FLOUR BLUFF H S

Flour Bluff High School Campus Improvement Plan
2024/2025

YOU MATTER!

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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.

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
Blair, Tamara	Dean of Instruction
Johnson, Rachel	Teacher
Mejia, Maria	Paraprofessional
Muil, Erin	Teacher
Molina, Tomas	District Representative
Southern Style Sweets, Jenna-	Business Representative
Cordell, Arlena	Parent
Seeds, Amy	Campus Administrator
Graham, Audrey	Teacher
Chavez-Cintron, Rachell	Parent
Hawkins, Erin	Parent
Salinas, Mario	Technology Representative
Villarreal, Chelsea	Business Representative
Bateson, Stephen	Teacher
Morgan, Michael	Community Member
Brunemeier, Josh	Community Member
Smith, Brody	Student

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. Furthermore, ensuring all our student are college, career, and military ready once leaving the high school. In addition, we would like to continue our partnership with Del Mar College and TAMUCC to increase dual credit student participation.

Demographics Summary

Flour Bluff High School currently serves 1960 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 -541
Sophomore - 518
Juniors - 491
Seniors - 410

Student Achievement

Comprehensive Needs Assessment

Student Achievement Strengths

Advanced Placement

- Calculus AB - 3.89 (Avg.)
- Calculus BC - 4.36 (Avg.)
- Calculus AB Sub score- 4.81 (Avg.)
- Chemistry- 3 (Avg.)
- Computer Science - 4.44 (Avg.)
- Stats - 3.12 (Avg.)
- US Gov- 3.31 (Avg.)
- Drawing- 3.4 (Avg.)
- Biology- 3 (Avg.)
- 3-D Art-4 (Avg.)

2023 Biology EOC: 97% met approaches
2023 U.S. History EOC: 98% met approaches
2023 English I EOC: 88% met approaches
2024 English II EOC: 88% met approaches
2023 Algebra I EOC: 86% met approaches

Student Achievement Weaknesses

 CCMR: 53%
Graduation Rate: State Rate: 90% and Federal Rate: 83.4%

Student Achievement Needs

Continue to increase the percentage of students who are successful in the meets and masters category for all EOC areas to show academic growth.
Continue to improve all EOC scores for the 24-25 scores by implementing data driven instruction, increasing tutoring/intervention opportunities for students, conducting bootcamps, and including STAAR rigor on local assessments.

Comprehensive Needs Assessment

Student Achievement Needs (Continued)

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

Increase CCMR by tracking each individual student and ensuring they have met CCMR criteria before they graduate.

Student Achievement Summary

The High School Campus showed Growth in each EOC area:
English 1 EOC: 30% met Mastery
English 2 EOC: 15% met Mastery
Algebra 1 EOC: 37% met Mastery
Biology EOC: 37% met Mastery
U.S. History EOC: 53% 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.

Comprehensive Needs Assessment

School Culture and Climate Strengths (Continued)

Students have the opportunity to earn certifications through a program of study.
The FBHS Leadership Team (consisting of department chair teachers and staff) meets monthly to review data, discipline, needs assessment, etc.
Senior who have not met CCMR have the opportunity to take a College Prep class.

School Culture and Climate Weaknesses

CCMR percentage
Tracking leaver codes

School Culture and Climate Needs

The campus needs to implement measures to ensure all seniors meet CCMR by tracking them throughout their high school career.

The campus needs to track leaver codes throughout the year to ensure we are coding students correctly when they withdraw.

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 has recently hired a College and Career Counselor to help students explore post secondary opportunities.

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.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Weaknesses

Flour Bluff High School continues to compete for staff as there is shortage in teachers.

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.

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:

Common Assessment Data
All Curriculum Documents uploaded to Google Drive
 Aligned assessments in DMAC
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,

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Strengths (Continued)

Updated Program of Studies
College and Career Counselor

Curriculum, Instruction and Assessment Weaknesses

Keep students in their Program of Study
Tracking CCMR

Curriculum, Instruction and Assessment Needs

Continue to implement curriculum writing days throughout the year where the teachers are able to analyze data and create content-specific strategies to engage learners

Students needing CCMR criteria before graduating

Increasing enrollment in College Prep Courses

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 the approved syllabi from the appropriate college. Students participate in PSAT, SAT, ACT, ASVAB, AP, TSI, and STAAR EOC testing. All administrators are assigned to a specific content area. The campus is implementing the program "Pathways" to track CCMR criteria. Students are placed in College Prep courses if they have not met CCMR.
Teachers receive student growth reports throughout the year.

Family and Community Involvement

Family and Community Involvement Strengths

Comprehensive Needs Assessment

Families have many avenues to communicate and be a part of the activities that best support their students. Flour Bluff High School welcomes family involvement and input. Family Involvement activities include:

FBHS Community Booster
Several Activity Booster Clubs
Open House
Check-out the Campus
Fish Fest
Teacher Web Pages
Skyward Parent Access
SBDM committee
Parent Volunteer Opportunities
Parent Meetings regarding Dual Credit, AP, and OnRamps Courses
Concerts/Performances
Community Events
Banquets
Award Ceremonies
Newsletters
Seek partnerships with local businesses within the Flour Bluff Community

Family and Community Involvement Weaknesses

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

Family and Community Involvement Needs

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

Comprehensive Needs Assessment

Family and Community Involvement Summary (Continued)

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 1960 students enrolled for the 2024-2025 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

Additional classrooms and teachers may be needed for new CTE courses due to the increase of interest in our CTE courses as we had to move classrooms across the street.
Competitive stipends for hard to fill positions.

Comprehensive Needs Assessment

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 CTE advisory groups 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
Chromebook carts in all classrooms
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
Several Digital Platforms and Resources

Technology Weaknesses

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

Technology Needs

Comprehensive Needs Assessment

Flour Bluff High School needs to continue to upgrade computer lab equipment and teacher technology. The campus needs an additional computer lab as our enrollment continues to increase. The campus needs to improve the bandwidth and internet speed to allow students and staff consistent internet usage. Continue trainings for teachers on different educational technology resources.

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. The campus is working with the CTE department in ordering more computers to allow more students to take CTE classes.

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 who meet the CCMR criteria..

5. Continue to improve attendance and graduation rates through consistent communication and implementing various attendance incentives and coding processes.

# 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
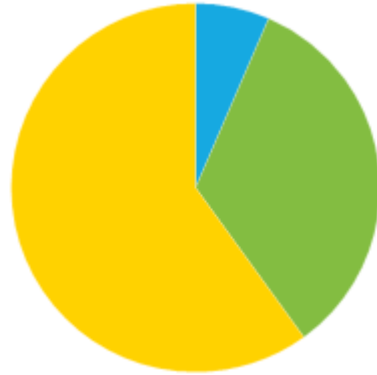
Total		$805,842
	Federal	$52,303
	State	$270,210
	Local	$483,329
	Other	$0

Resource	Source	Amount
CTE Funds	Federal	$35,521
ESL 6300	Federal	$2,720
Title II 6200	Federal	$3,900
Title II 6300	Federal	$1,200
Title II 6400	Federal	$2,200
Title IV 6200	Federal	$600
Title IV 6300	Federal	$6,162
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

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

Objective 1. Annually increase Safety & 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 Counselorcan provide guidance to students. 6) A calming room is available for students and staff. 7) The school has the motto You Matter" with posters around the school. 8) A student from the Mental Health Club provides a presentation to staff 9) Counselors present on Dating Violence 10) Anchored4life is a peer-to-peer transition program that has "real talks" (Target Group: All,AtRisk) (Strategic Priorities: 2) (ESF: 3)	Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal, Teacher(s)	August 2024-May 2025	(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 09/03/24 - 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
1. The campus will ensure the TEKs are effectively taught by: 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)	Assistant Principal(s), Curriculum Supervisor, Department Chair, Principal, Subject Area PLC, Teacher(s)	August 2024-May 2025	(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	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 09/03/24 - On Track

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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
1. Provide the resources, training, networking & support necessary by: 1) Implement the Pathways program to track CCMR points 2) Administer the SAT, ACT, TSIA2 & PSAT college readiness assessments. 4) Increase Testing Opportunities throughout the year 3) Students can't change electives if it is not in their Program of Study 4) Implement College Prep courses for Seniors 5) Increasing visibility of military and college recruiters on campus 6) Providing college and career opportunities through the College Fair & Career Fair 7) Counselors meet with students individually to discuss the program of studies and certifications 8) Lunch and Learn Sessions 9) Provide list of Industry Based Certifications to CTE teachers and schedule the tests 10) CTE facilitator collaborates with Dean of Instruction 11) Access to a College and Career Counselor (Target Group: All) (Strategic Priorities: 3) (ESF: 3,3.3,3.4,5.3,5.4)	Assistant Principal(s), Counselor(s), CTE Coordinator, Curriculum Supervisor, Principal, Teacher(s)	August 2024-May 2025	(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	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 09/03/24 - On Track

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

Objective 4.   Increase student involvement in high-quality extra/co-curricular activities and clubs.

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 various 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 7) Providing courses based on student interest 8) Senior Celebration Week 9) Attendance Incentives (Target Group: All) (Strategic Priorities: 2,3) (ESF: 1,3,5)	Assistant Principal(s), Curriculum Supervisor, Department Head(s), Principal, Teacher(s)	August 2024-May 2025	(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 09/03/24 - On Track

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

Objective 1.   Intentional Compensation

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will provide opportunities to increase intentional compensation by: 1) Consistent walk-throughs and check-ins with staff. 2)Strategic Staffing based on course counts and essential needs. 3)Strategic extracurricular staffing based on student needs and interests. 4) Provide opportunities for faculty and staff to share their feedback (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 2024-May 2025	(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 Google Forms 09/03/24 - On Track

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

Objective 2.   Capacity Building of All Staff

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) Planning Days to Analyze Data 4) Participating in District PD activities 5) Conference Opportunities for Teachers who have not attended 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 2024 - May 2025	(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 PLC Minutes Conference Registrations 09/03/24 - On Track

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

Objective 3. Positive Culture & Workplace Environment

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will increase faculty and staff satisfaction by: 1) Staff Recognition 2) Staff Appreciation: Including lunches, breakfast, stock fridge/freezer, Community Booster Activities, student group/clubs staff acknowledgment. 3) Assign mentors to all new to the district staff 4) Check-ins with staff throughout the week during PLC 5)Meet regularly with department leads 6) Staff surveys for teaching assignments 7) Open door policy with administrators 8) Calming room for staff 9) Thank you notes 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 2024-May 2025	(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 09/03/24 - On Track

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Goal 3. Goal 3: Community Satisfaction and Engagement

Objective 1. Increase Family Engagement & Satisfaction

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will increase family engagement by: 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. 2) Educating families to utilize Skyward Family Access as a tool to monitor student performance and attendance, 3) Encouraging students and families to utilize teacher webpages as a way to access daily class assignments and educational resources 4) Providing content-specific pamphlets at various school/parent functions 5) Inviting parents to serve on committees and organizations 6) Providing Parent/Family Conferences 7) Family Nights for Extra-Curricular Activities 8) Booster Clubs for many organizations 9) School Calendar with all upcoming events 10) School Newsletter 11) Continue to use Social Media and Family Access (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 3)	Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Executive Director of Comm. & Community Relations, Principal, Teacher(s)	August 2024-May 2025	(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	Criteria: Social Media Community Events Sign In Sheet Volunteer Opportunities Parent Conferences Campus Committees Campus Website 09/03/24 - On Track

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Goal 3. Goal 3: Community Satisfaction and Engagement

Objective 2. Increase Community Engagement & Satisfaction

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will increase community engagement by: 1) Increasing community engagement on committees. 2) Collaborating with business and non-profit partners to connect initiatives with resources. 3) Connecting with the local military to increase initiatives and resources. 4) Working with institutes of higher learning to promote academics. 5) Partnering with community members on service projects 5) Host a Job fair on campus for students 6) Partnerships with local businesses and organizations 7) Hospitality and Tourism Program of Study (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 3)	Advisory/Community/Partnership Committees, Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal(s), Teacher(s)	August 2024 - May 2025	(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	Criteria: Social Media Campus Committees SBDM committee Community Booster 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. 09/03/24 - On Track

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Goal 3.   Goal 3: Community Satisfaction and Engagement

Objective 3.   Increase Local, State, Federal, & Governmental Relationships

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will increase parent satisfaction by: 1) Increasing communication through emails and social media platforms. 2) Offering opportunities for parent feedback through parent/student surveys 3) Parents have access to report a bully and safety concerns. 4) Creating awareness of school programs and parent volunteer opportunities. 5)Sharing awards and milestones 6) Student recognition at school board meetings 7)School Newsletter (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 3)	Assistant Principal(s), Counselor(s), Curriculum Supervisor, Principal(s), Teacher(s)	August 2024 - May 2025	(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	Criteria: Social Media Campus Website Survey Media Outreach Printed and Electronic Information 09/03/24 - On Track

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Goal 4.   Goal 4: Financial Stewardship

Objective 1.   Transparent and Effective Budget Development and Management System

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Compare adopted budget to actual budget 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)	Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Financial Officer, Curriculum Supervisor, Principal(s)	August 2024 - May 2025	(L)GT 6200 - $30,000, (S)CTE Funds State - $1,000	Criteria: Budget Meetings SBDM Meetings Sign In Sheets Board Reports Budget Reports Purchase Reports Maintenance and Transportation Reports 09/03/24 - On Track

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Goal 4.   Goal 4: Financial Stewardship

Objective 2.   Facility Management

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 2024 - May 2025	(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

09/03/24 - On Track |

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Goal 4.   Goal 4: Financial Stewardship

Objective 3.   Effective & Efficient Operations

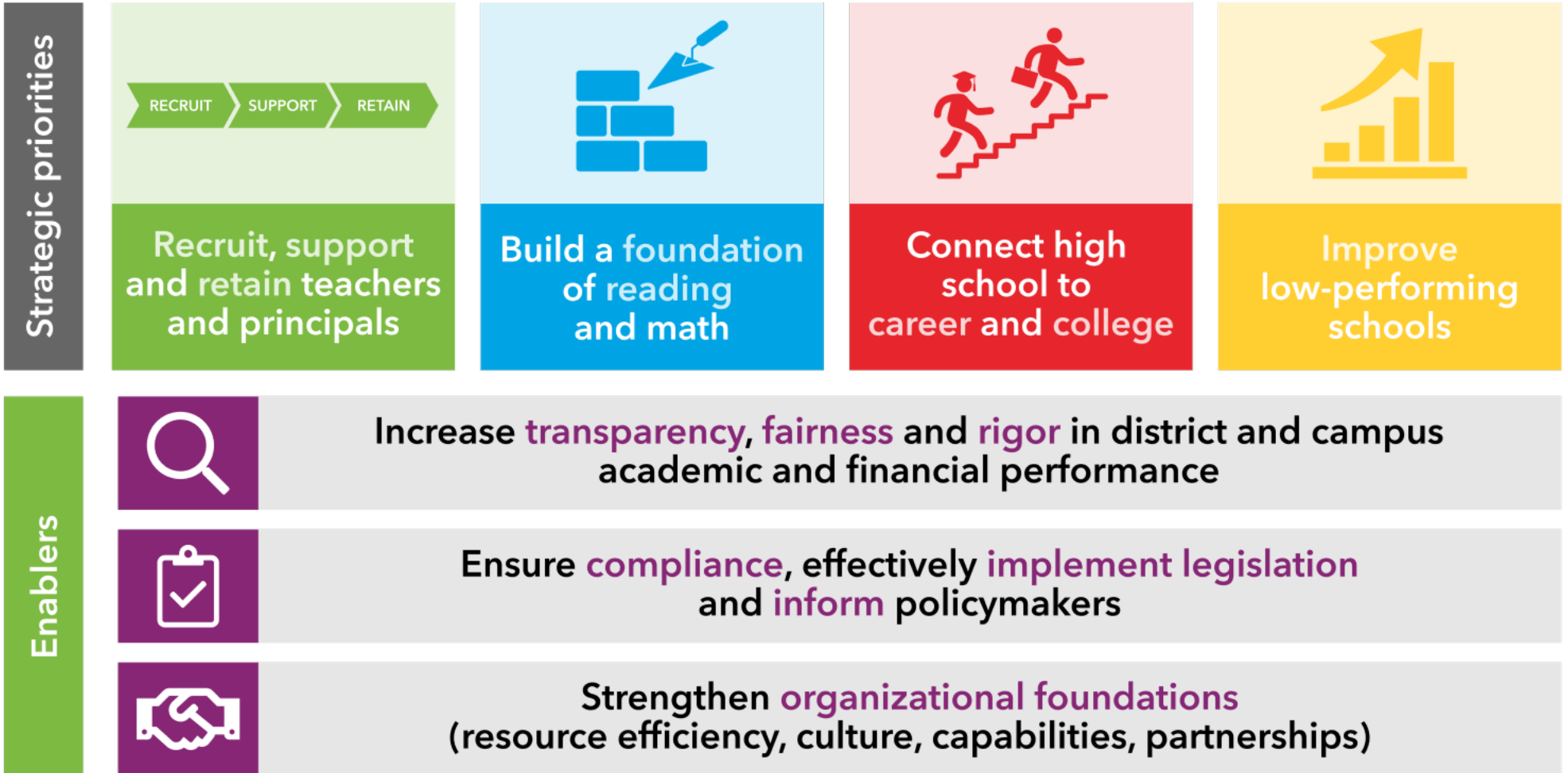| Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will continue to collaborate with the district and compare the adopted budget to the actual budget as well as the revenue projection process. (Target Group: All) (Strategic Priorities: 1,2,3) (ESF: 1,3)	Advisory/Community/Partnership Committees, Assistant Principal(s), Chief Financial Officer, Curriculum Supervisor, Principal	August 2024 - May 2025	(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 09/03/24 - On Track

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

Flour Bluff HS Strategic Action Plan
2024-2025

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 - Padre Island - NAS/CCAD

GOAL 1: STUDENTS: WELL-BEING AND ACADEMIC SUCCESS

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long-Term Desired Outcomes:
1.1 Safety and Well-Being	Implement a robust system of support for students' emotional and mental health to include: • Counselor watch • Group counseling with LPC • Mental Health Symposium • Mandatory Maps Classes for freshmen • Student-to-student tutorials and mentoring during advisory • Post Mental Health Resources around the building • Red Ribbon Week • Empower students through the Mental Health Awareness Club and Student Leadership Group • Counselors present of Dating Violence	Review of Services and data comparison: • Review the caseload of LPC • Review Data for the number of outcries from students	The number of out-cries and staff responses will decrease by 10% by 2025.
1.2 Annually increase Academic Achievement in the four core academic areas: Reading & Language Arts, Mathematics, Science, & Social Studies	• 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	Curriculum Alignment • Professional Learning Community Agendas to ensure alignment • Curriculum Documents (YAGs, Pacing Guides) • Common Assessments • Staff member participation in district alignment committees Professional Development • Agendas • Eduphoria Certificates • Curriculum Resources • Needs Assessments Data Analysis • DMAC- Teacher-made benchmarks, Interim Assessments, Mock Tests (Released STAAR) • Walkthrough	Increase all STAAR EOC scores and passing rates by 2025 in the following areas: English I – 76% to 90% English II – 84% to 90% Algebra I – 65% to 90% Biology – 91% to 98% US History – 92% to 98%
1.3 Annually increase CCMR results	The campus has hired a College and Career Counselor. College Readiness • Clear communication of program of study 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. • Counselors meet with students individually regarding pathways • Increase Dual Credit and On-Ramp enrollments • Lunch and Learn with Colleges	• TSI • Del Mar and TAMUCC Dual Credit numbers increased • OnRamps numbers, courses, and sections increased • Regularly 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 • Certifications • CTE Enrollment-Coherent	By 2025, the Four-Year Graduation Rate will be increased from 83% to 90%, and the CCMR percentage will be increased from 53% to 75%.

Updated: 09/03/2024

	- College Application Tutorial Sessions - Implement College Prep Sessions **Career Readiness** - Well-defined communication about the CTE program of study and certification in the program of study - CTE Facilitator - Build Complete Program of Study - Students can't change electives unless they are in a Program of Study - Implement Lunch and Learn Sessions - Increase partnerships with businesses within the community to meet the future career needs of the community **Military Readiness** - Interaction with the military to gather information on what the military can offer students - Military Counselor on Campus - Track DD Form 4 Forms - Follow up with students	- Sequence - Test Scores - Lesson Plans - transcripts - Course Guides - Parent Nights - Sign-In Sheets - Lesson Plans - Military Enlistment - Partnership with Military Recruiters - Sign-in Sheets - Meet requirements for Purple Star Campus Designation	
1.4 Increase student involvement in high-quality extra/co-curricular activities and clubs.	- 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, and 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 - Attendance Incentives - Senior Celebrations	- 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 __75_% to _80_%.

GOAL 2: FACULTY & STAFF: WELL-BEING, PROFESSIONAL DEVELOPMENT, AND GROWTH

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long-Term Desired Outcomes:
2.1 Intentional Compensation	- Strategic Staffing based on course counts and essential needs. - Strategic extracurricular staffing based on student needs and interests. - Competitive compensation for all categories of employees.	- Annual salary analysis with the region. - Annual stipend analysis with the region. - Annual Comparative Market Analysis.	The campus will continue to support the district initiative.
2.2 Capacity Building of All Staff	- Create an Aligned System of Professional Development - Have more ESL-certified teachers in all core areas - Training/Collaboration/Calibration time for all staff - Participating in District PD activities - Conference Opportunities - Weekly PLC Meetings - Curriculum Writing	- Agendas, Surveys, Eduphoria Reports, Curriculum Resources, Needs Assessments - Data Analysis - Curriculum Writing - Minutes - Sign in Sheets	Maintain 100% of district and campus educators and paraprofessionals as Highly Qualified through 2025. Increase the number of teachers that qualify for local Teacher Incentive Allotment policy to 20 % by 2025.
2.3 Positive Culture & Workplace Environment	- Staff Recognition - Staff Appreciation - 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 - Calming Room - Thank you notes	- Reduction of staff turnover - Reduction in teacher absences - Employee Awards - List of Accomplishments - Board Recognition - Campus Website - Social Media	Decrease the annual staff turnover rate from 11% to 9% by 2025.

GOAL 3: COMMUNITY SATISFACTION AND ENGAGEMENT

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long Term Desired Outcomes:
3.1 Increase Family Engagement & Satisfaction	Increase family participation at school events by: ● Utilizing teacher web pages ● Communicating through 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 ● Booster Clubs ● School Calendar ● School Newsletter	● Social Media ● Campus Events ● Campus Website ● Sign-In Sheets ● Campus Committees ● Flyers ● Email ● Agendas	Increase family engagement for all school functions and events by 10% by 2025.
3.2 Increase Community Engagement & Satisfaction	Offer opportunities for feedback Acknowledgments ● Increase community 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 ● Partnership with community representatives ● Host Job Fair ● Hospitality and Tourism Program of Study	● 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 ● CTE Partnership Meetings	Increase community engagement (social media platforms, newsletter, committee membership, volunteers) by 25% by 2025.
3.3 Increase Local, State, Federal, & Governmental Relationships	● Increase Communication with Local, State, Federal, and Government Agencies ● Increase Participation with Local, State, Federal, and Government Agencies	● The Events Calendar has been added to the district and campus web pages. We will update this calendar monthly with upcoming events and key dates. ● Monitor and Increase the MOU/LOA agreements.	Monitoring Calendar EOY MOU/LOA agreements

GOAL 4: FINANCIAL STEWARDSHIP

Performance Objectives:	Key Strategic Actions: (Inputs)	Progress Measures: (Outputs)	Long Term Desired Outcomes:
4.1 Transparent and Effective Budget Development and Management System	- Compare the Adopted Budget to the Actual Budget - Increase communication and involvement from departments and programs in the budget planning process	- 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 to have an acceptable level of tolerance. Completed Comparison of Final Adopted Budget to Actual Budget Analysis of budget and expenditures
4.2 Facility Management	- Develop measurable indicators that provide meaningful information regarding the facility - Meeting with campus/department leads	- 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	The campus will continue to support and collaborate with the district initiative. Review reports and data from Central Office.
4.3 Effective & Efficient Operations	- Develop measurable indicators that provide meaningful information regarding the effectiveness and efficiency of operations - Compare the Adopted Budget to the Actual Budget - Revenue Projection Process	- 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	The campus will continue to support and collaborate with the district initiative. Review reports and data from Central Office.

Welcome

FBHS CIP

- 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-Review as a group
    - <u>Goal 1:</u> Students: Well-being and Academic Success.
    - <u>Goal 2:</u> Faculty and Staff: Well-being, Professional Development, and Growth.
    - <u>Goal 3:</u> Community Satisfaction and Engagement
    - <u>Goal 4:</u> Financial Stewardship

Top 5 Priorities of the Campus:

- Continue to improve the campus culture by focusing on all students and staff's social and emotional well-being.
- 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
- The campus will continue to maintain a safe and secure environment for all students and staff.
- Increase the number of students who meet the CCMR criteria..
- Continue to improve attendance and graduation rates through consistent communication and implementing various attendance incentives and coding processes.

State of the HS

- 1961 Students
    - Seniors- 415
    - Juniors - 492
    - Sophomores - 516
    - Freshmen - 538

Positions Added/Needed:

- College and Career Counselor: Mr. Padilla
- Staff Recruitment and Retention- Need a Math Teacher

STAAR Scores

- 2024 Biology EOC: 97% met approaches
- 2024 U.S. History EOC: 98% met approaches
- 2024 English II EOC: 88% met approaches
- 2024 English 1 EOC: 88% met approaches
- 2024 Algebra 1 EOC: 86% met approaches

<u>Upcoming Events</u>
- Homecoming
  - Game- Friday, September 27th
  - Dance- Saturday, September 28th
- Red Ribbon Week - Week of October 28th

<u>Roundtable Thoughts -Discussions & Questions</u>

<u>Thank You</u>

Next Meeting: December 10, 2024

FBHS SBDM Committee

Name	Position
Blair, Tamara	Dean of Instruction
Johnson, Rachel	Teacher
Mejia, Maria	Paraprofessional
Muil, Erin	Teacher
Molina, Tomas	District Representative
Southern Style Sweets, Jenna-	Business Representative
Cordell, Arlena	Parent
Seeds, Amy	Campus Administrator
Graham, Audrey	Teacher
Chavez-Cintron, Rachell	Parent
Hawkins, Erin	Parent
Salinas, Mario	Technology Representative
Villarreal, Chelsea	Business Representative
Bateson, Stephen	Teacher
Morgan, Michael	Community Member
Brunemeier, Josh	Community Member
Smith, Brody	Student

Bright Morette Bus. Rep