3) Include all staff, with emphasis on teachers and inclusion paraprofessionals in PLC meetings 4) Organize more training for new teachers related to Skyward and DMAC. 5) Assign mentors to all new to the district staff. 6) Provide opportunities for faculty and staff to participate on committees (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,2,5) | Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal, Teacher(s) | August 2022-May 2023 | (F)CTE Funds - \$1,000, (F)Title II 6200 - \$100, (F)Title IV 6300 - \$500, (L)GT 6200 - \$40,000, (S)CTE Funds State - \$1,000, (S)SCE 6200 - \$10,000, (S)SCE 6300 - \$15,000, (S)SCE 6400 - \$50 | Criteria: Reduction of staff turn-overs Reduction of Teacher Absences Agendas Sign in Sheets Committees 05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track |

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Goal 2. Goal 2: Faculty and Staff: Well-being, Professional Development and Growth.

Objective 2. Annually increase Faculty & Staff Satisfaction

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|-------------------------|--|---|
| 1. The campus will increase faculty and staff satisfaction by: 1) Staff Recognitions 2) Staff Appreciation: Including lunches, breakfast, stock fridge/freezer, PTO activities, student group/clubs staff acknowledgment. 3) Assign mentors to all new to the district staff 4) Check-ins with staff: Meet regularly with department leads 5) Staff surveys for teaching assignments 6) Open door policy with administrators 7) Calming room for staff (Target Group: All) (Strategic Priorities: 1,2,4) (ESF: 1,2,5) | Assistant Principal(s), Curriculum Supervisor, Executive Director of Comm. & Community Relations, Principal(s), Teacher(s) | August 2022-May 2023 | (F)CTE Funds - \$500, (F)Title II 6200 - \$60, (F)Title IV 6300 - \$100, (L)GT 6200 - \$50,000, (S)CTE Funds State - \$1,000, (S)SCE 6200 - \$15,000, (S)SCE 6300 - \$15,000, (S)SCE 6400 - \$75 | Criteria: Staff Acknowledgment Employee Awards List of Accomplishments Board Recognition Social Media 05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track |

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Goal 2. Goal 2: Faculty and Staff: Well-being, Professional Development and Growth.

Objective 3. Professional Development Plans are developed and executed for all Categories of Employees

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|------------------------|---|---|
| 1. The campus will align professional development trainings with the district by: 1) Creating an aligned system of professional development 2) Increasing the number of ESL-certified teachers in all core areas. 3) Trainings/Collaborations/Calibration time for all staff 4) Participating in District PD activities 5) Stipends for API and OnRamps courses 6) Weekly PLC Meetings 7) Curriculum Alignment and Writing (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,2,5) | Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal(s) | August 2022 - May 2023 | (F)CTE Funds - \$3,000, (L)GT 6200 - \$10,000, (S)CTE Funds State - \$6,000, (S)SCE 6200 - \$5,000, (S)SCE 6300 - \$5,000, (S)SE-162 6200 - \$1,071, (S)SE-162 6300 - \$458, (S)SE-162 6400 - \$100 | Criteria: InService Agendas Survey Professional Development Calendar 05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track |

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Goal 2. Goal 2: Faculty and Staff: Well-being, Professional Development and Growth.

Objective 4. Develop and implement an Annual Plan for Campus and Departmental Personnel on Procurement and Other Business Processes

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|------------------------|---|--|
| 1. The campus will align with the district by: 1.) Increasing communication and involvement from departments and programs in the budget-planning process 2.) Developing a plan to educate staff and the community regarding debt management processes. CFO presented the campus with budget information for the current school year. 3)Present budget to SBDM committee 4) CTE Coordinator meets with central staff regarding CTE budget and resources. (Target Group: All) (Strategic Priorities: 1) (ESF: 1,2) | Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Financial Officer, Curriculum Supervisor, Leadership Team, Principal, Teacher(s) | August 2022 - May 2023 | (F)CTE Funds - \$100, (F)Title IV 6300 - \$100, (L)GT 6200 - \$1,000, (S)CTE Funds State - \$500, (S)SCE 6200 - \$1,000, (S)SCE 6300 - \$1,000, (S)SCE 6400 - \$150 | Criteria: Budget Committee Board Meetings Community advisory committee SBDM Meetings Agendas Sign In Sheets 05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track |

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Goal 3. Goal 3: Community Satisfaction and Engagement

Objective 1. Annually increase Non-Parent Community Satisfaction

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|---------------------------|---|--|
| 1. The campus will increase non-community engagement by: 1)Invited community members to serve on some of our committees. 2) We invited them to participate in local events hosted by the high school and district. 3)CTE Coordinator invites local business to present to students regarding different career opportunities. 4) The campus will host a career fair in the spring semester of the school year. (Target Group: All) (Strategic Priorities: 4) (ESF: 3) | Assistant Principal(s), Counselor(s), Principal(s), Teacher(s) | August 2022 - May 2023 | (F)CTE Funds - \$921, (F)Title II 6200 - \$200, (F)Title IV 6300 - \$200, (L)GT 6200 - \$10,000, (S)CTE Funds State - \$1,000, (S)SCE 6200 - \$1,000, (S)SCE 6300 - \$5,000 | Criteria: Social Media Campus Committees SBDM committee Sign In Sheets Community Partnerships Meetings with Base Liaison and Military Counselors Partnership with Local Business 05/30/23 - Completed 12/05/22 - Significant Progress 09/13/22 - On Track |

FLOUR BLUFF H S

Goal 3. Goal 3: Community Satisfaction and Engagement

Objective 2. Annually increase Non-Parent Community Engagement

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|-------------------------------|--|--|
| <p>1. The campus will increase community engagement by:</p> <p>1) Increasing community engagement on committees.</p> <p>2) Collaborating with business and non-profit partners to connect initiatives with resources.</p> <p>3) Connecting with the local military to increase initiatives and resources.</p> <p>4) Working with institutes of higher learning to promote academics.</p> <p>5) Partnering with community members on service projects (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 3)</p> | <p>Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal(s), Teacher(s)</p> | <p>August 2022 - May 2023</p> | <p>(F)Title II 6200 - \$240, (F)Title IV 6300 - \$100, (L)GT 6200 - \$10,000, (S)CTE Funds State - \$2,500, (S)SCE 6200 - \$1,500, (S)SCE 6300 - \$5,000</p> | <p>Criteria: Social Media Campus Committees SBDM committee PTO Sign In Sheets Community Partnerships Meetings with Base Liaison and Military Counselors Number of Clinical Teachers with TAMUCC Partnership with DMC, Craft Training Center, and UT.</p> <p>05/30/23 - Completed 12/05/22 - Significant Progress 09/13/22 - On Track</p> |

FLOUR BLUFF H S

Goal 3. Goal 3: Community Satisfaction and Engagement

Objective 3. Annually increase Parent Satisfaction

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|------------------------|---|---|
| <p>1. The campus will increase parent satisfaction by:</p> <p>1) Increasing communication through emails and social media platforms.</p> <p>2) Offering opportunities for parent feedback through parent/student surveys</p> <p>3) Parents have access to report a bully and safety concerns.</p> <p>3) Creating awareness of school programs and parent volunteer opportunities.</p> <p>4) Sharing awards and milestones</p> <p>5) Student recognition at school board meetings (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 3)</p> | Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal(s), Teacher(s) | August 2022 - May 2023 | (F)Title II 6400 - \$700, (F)Title IV 6300 - \$100, (L)GT 6200 - \$10,000, (S)CTE Funds State - \$2,000, (S)SCE 6200 - \$1,000, (S)SCE 6300 - \$3,000 | <p>Criteria: Social Media Campus Website Survey Media Outreach Printed and Electronic Information</p> <p>05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track</p> |

FLOUR BLUFF H S

Goal 3. Goal 3: Community Satisfaction and Engagement

Objective 4. Annually increase Parent Engagement

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|-----------------------------|---|--|
| <p>1. The campus will increase parent engagement by:</p> <p>1) Promoting school-sponsored activities such as Check out the Campus, Fish Fest, Open House, Homecoming Parade, Texas Public Schools Week, College Financial Aid Night, Parent Teacher Organization meetings, and College & Career Days.</p> <p>2) Educating parents to utilize Skyward Family Access as a tool to monitor student performance and attendance,</p> <p>3) Encouraging students and parents to utilize teacher webpages as a way to access daily class assignments and educational resources</p> <p>4) Providing content-specific pamphlets at various school/parent functions</p> <p>5) Inviting parents to serve on committees and organizations</p> <p>6) Providing Parent Conferences</p> <p>7) Parent Nights for Extra-Curricular Activities</p> <p>8) Booster Clubs for many organizations</p> <p>(Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 3)</p> | <p>Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Executive Director of Comm. & Community Relations, Principal, Teacher(s)</p> | <p>August 2022-May 2023</p> | <p>(F) Title IV 6300 - \$107, (L) GT 6200 - \$10,000, (S) CTE Funds State - \$1,000, (S) SCE 6200 - \$800, (S) SCE 6300 - \$2,000</p> | <p>Criteria: Social Media Community Events Sign In Sheet Volunteer Opportunities Parent Conferences Campus Committees Campus Website</p> <p>05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track</p> |

FLOUR BLUFF H S

Goal 4. Goal 4: Financial Stewardship

Objective 1. Increase communication and clarity regarding the Coherent Budget Development, Adoption, and Management Processes

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|-------------------------------|--|--|
| <p>1. Compare adopted budget to actual budget</p> <p>The campus will continue to collaborate with the district and adjust campus budgets as well as increase communication and involvement from departments and programs in the budget planning process (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,4)</p> | <p>Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Financial Officer, Curriculum Supervisor, Principal(s)</p> | <p>August 2022 - May 2023</p> | <p>(L)GT 6200 - \$30,000, (S)CTE Funds State - \$1,000</p> | <p>Criteria: Budget Meetings SBDM Meetings Sign In Sheets Board Reports Budget Reports Purchase Reports Maintenance and Transportation Reports</p> <p>05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track</p> |

FLOUR BLUFF H S

Goal 4. Goal 4: Financial Stewardship

Objective 2. Increase communication and clarity regarding the Coherent Debt Management Process(es)

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|------------------------|--|---|
| 1. The campus will collaborate with the district and develop a communication plan to educate staff, community, students regarding debt management process(es) through presentation and meetings. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,4) | Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Financial Officer, Curriculum Supervisor, Principal(s) | August 2022 - May 2023 | (F)Title II 6300 - \$300, (L)GT 6200 - \$1,000 | Criteria: SBDM Committee Agendas Sign In Sheets Board Reports Purchase Reports Board Meetings Budget Meetings Maintenance and Transportation Reports 05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track |

FLOUR BLUFF H S

Goal 4. Goal 4: Financial Stewardship

Objective 3. Increase communication and clarity regarding Operational Effectiveness and Efficiency

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|------------------------|--|---|
| 1. The campus will continue to collaborate with the district and develop measurable indicators that provide meaningful information regarding the effectiveness and efficiency of operations. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,4) | Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Financial, Bus, & Operations, Curriculum Supervisor, Principal | August 2022 - May 2023 | (L)GT 6200 - \$3,000, (S)SCE 6200 - \$1,000, (S)SCE 6300 - \$1,000 | Criteria: Budget Meetings SBDM Meetings Sign In Sheets Board Reports Budget Reports Purchase Reports Maintenance and Transportation Reports 05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track |

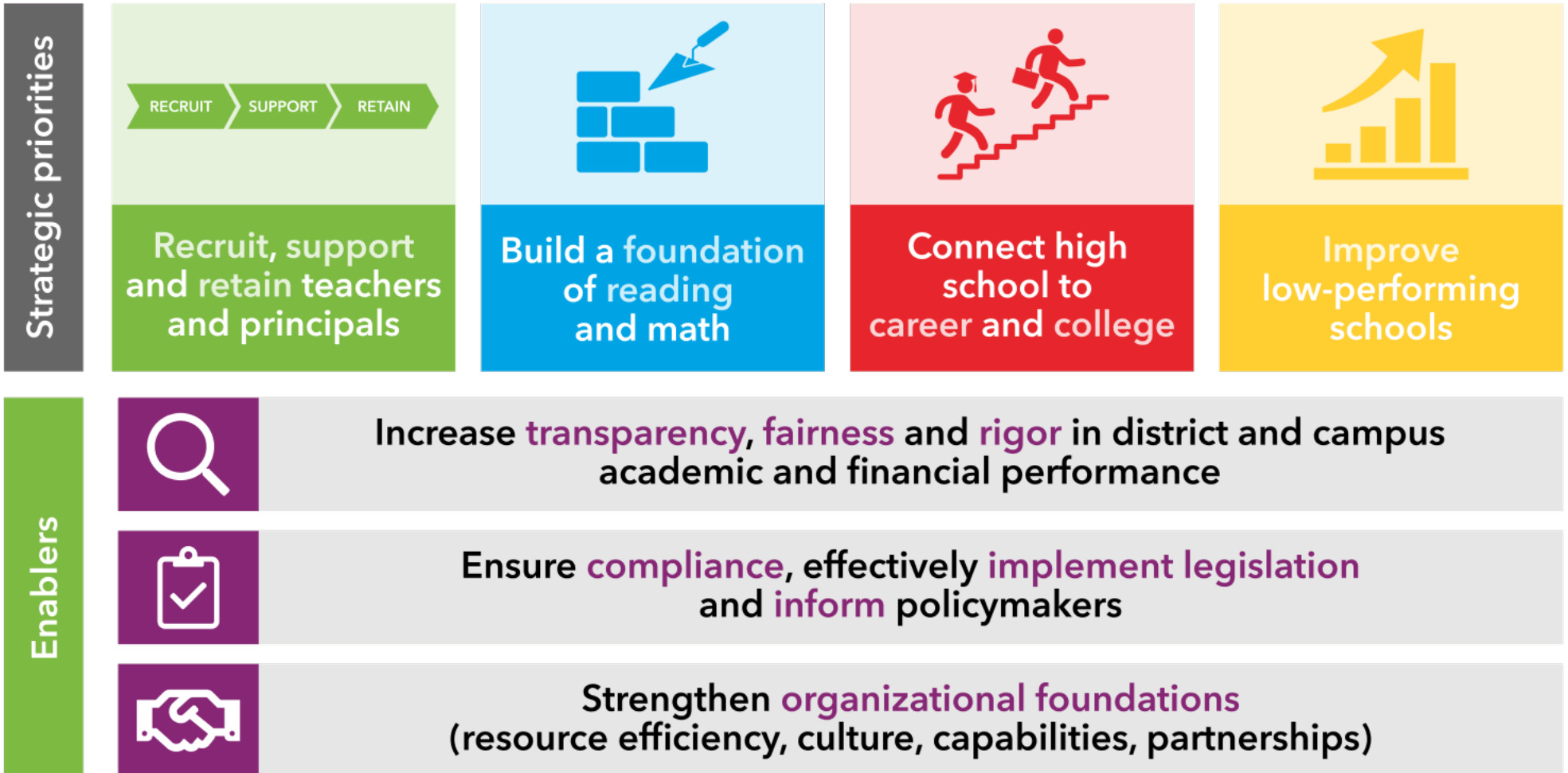
FLOUR BLUFF H S

Goal 4. Goal 4: Financial Stewardship

Objective 4. Increase communication and clarity of Critical Success Factors of Financial Stewardship

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|------------------------|---|---|
| 1. The campus will continue to collaborate with the district and compare the adopted budget to the actual budget as well as the revenue projection process. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,3) | Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Financial Officer, Curriculum Supervisor, Principal | August 2022 - May 2023 | (L)GT 6200 - \$2,000, (S)CTE Funds State - \$750, (S)SCE 6200 - \$100 | Criteria: Budget Meetings SBDM Meetings Sign In Sheets Board Reports Budget Reports Purchase Reports Maintenance and Transportation Reports 05/30/23 - Completed 12/05/22 - On Track 09/13/22 - On Track |

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



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

Flour Bluff High School Strategic Plan Cascading Scorecard 2021-2025

In Flour Bluff ISD We Believe...

- All students are the key to our future, and they understand that strength is borne from our diversity, and each has potential for excellence through action and accountability.
- Parents and families will receive consistent communication, support, and collaboration so that they are true partners in the education of all students in our care.
- Faculty and staff are pillars in our community who demonstrate integrity, subject-matter expertise, and empathetic knowledge of our students in a way that inspires intellectual curiosity and commitment to excellence.
- Principals and campus leaders are servant leaders who lead with compassion, knowledge and support in order to lay the foundation for excellence for all students in our care.
- The Superintendent and Central Office Staff are servant leaders who lead with integrity and vision to support students, families, faculty, and staff while ensuring fiscal responsibility.
- The Board is a visionary team of trustworthy servant leaders who set the direction for our community's school system in a way that supports all students, families, faculty, and staff in pursuit of excellence while ensuring fiscal responsibility.

Mission:

The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.

Vision:

Our vision is to make Flour Bluff ISD the premier district in Texas.

Flour Bluff – North Padre Island – NAS/CCAD

| Goals: | Performance Objectives: | Key Strategic Actions: (Inputs) | Progress Measures: (Outputs) | Long Term Desired Outcomes: (Outcomes) (X to Y by Z) |
|---|---|---|--|--|
| <u>Goal 1:</u> Students: Well-being and Academic Success. | 1.1 Annually increase Social, Emotional Learning (SEL) & Well-being | Implement a robust system of support for students' emotional and mental health to include: <ul style="list-style-type: none"> • Counselor watch • Group counseling with LPC • Mental Health Symposium • Mandatory Maps Classes for freshmen | Review of Services and data comparison: <ul style="list-style-type: none"> • Review caseload of LPC • Review Data for the number of outcries from students | We will begin tracking this data beginning at the end of 2021-2022 school year to determine the number of outcries. <ul style="list-style-type: none"> • Number of out-cries and staff response will decrease by 10% by 2025. |

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|--|---|--|---|--|
| | | <ul style="list-style-type: none"> • Student-to-student tutorials and mentoring during advisory • Post Mental Health Resources around the building • Red Ribbon Week • Empower students through Mental Health Awareness club and Student Leadership Group | | |
| | <p>1.2 Annually increase the Academic Achievement in the four core academic areas: Reading & Language Arts Mathematics Science Social Studies</p> | <ul style="list-style-type: none"> • Increase Professional Development for teachers • Increase teacher collaboration by departmentalizing hallways • Create a master schedule that allows staff to focus on one content area at a time rather than alternating courses throughout the day • Allow departments time to review data and vertically align content • Offer tutorials before and after school as well as during Advisory • Create tutorial contracts for students who are failing their classes • Daily work including warm-ups • Spiraling of curriculum • Integration of core areas into non-core subject areas • Access to online textbooks • Accelerated Instruction for Targeted Intervention • Test Prep Boot Camps | <p>Curriculum Alignment</p> <ul style="list-style-type: none"> • Professional Learning Community Agendas to ensure alignment • Curriculum Documents (YAGs, Pacing Guides) • Common Assessments • Staff member participation in district alignment committees <p>Professional Development</p> <ul style="list-style-type: none"> • Agendas • Eduphoria Certificates • Curriculum Resources • Needs Assessments <p>Data Analysis</p> <ul style="list-style-type: none"> • DMAC- Teacher made benchmarks, Interim Assessments, Mock Tests (Released STAAR) • Walkthrough and Observation Forms in DMAC | <p>Increase all STAAR EOC scores and passing rates by 2025 in the following areas:</p> <p>English I – 76% to 86% English II – 84% to 94% Algebra I – 65% to 75% Biology – 91% to 96% US History – 92% to 97%</p> |

| | | | | |
|--|------------------------------------|--|--|--|
| | 1.3 Annually increase CCMR Results | College Readiness <ul style="list-style-type: none"> • Clear communication of pathways to advanced level courses for current High School, Junior High, and Intermediate students • Strengthen the partnership with Del Mar College to stay abreast of programs offered. • Increase partnerships with businesses within the community to meet the future career needs of the community <ul style="list-style-type: none"> • Counselors meet with students individually regarding pathways | <ul style="list-style-type: none"> • TSI • Del Mar and TAMUCC Dual Credit numbers increased • OnRamps numbers, courses, and sections increased • Regular scheduled meetings with Del Mar College to increase CTE courses • SBDM meetings to discuss the needs of the community • Transcripts • Course Guides • Sign in Sheets • Parent Nights • Lesson Plans | <p>Increase the number of students who pass both sections of the TSI from 51% to 65% by 2025.</p> <p>Increase the percent of students who earned college credit for at least: 3 hours in ELA or Mathematics Or 9 hours in any subject (CCMR Requirements) from 33% (graduates) to 50% by 2025.</p> <p>Host 1 (spring) student/parent meeting at the Intermediate Host 2 (fall/spring) parent meetings at the junior high school to inform students and parents about advanced level courses.</p> |
| | | Career Readiness <ul style="list-style-type: none"> • Well-defined communication about CTE Pathways and certification in the pathways • CTE Facilitator • Implement Lunch and Learn Sessions | <ul style="list-style-type: none"> • Certifications • CTE Enrollment-Coherent Sequence • Test Scores • Lesson Plans • transcripts • Course Guides • Parent Nights • Sign-In Sheets • Lesson Plans | <p>Increase the number of students enrolled in a coherent sequence of CTE classes from 16.9% to 25% by 2025.</p> <p>Increase the number of students receiving CTE certifications from 9% to 25% by 2025.</p> |
| | | Military Readiness <ul style="list-style-type: none"> • Interaction with the military to gather information on what the military can offer students • Military Counselor on Campus | <ul style="list-style-type: none"> • Military Enlistment • Partnership with Military Recruiters • Sign-in Sheets • Meet requirements for Purple Star Campus Designation | <p>Increase the number of students who enlist in the military from 6% to 8% by 2025.</p> |

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|--|--|--|---|--|
| | 1.4 Annually increase Student Engagement | <ul style="list-style-type: none"> • Robust recruitment of students starting at 6th grade into cocurricular programs i.e., athletics, ROTC, Fine Arts, Math Club. • Utilize FBHS Information and Media classes to create commercials and advertise all extra and co-curricular programs • Feature student success in all activities through Social Media platforms • Promote school spirit with an emphasis on Class, Pride, & Heart and You Matter spirit wear, school signage, classroom lessons, and leadership groups • Continue to communicate through Google Classrooms/Webpages to keep students informed of educational opportunities | <ul style="list-style-type: none"> • Number of Students enrolled in athletics. • Number of Students involved in non-athletic UIL events. • Number of students participating in clubs and organizations. • Spirit events and competitions including pep rallies. • Newsletter • Sign-in sheets • Campus Website • Teacher Webpages • Google Classrooms • Agendas | Increase the number of students who are involved in all athletic teams and non-athletic clubs and organizations from <u>75</u> % to <u>80</u> %. |
| Goal 2: Faculty and Staff: Well-being, Professional Development, and Growth. | 2.1 Annually increase Faculty & Staff Engagement | <ul style="list-style-type: none"> • Administrators present for Dept. Meetings and PLC • Consistent Walk-Throughs and check-ins with staff • Include all staff including Inclusion teachers and paras in PLC meetings at least twice a month • Organize more training for new teachers concerning Skyward and DMAC • Assign mentors to all new to the district staff • Faculty and staff participate in campus and decision-making processes • Analyze campus data | <ul style="list-style-type: none"> • Agendas • Minutes • Sign-in sheets • Campus Surveys • Campus committees • Reduction in teacher absences • Reduction of staff turnover | Decrease annual staff turnover rate from 11% to 9% by 2025. |

| | | | | |
|--|--|--|--|--|
| | 2.2 Annually increase Faculty & Staff Satisfaction | <ul style="list-style-type: none"> Implement a Teacher of the Month program voted on by students Staff Appreciations Assign mentors to all new to the district staff Check-ins with staff Staff Surveys for teaching assignments Open Door Policy with Principal Increase communication | <ul style="list-style-type: none"> Reduction of staff turnover Reduction in teacher absences Employee Awards List of Accomplishments Board Recognition Campus Website Social Media | Decrease annual staff turnover rate from 11% to 9% by 2025. |
| | 2.3 Professional Development Plans are developed and executed for all Categories of Employees | <ul style="list-style-type: none"> Create an Aligned System of Professional Development Have more ESL certified teachers in all core areas Training/Collaboration/Calibration time for all staff | <ul style="list-style-type: none"> Agendas, Surveys, Eduphoria Reports, Curriculum Resources, Needs Assessments Data Analysis Curriculum Writing | <p>Maintain 100% of district and campus educators and paraprofessionals as Highly Qualified through 2025.</p> <p>Increase the number of teachers that qualify for local Teacher Incentive Allotment policy from - .01 % to 20 % by 2025.</p> |
| | 2.4 Develop and implement an Annual Plan for Campus and Departmental Personnel on Procurement and Other Business Processes | <ul style="list-style-type: none"> Create guidelines and procedures manuals for all secretaries, sponsors, and dept. leads Give the Departments a maximum amount of budget to spend per year. | <ul style="list-style-type: none"> Training opportunities Agendas Minutes Sign In sheets SBDM Meeting | The campus will continue to support the district initiative in having no findings on Annual Financial Report |
| Goal 3: Community Satisfaction and Engagement | 3.1 Annually increase Non-Parent Community Satisfaction | <p>Create a comprehensive method of distributing information:</p> <ul style="list-style-type: none"> FBHS Initiatives News & Events Community Activities Awards Upcoming Events Recognition <p>Offer opportunities for feedback</p> | <ul style="list-style-type: none"> Printed information Electronic information Website Social media Media outreach Survey Flyers | Increase the number of non-parent community survey responses by 10% by 2025. |
| | 3.2 Annually increase Non-Parent Community Engagement | <ul style="list-style-type: none"> Increase non-parent engagement on campus and district committees Engage with business and non-profit partners to connect initiatives with resources Engage with the local military to connect initiatives with resources Work with Institutes of Higher Learning to promote academics | <ul style="list-style-type: none"> Site-Based Decision Making Committee PTO Mentors Community Partnerships Base liaison, military counselors Student/Clinical Teaching: TAMUCC Dual Credit: TAMUCC, Del Mar College Craft Training Center, UT, | Increase the number of non-parent community engagement (social media platforms, newsletter, committee membership, volunteers) by 25% by 2025. |

| | | | | |
|-------------------------------|--|---|---|---|
| | | <ul style="list-style-type: none"> Partnership with community representatives to complete service projects | | |
| | 3.3 Annually increase Parent Satisfaction | Create a comprehensive method of distributing information: <ul style="list-style-type: none"> FBHS Initiatives News & Events Community Activities Awards Upcoming Events Recognition School programs Volunteer opportunities | <ul style="list-style-type: none"> Printed information Electronic information Website Social media Media outreach Survey Flyers Phone Calls | Increase the number of parent community survey responses from 10% to 30% by 2025. Increase the average satisfaction rate of survey respondents from 89.3% to 95% by 2025. (Based on the survey question “I am satisfied with the quality of education at my child’s campus.”) |
| | 3.4 Annually increase Parent Engagement | Increase parent participation at school events by: <ul style="list-style-type: none"> Utilizing teacher web pages Communicating thru Family Access tools Open House/Check out the Campus Parent Conferences Campus Committees Campus Committees Volunteer their time at the HS and HS events Recognizing parental support | <ul style="list-style-type: none"> Social Media Campus Events Campus Website Sign-In Sheets Campus Committees Flyers Email Agendas | Increase parent engagement for all school functions and events by 10% by 2025. |
| Goal 4: Financial Stewardship | 4.1 Increase communication and clarity regarding the Coherent Budget Development, Adoption, and Management Processes | <ul style="list-style-type: none"> Compare Adopted Budget to Actual Budget Increase communication and involvement from departments and programs in the budget planning process | <ul style="list-style-type: none"> Budget meetings SBDM Meetings Agendas Sign-in Sheets Board Reports Usage Reports Budget Reports Personnel Reports Purchase Reports | The campus will continue to support and collaborate with the district initiative in having an acceptable level of tolerance. Completed Comparison of Final Adopted Budget to Actual Budget Analysis of budget and expenditures |
| | 4.2 Increase communication and clarity regarding the Coherent Debt Management Process(es) | <ul style="list-style-type: none"> Develop a communication plan to educate staff and community regarding debt management process(es) | <ul style="list-style-type: none"> Present debt management plan to SBDM committee and staff <ul style="list-style-type: none"> Budget Committee Meetings Board Meetings Community Advisory Meetings Budget meetings SBDM Meetings Agendas | The campus will continue to support and collaborate with the district initiative in having an acceptable level of financial performance. Maintain a management system to track budget and expenditures |

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|--|---|--|--|---|
| | | | <ul style="list-style-type: none"> • Sign-in Sheets • Board Reports • Usage Reports • Budget Reports • Personnel Reports • Purchase Reports | |
| | 4.3 Increase communication and clarity regarding Operational Effectiveness and Efficiency | <ul style="list-style-type: none"> • Develop measurable indicators that provide meaningful information regarding effectiveness and efficiency of operations • Meeting with campus/department leads | <ul style="list-style-type: none"> • Budget Committee Meetings • Board Meetings • Community Advisory Meetings • Budget meetings • SBDM Meetings • Agendas • Sign-in Sheets • Board Reports • Usage Reports • Budget Reports • Personnel Reports • Purchase Reports • Child Nutrition Report • Maintenance and Transportation Report | <p>The campus will continue to support and collaborate with the district initiative of risk management and prevention.</p> <p>Review reports and data from Central Office</p> |
| | 4.4 Increase communication and clarity of Critical Success Factors of Financial Stewardship | <ul style="list-style-type: none"> • Compare Adopted Budget to Actual Budget • Revenue Projection Process | <ul style="list-style-type: none"> • Budget Workshop • Budget Committee Meetings • Board Meetings • Community Advisory Meetings • Budget meetings • SBDM Meetings • Agendas • Sign-in Sheets • Board Reports • Usage Reports • Budget Reports • Personnel Reports • Purchase Reports • Child Nutrition Report • Maintenance and Transportation Report | <p>The campus will continue to support the district initiative in having no findings on the annual financial report.</p> |

Flour Bluff High School
Site-Based Decision-Making Team
Monday, September 19, 2022

Started: 5:00pm

I. Welcome

II. FBHS CIP

1. Mission: The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.
2. Vision: Our vision is to make Flour Bluff ISD the premier district in Texas.
Flour Bluff – North Padre Island – NAS/CCAD
3. Goals
Goal 1: Students: Well-being and Academic Success.
Goal 2: Faculty and Staff: Well-being, Professional Development, and Growth.
Goal 3: Community Satisfaction and Engagement
Goal 4: Financial Stewardship
4. Top 5 Priorities of the Campus:
 - a. Continue to improve the campus culture by focusing on all students and staff social and emotional well-being.
 - b. The campus will provide consistent and effective data-driven instruction that is implemented with fidelity in all classrooms as well as analyze data in PLC's to provide instructional strategies increasing student growth and achievement
 - c. The campus will maintain a safe and secure environment for all students and staff.
 - d. Increase the number of students receiving an Industry-Based Certificate.
 - e. Continue to improve attendance rates through consistent communication and implementing various attendance incentives and recognition opportunities.

III. State of the HS

1. 1980 Students
 - a. Class of 2023 - 416
 - b. Juniors - 445
 - c. Sophomores - 529
 - d. Freshmen - 590
2. Facility Needs
 - a. Running out of Space
 - i. Computer Labs and Technology
 - ii. Classrooms
 - iii. Improvement of Facilities
 - iv. Student Parking lot
 - v. Stadium Needs
 1. Renting bleachers for additional seating
3. Recovering and Finding Dropouts
 - a. Offering HLA - 59 students enrolled 1 graduate

4. Positions added:
 - a. Dean of Instruction
 - b. Military Counselor
 - c. Added 1 Counselor
 - d. CTE Coordinator
5. Staff Recruitment and Retention
 - a. Need a Math Teacher
 - b. Foreign Language
 - c. How to retain staff
6. Tax Ratification Election (TRE)
 - a. November 8, 2022 ballot

IV. Safety and Security Updates

1. Lockdown drill on 9/15/22
 - a. Worked with other Law Agencies
2. Door Sweeps
3. Student/Staff IDs
4. Exterior Doors Locked

V. STAAR Scores

1. 2022 Biology EOC: 91% met approaches
2. 2022 U.S. History EOC: 92% met approaches
3. 2022 English II EOC: 84% met approaches
4. 2022 English 1 EOC: 76% met approaches
5. 2022 Algebra 1 EOC: 65% met approaches

VI. Upcoming Events

1. Homecoming
 - a. Parade- Monday, October 17th
 - b. Game- Friday, October 21st
 - c. Dance- Saturday, October 29th
2. Red Ribbon Week - Monday, October 24th - Friday, October 28th
3. Mental Health Symposium "You Matter": -Friday, September 23rd

VII. Roundtable Thoughts -Discussions & Questions

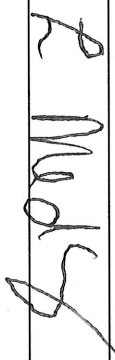







VIII. Thank You

Next Meeting: December 6, 2022

Ended: 5:40 pm

FLOUR BLUFF HS Site-Based Decision Making

September 19, 2022

| Name | Position | Signature |
|------------------|--------------------------------------|---|
| Medley, Linda | Principal |  |
| Crenshaw, James | District Professional Representative | |
| Chapman, Sarah | Teacher |  |
| Storm, Delmagine | Community Representative |  |
| Blair, Tamara | Dean of Instruction |  |
| Cutbirth, Mance | Parent |  |
| Cutbirth, Amanda | Parent |  |
| Johnson, Rachel | Teacher | |
| Gain, John | Teacher | |
| Vela, Frances | Paraprofessional |  |
| Ritchie, Tracey | Teacher |  |
| Bell, Myriam | Community Representative | |
| Pacheco, Skylar | Student | |
| Jones, Kaylie | Student | |
| Williams, Danny | Business Representative | |
| Castilla, Aaron | Business Representative | |

Flour Bluff High School Site-Based Decision-Making Team

Tuesday, December 6, 2022

1. Welcome

2. Mission, Vision, and Goals

- a. a. Mission: The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.

- b. Vision: Our vision is to make Flour Bluff ISD the premier district in Texas.

Flour Bluff – North Padre Island – NAS/CCAD

- c. Goals

Goal 1: Students: Well-being and Academic Success.

Goal 2: Faculty and Staff: Well-being, Professional Development, and Growth.

Goal 3: Community Satisfaction and Engagement

Goal 4: Financial Stewardship.

3. Campus Improvement Plan Discussion and Feedback

- a. Progress on Strategies

- i. Significant Progress on the following strategies:

1. Increase Social and Emotional Well-being

- a. The campus LPC, Military Counselor, and Academic Counselor meet with many students weekly while their caseload increases. All 9th graders participate in the MAPS course where students are able to learn about the different character traits to ensure they are successful in their high school careers. The campus' mental health club continues to grow and succeed. The campus hosted a mental health symposium promoting the slogan "You Matter"

2. Increase Student Engagement

- a. The campus has participated in several dress-up days for red ribbon week and homecoming. Students created a class decorating hall competition where students were able to interact and work together. The campus has three different leadership groups where students voice their concerns and are able to learn the state of the high school.

3. Increase Community Engagement and Satisfaction:

- a. The campus' CTE facilitator has scheduled several lunches and learns for students to participate in where students are able to learn interview skills, fill out FASFA forms, as well as meeting with college reps. The campus hosts several fairs and events throughout the school year to promote college and career readiness. The campus collaborates with many businesses and community members for different events on campus. Campus admin has met and

collaborated with higher learning institutes throughout the fall semester promoting additional academic programs for the next school year.

4. New Courses for 2023-2024

- a. Tango Flight
- b. Introduction to Unmanned Drone
- c. Aerospace Engineering
- d. Dance
- e. Principles of Hospitality and Tourism
- f. Travel and Tourism Management

5. HS Leadership Team Discussions

6. Upcoming Events

- b. Semester Exams from December 13-16
- c. Early Dismissal on Friday, December 16
- d. Winter Break

7. Other-

Flour Bluff High School Site-Based Decision-Making Team

Tuesday, February 21, 2023

1. Welcome
2. Mission, Vision, and Goals
 - a. a. Mission: The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.
 - b. Vision: Our vision is to make Flour Bluff ISD the premier district in Texas.
Flour Bluff – North Padre Island – NAS/CCAD
 - c. Goals
 - Goal 1: Students: Well-being and Academic Success.
 - Goal 2: Faculty and Staff: Well-being, Professional Development, and Growth.
 - Goal 3: Community Satisfaction and Engagement
 - Goal 4: Financial Stewardship.
3. Campus Improvement Plan
 - a. Goals and Strategies are On Track to be met by the end of the year.
4. New Program for 2023-2024
 - a. Hornet Viking Academy-The Flour Bluff High School Viking Academy is a collaborative partnership between Del Mar College and Flour Bluff Independent School District. Through this program, students will have the opportunity to attend classes on a Del Mar College campus, earning up to 42 college credit hours that will also count for high school credit.
 - b. Peer Assistance with Student Disabilities
 - c. General Employability Skills
5. District of Innovation
 - a. Uncertified Teachers
 - b. Transfers
5. Attendance Incentive
 - a. All 4 classes will Compete Against each other for the Highest Attendance
 - b. Winning Class Earns a Day with Food Trucks
6. Budget-District Cost-Saving Initiatives
 - a. Hiring Freeze
 - b. Spending Freeze
 - c. Travel Moratorium
 - d. Attrition Plan
7. Upcoming Events

- a. Texas Public Schools Week: Feb 27- March 3rd
- b. Hello Freshman and Open House: March 2nd
- c. Algebra and TSI Bootcamps
 - i. TSI- March 23rd
 - ii. Algebra- April 26th
- d. STAAR Testing Dates
 - i. English I- April 18th
 - ii. English II- April 20th
 - iii. US History- April 28th
 - iv. Biology-May2nd
 - v. Algebra- May 10th

8. Thank you!

- a. PTO

Next Meeting: May 2023

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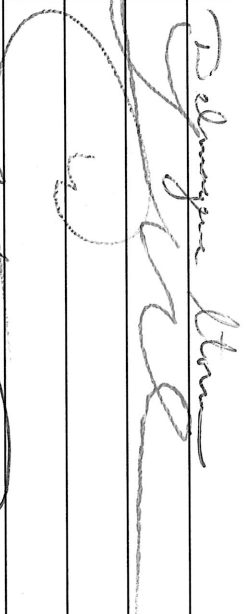

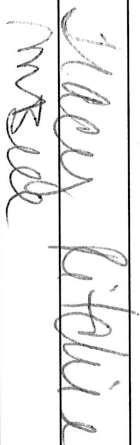
Flour Bluff High School Site-Based Decision-Making Team

Tuesday, May 2, 2023

1. Welcome
2. Mission, Vision, and Goals
 - a. a. Mission: The mission of the Hornet community is to foster and empower students to become confident, productive members of society who pursue excellence with integrity.
 - b. Vision: Our vision is to make Flour Bluff ISD the premier district in Texas.
Flour Bluff – North Padre Island – NAS/CCAD
 - c. Goals
 - Goal 1: Students: Well-being and Academic Success.
 - Goal 2: Faculty and Staff: Well-being, Professional Development, and Growth.
 - Goal 3: Community Satisfaction and Engagement
 - Goal 4: Financial Stewardship.
3. Campus Improvement Plan
 - a. Goals and Strategies are On Track to be met by the end of the year.
 - b. Made significant progress in student engagement
 - i. boot camps
 - ii. attendance incentives
 - iii. community donations
 - iv. student committees/clubs
 - v. cafeteria food lines
4. New Course Opportunities for 18 + Program
 - a. State Elective Courses for the 23-24 school year
5. 4H Cords for Graduation
6. Early Graduation Policy
7. Upcoming Events
 - a. STAAR Testing Dates
 - i. Algebra- May 10th
 - b. Semester Exams
 - i. Senior Exams (May 15-19)
 - ii. Underclassman (May 22-25)
 - c. Last day of school and Graduation (May 25)
8. Thank you!

FLOUR BLUFF HS Site-Based Decision Making

May 2, 2022

| Name | Position | Signature |
|------------------|--------------------------------------|---|
| Medley, Linda | Principal |  |
| Crenshaw, James | District Professional Representative | |
| Chapman, Sarah | Teacher | |
| Storm, Delmagene | Community Representative |  |
| Blair, Tamara | Dean of Instruction | |
| Cutbirth, Mance | Parent | |
| Cutbirth, Amanda | Parent | |
| Johnson, Rachel | Teacher |  |
| Gain, John | Teacher | |
| Vela, Frances | Paraprofessional | |
| Ritchie, Tracey | Teacher |  |
| Bell, Myriam | Community Representative | |
| Pacheco, Skylar | Student | |
| Jones, Kaylie | Student | |
| Williams, Danny | Business Representative | |
| Castilla, Aaron | Business Representative | |

Flour Bluff High School

2022 – 2023 Summative Evaluation

Professional Development:

July Training:

Budget Update Meeting 7/12/2022
CIS Meeting 7/14/2022
Administrator Procedure Meeting 7/19/2022
Drug Testing & Administrator Game Duties 7/19/2022
Leadership Academy Day 1-3; 7/20 – 22/2022
504, CTE, & Accountability 7/21/2022
Discuss Discipline with Assistant Principals 7/26/2022
SpEd Staffing 7/26/2022
Counselor Updated Information 7/26/2022
Discuss HLA Requirements & Qualifications 7/26/2022
August 3rd PD Prep Session
Security at Games 7/29/2022
SPED Meeting 7/29/2022

August Training:

New Teacher Orientation 8/1/2022
District Convocation 8/2/2022
Welcome Back Presentation 8/2/2022
Paraprofessional Expectations Meeting 8/2/2022
Activity Accounts & Fundraising Meeting 8/3/2022
Purchasing Procedures 8/3/2022
All Staff attended Round Robins 8/4/2022
Department Lead Meetings 8/4/2022
Registration & Dual Credit Meeting 8/4/2022
Department/PLC Planning for all teachers 8/5/2022
Dr. Melanie Shandy hosted Cynthia Buechler 8/5/2022
Nutrition Department Orientation 8/5/2022
P-TECH Advisory Board Committee Meeting 8/5/2022
Teacher Planning Day 8/8/2022
Check Out the Campus 8/8/2022
Substitute Orientation 8/8/2022
Fish Fest 8/8/2022
Teacher Prep Day 8/9/2022
Faculty Meeting on 1st Day Procedures 8/9/2022
Vape Sensors Meeting 8/9/2022
Cell Phones & Student Expectations 8/9/2022
Principals Meeting 8/15/2022
Drug Testing Meeting 8/16/2022
CIP & SBDM 8/16/2022
Standard Response Protocol Training 8/17/2022

Mentor Program Meeting 8/17/2022
Complete Summer Safety Audit 8/18/2022
Staff Meeting 8/24/2022
Budget Meeting 8/24/2022
TPESS Training 8/24/2022
Assistant Principal Meeting 8/25/2022
Department Lead Meeting 8/31/2022

September Training:

Mandatory Drug Testing 9/7/2022
Velma Soliz-Garcia hosted Superintendent Student Ambassador Council Meeting 9/13/2022
Leadership Meeting 9/15/2022
College Fair 9/16/2022
Saturday School 9/17/2022
Principal's Meeting 9/20/2022
Parent Drug Testing Meeting 9/20/2022
Tamara Blair hosted Mentor Program Meeting #2; 9/21/2022
William Hughen hosted Tango Flight Presentation 9/22/2022
HS Leadership Team Meeting 9/22/2022
Mental Health Symposium 9/23/2022
Saturday School 9/24/2022
SAT/PSAT Administrator Training 9/28/2022
TTESS Student Growth Meeting 9/29/2022

October Training:

Saturday School 10/1/2022
Safety Meeting 10/3/2022
FASFA Lunch and Learn 10/4/22
Teacher Incentive Allotment Meeting 10/5/2022
English Teachers attend STAAR Redesign Training 10/11/22
Destination College 10/15/2022
English Teacher attends Writing Workshop 10/16/22-10/17/22
Molly Parker hosted Mentor Meeting Program #3 10/19/2022
CTE & IBC Meeting 10/20/2022
PTECH Course Walk Revision 10/24/2022
Velma Soliz-Garcia hosted Superintendent's Ambassador Committee Mtg 10/24/2022
Faculty Meeting 10/28/2022
Dyslexia Training 10/28/2022
No Red Ink Virtual Training 10/28/2022
PLC Meetings-Department Head/Lead Rooms 10/28/2022
Report Card Grades-Classrooms 10/28/2022
DMAC Webinar: Tests in TAG & New STAAR Test Item Types 10/28/2022
HS Vertical PLCs-Department Chairs Facilitate 10/28/2022
Attendance Focus Group Mtg 10/28/2022
Master Schedule Update 10/28/2022

November Training:

Tango Flight Observation at Alief ISD 11/3/22
Destination College 11/5/2022
HS Leadership Team Mtg 11/10/2022
Tango Flight & Dance Class Mtg 11/10/2022
EOC Training for Paras & Techs 11/18/2022
Principal's Meeting 11/30/2022
Department Leadership Meeting 11/30/2022

December Training:

Mandatory Drug Testing 12/1/2022
Coastal Bend Community Foundation Scholarship Presentation 12/1/2022
Algebra EOC Bootcamp 12/2/2022
Course Planning Guide Meeting 12/6/2022
SBDM Meeting 12/6/2022
Junior High and High School Course Planning Meeting 12/9/2022
HS Leadership Meeting 12/15/2022
FASFA Workshop 12/15/22

January Training:

Staff Meeting 1/3/2023
PTECH CTE Advisory Meeting 1/4/2023
Assistant Principal Meeting 1/5/2023
HS Leadership Meeting 1/12/2023
Curriculum Meeting 1/12/2023
Viking Academy Meeting 1/19/2023
Review of Special Education Courses 1/20/2023
HS Leadership Meeting 1/26/2023

February Training:

Law Enforcement Presentation-Sherrif Hooper 2/2/2023
SPED PLC to Review Courses 2/8/2023
HS Leadership Meeting 2/9/2023
Chief Eric Gonzalez hosted Lockdown Drill Meeting
Velma Soliz-Garcia hosted Superintendent's Ambassador Committee Mtg 2/13/2023
SBDM Meeting 2/21/2023
HS Leadership Meeting 2/23/2023
Meagan Coronado hosted mandatory Drug Testing 2/27/2023

March Training:

Additive Manufacturing Meeting with CCAD 3/1/2023
PTECH Parent Meeting 3/2/2023

US History EOC Mock Test 3/6/2023
HS Leadership Meeting 3/7/2023
All Staff Meeting 3/8/2023
Hello Freshman Parent Meeting 3/8/2023
Senior Class Meeting 3/9/2023
Business Office Procedure Meeting 3/10/2023
Curriculum Meeting 3/20/2023
TELPAS Testing 3/21/2023
UIL Meeting 3/22/2023
TSIA Bootcamp 3/23/2023
TAMUCC Lunch and Learn 3/23/2023
HS Leadership Meeting 3/23/2023
STAAR Training 3/29/2023
Algebra EOC Mock Test 3/30/2023

April Training:

Technology Committee Meeting 4/3/2023
Job Fair 4/5/2023
Mandatory Drug Testing 4/5/2023
Cardonex Meeting 4/6/2023
Resume Workshop 4/6/2023
Velma Soliz-Garcia hosted Superintendent's Ambassador Committee Mtg 4/11/2023
No Red Ink Meeting 4/11/2023
Cardonex Reconciliation Meeting 4/12/2023
CCAD/Tango Flight Partnership Meeting 4/12/2023
Junior High Construction Speakers 4/13/2023
Tourism and Hospitality Workforce Summit 4/13/2023
HS Leadership Meeting 4/13/2023
Curriculum Meeting 4/14/2023
Senior Meeting 4/14/2023
Professional Development Planning August 3rd 4/18/2023
Cardonex Meeting 4/23/2023
TEA Early Grad Webinar 4/24/2023
PTEC Advisory Committee Meeting 4/25/2023
Attendance Celebration 4/25/2023
Staff Meeting 4/26/2023
STAAR Algebra I EOC Boot Camp 4/26/2023
HS Leadership Meeting 4/27/2023

May Training:

SBDM Meeting 5/2/2023
PEMIS & CCMR Training 5/9/2023
NAS Tour 5/11/2023
August 3rd PD 5/11/2023

HS Leadership Meeting 5/11/2023

Cardonex Scheduling Meeting 5/22/2023

Meeting with Command Sargent Major Smith 5/23/2023

Velma Soliz-Garcia hosted Superintendent's Ambassador Committee Mtg 5/23/2023

CCMR Verifier Meeting 5/31/2023