



**New Diana High School  
Campus Improvement Plan 2023-2024  
October 9, 2023**



**The Mission** of New Diana ISD is to educate and empower students to pursue their goals with a sense of purpose that motivates them to take control of their future and become successful, responsible citizens in an ever-changing world.

**In NDISD, we believe:**

- all children are given equal opportunity to learn, where every child can expect to be challenged to reach his or her highest level of individual potential
- we are all accountable for the success of our students
- in creating an atmosphere of excellence through citizenship, tradition, and high expectations
- our community and district will work collaboratively to foster and enhance the education of our children
- the hiring and retaining of dependable, knowledgeable, and resourceful staff is essential to the success of the district
- all district campuses and facilities will be equitable and the pride of the community
- New Diana ISD will set the standard for excellence
- all planning and actions will be purposeful and involve a high level of engagement
- disciplined people, in both thought and action, will achieve greatness over mediocrity

***Vision Statement:*** *Inspiring to Dream, Working to Fulfill, Soaring to Success.*

<b>Committee Members</b>	High Administration	
	Shane Wright, Principal	Trenady Offermann, Assistant Principal
	Staff Members:	
	Amy, Blalock, Academic Dean	Jason Pitts, Athletic Director
	Bernie Martinez, Boys Athletic Coordinator	Teri Farmer, RLA Lead Teacher
	Ginger Freeman, Math Lead Teacher	James Muller, Science Lead Teacher
	Jeffrey O’Brien, Social Studies Lead Teacher	Brad Tennimon, CTE Lead Teacher
	Gary Fort, Band Director	Tammy Rogers, Para-Professional
	Students:	
	Colt McDowell	Kate Gross
	Makayla Burks	Cohle Sherman
	Parents and Community	
	Meagan Miller	Kenneth Nolley

## Comprehensive Needs Assessment 2023-2024

### Data Sources Reviewed:

STAAR EOC, Texas Academic Performance Report (TAPR), Strategic Plan, SAT/ACT/AP/TSIA2 Scores, TELPAS, Attendance, Discipline, Surveys, State Accountability Reports (District/Campuses), PEIMS, District Communication System, T-TESS results

Area Reviewed	Summary of Strengths What were identified as strengths?	Summary of Needs What were identified as needs?	Priorities What are the priorities for the district, including how federal and state program funds will be used?
Demographics	The high school continues to grow in diversity. Enrollment overall is stable. Our current enrollment is very close to last year. Enrollment could change due to the 4 day instructional week.	Without a dedicated ESL teacher for the district, exiting students will be more difficult. The high school has gained more ESL students creating a need to provide broader services across grade levels.	There is a language barrier with new ELL students. There is an increase in special education students overall and one that is medically fragile that will attend all day. The campus will work to assist a new diagnostician and special education teachers. Continue coordinating with CIS to meet the needs of our Eco. Dis.student population.
Student Achievement	Final Accountability ratings for high school have not been released as of the first nine weeks of the school year 2023-2024. However, preliminary data shows that the campus would have earned an accountability rating of a B under the proposed system if no changes to accountability formulas are	There is also a need to assist our ELL students in meeting the criteria to exit ESL services. Adjustments need to be made to schedules on all campuses to meet the requirements of HB4545.	Provide additional instructional materials and professional development on data-based student centered instruction to assist in increasing student achievement. Utilize new programs and Curriculum Coordinators to assist in tracking and improving student growth. Target student needs through TEKS focused instruction.. Create district systems for monitoring HB4545 student growth.

	made. CCMR indicators continue to play a large role across multiple domains in the accountability system and will need to be addressed moving forward.		
<b>School Culture and Climate</b>	High School faculty and staff are dedicated to building positive relationships that support student growth. School Pride is critical and strides are being made to improve in this area. The School Board voted to implement a 4 day instructional week in hopes to attract personnel and families to the district.	Teacher retention is still an issue. Finding new teachers has been a challenge. The high school starts 2023-2024 with a long term substitute in English 4. Student attendance is still problematic which has added more stress on all involved. Communication continues to come up as an area that needs improvement.	Continue to identify ways to improve communication within the district and with all stakeholders using one platform. Continue to work on ways to retain teachers in the midst of a state-wide teacher shortage. Consider ways to encourage student attendance. SB 9 requires that we address dating violence. Maintain lower class sizes by hiring additional certified and non-certified staff.
<b>Staff Quality/ Professional Development</b>	New staff orientation is held to welcome newcomers to the campus. The district utilizes our regional service center.	There are still areas that need to be addressed with further PD opportunities. The curriculum team will not be able to provide the same level of assistance/training due to being short staffed. More ESL certified staff are needed at the high school. More mentoring for new teachers would assist them in becoming more effective. Increase staff who are certified.	Provide meaningful and applicable professional development for all educators. Additional district professional development days added to the 23-24 academic calendar. Staff needs are being addressed at the campus level during inservice and professional development days.
<b>Curriculum, Instruction, and Assessment</b>	TEKS Resource System is used to ensure that the TEKS are being covered to the rigor and depth necessary for student growth. NDISD	Student engagement is a struggle across the district. We need to increase the number of students who are College, and Career Ready.	The high school will give Reading and Math Benchmark assessments grades 9-12 and Social Studies and Science grades 9-12. The campus will focus on building robust Fine Arts, STEAM, and

	Curriculum Dept. provided more focused assistance to campus teachers and administrators.		Athletic programs.
<b>Family and Community Involvement</b>	The high school has various opportunities throughout the school year for family and community involvement. The high school supports and encourages family and community participation in events such as Veterans Program, athletic events, band concerts, and other extracurricular activities.	The high school needs to work on increasing family engagement activities this school year. Community Outreach needs to be increased. There is a need to streamline district and campus communication outlets.	The high school will increase Family Engagement Activities across all campuses. Proper representation will be included on all site-based committees. The high school will streamline communication for all campuses. Focus on intentional and purposeful parental involvement.
<b>School Context and Organization</b>	Administrators and educators have multiple sources of data with which to drive the decision making process. The campus uses a strategic planning model and the principal seeks input from various district/community committees. Educators provide feedback on campus professional development. Surveys provide vital feedback from staff, parents and students.	Communication is always an area where we can work to improve. Several teachers have asked for more vertical alignment throughout the district. Investigate strategies to recruit and retain staff during a critical teacher shortage.	Focus on campus needs assessments. Continue to collect survey information from all stakeholders and prioritize greatest needs. Continue to utilize the strategic planning process. Streamline deliveries and check-in processes. Implement a 4-day instructional week. Receive grant funds to address security needs. District will adopt a single communication tool between home and school.
<b>Technology</b>	Class sets of Chromebooks are available to teachers at the high school by department.	Added access control to doors are needed to address security needs. Security gates were continually non-operational throughout the year.	Purchase additional Chromebooks. Navigate360 added as a security measure for emergencies. Reprogram badge, remotes and gate access. Create a staff wifi to mitigate student access to inappropriate content.

# **New Diana ISD 2023-2024 District Goals**

## **Board of Trustees**

President-Jeff Hamilton, Vice President-Donald Willeford, Secretary- Becky Smith, Jerry Cobb, Jodie Stark, Cari Roberts, TJ Shafer

**Goal 1: Develop a supportive learning environment to ensure all students are achieving their highest potential.**

**Goal 2: Seek and retain exceptional team members through a systematic hiring process.**

**Goal 3: Capitalize our resources to meet the needs of all stakeholders.**

**Goal 4: Monitor district growth, both in number of students and in programs, resulting in a master facility plan.**

**Goal 5: Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.**

<b>Goal 1</b>	<b>Develop a supportive learning environment to ensure all students are achieving their highest potential.</b>					
<b>Objective 1</b>	<b>Provide high quality curriculum, research- based instructional practices and resources to increase student achievement outcomes.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources / Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Increase the percentage of students who are CCMR by focusing on TSIA2 performance, dual credit completion and ACT/SAT Scores, and tracking enlistment data for students entering the military.	HB3 Board Goals TAPR DEIC Survey	All High School	Local Funds	High School Principal Teachers Dean of Students	2023-2024	Enrollment reports CCMR reports CCMR outcomes bonus list
Utilize Curriculum Department to assist campuses in tracking and improving student growth.	Assessment Data	All	Local Funds	Principals, Curriculum Dept.	2023-2024	Local Assessment Data STAAR Reports TAPR
Utilize IXL and/or campus benchmarks to track student growth and target student gaps to increase student achievement outcomes in math and reading.	District & Campus CNAs STAAR Reports	All	Local Funds	Principal Teachers	2023-2024	STAAR Reports MAP Reports DMAC Reports
Continue to use TEKS Resource System as a tool for vertically aligning curriculum and increasing rigor across all core subject areas.	STAAR Reports	All	Title Funds	Principals Teachers	2023-2024	Local Assessment Reports STAAR Reports
Utilize differentiated instruction to reach students with dyslexia, 504 accommodations, ESL and/or special services.	PEIMS Assess. Reports TELPAS STAAR Reports	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2023-2024	PEIMS Assessment Reports TELPAS STAAR Reports



Provide additional instruction through the MTSS process with fully certified staff and paraprofessionals in the areas of math and reading.	STAAR Failure Reports NWEA MAPS Reports Math 1-to-1 Screeners F&P Running Records	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2023-2024	STAAR Reports TAPR
<b>Objective 2</b>	<b>Provide support to accelerate instruction for students who did not perform satisfactory on STAAR Assessments and EOCs.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources / Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Target student needs through intentional TEKS focused instruction during double blocked periods, HB 4545 accelerated instruction.	STAAR Reports TAPR	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2023-2024	STAAR Reports TAPR
Provide target differentiated instruction during summer school to target the needs of students affected by HB 4545 and/or students in need of credit recovery.	STAAR Reports TAPR	All	SCE/Local Funds	Curriculum Dept. Teachers Principals	2023-2024	STAAR Reports TAPR
Provide an embedded spiral review of 8th Grade U.S. History TEKS in 9th grade social studies classes for Freshman who were not successful on 8th U.S. History STAAR the prior year.	STAAR Reports TAPR	All	Local Funds	Curriculum Dept. Social Studies Teachers	2023-2024	STAAR Reports TAPR

<b>Objective 3</b>	<b>Cultivate a positive climate where all staff and students will feel safe in an environment that is emotionally supportive.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources / Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Implement Disciplinary Guidelines at the high school to ensure that all discipline issues are handled equitably, consistently, and appropriately for all students.	Campus CNAs Tyler SIS Skyward PEIMS	All	Local Funds	Principal Asst. Principal Teachers Counselors	2023-2024	PEIMS Skyward referral reports
Provide student leadership opportunities in order to foster an emotionally supportive and positive school culture for students.	Campus CNAs Tyler SIS Skyward PEIMS	All	Local Funds	Principal Asst. Principal Teachers Counselors	2023-2024	Weekly Activity/Announcement Reports Meeting Agendas
Provide staff with opportunities to meet in order to grow professionally, socialize, and provide campus level feedback formally and informally.	Campus CNAs	All	Local Funds	Principal Asst. Principal Curriculum Dept. Teachers Counselors	2023-2024	Meeting agendas Inservice day agendas
Continue to enhance campus safety by utilizing campus sign in for all visitors, locking classroom doors when students are present, regularly checking and monitoring for locked exterior doors.	Campus CNAs	All	Local Funds	Principal, Asst. Principal, SROs	2023-2024 onoging	Security Cameras Completion Logs
Provide character education opportunities for students regarding dating violence, bullying, vaping, and drugs and alcohol.	SB 9 FFH (Local) CNA	All	State/Local Funds	Principals, Asst Principals, Teachers, Counselors	2023-2024	Discipline Reports Parent Notifications

Utilize social media and communication platforms in order to celebrate campus successes for both staff and students.	CNA	All	Local Funds	Principals, Asst Principals, Teachers, Counselors	2023-2024	Social media history, Meeting agendas
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<b>Goal 2</b>	<b>Seek and retain exceptional team members through a systematic hiring process.</b>					
<b>Objective 1</b>	<b>Develop a comprehensive recruiting plan to attract and retain highly qualified personnel.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources / Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Continue to attract talented and highly qualified personnel to the campus and by increasing campus presence at career fairs for potential teaching applicants.	Strategic Plan	All	Local	Principal Asst. Principal	2023-2024	Attendance Logs from Career Fairs # of Applicants
Regularly communicate campus staffing needs with local and regional College and University Teacher Prep Programs.	Campus CNAs	All	Local	Principal Asst. Principal	2023-2024	TAPR Attendance Records Staffing Review # of Applicant
<b>Objective 2</b>	<b>Provide high quality professional development opportunities for all staff.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources / Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>

Provide professional development opportunities for staff that address inclusion of differentiation strategies for all GT, ESL, Dyslexia and At-Risk Students.	CNA Campus Data	All	Local Funds, Title II	Curriculum Dept., Principals	2023-2024	Certificates of Completion District Created Surveys
Professional Development days built into the school calendar to provide teachers a variety of opportunities to meet student needs.	CNA	All	Local Funds, Title II	Curriculum Dept. Principals Teachers Supt	2023-2024	STAAR Reports T-TESS Reports
Provide mentoring support for all new employees on the campus.	CNA	All	Local	Principal, Asst. Principal, Curriculum Dept., Teachers and Staff	2023-2024	Meeting agendas TTESS Staff Evaluations

<b>Goal 3</b>	<b>Capitalize our resources to meet the needs of all stakeholders.</b>					
<b>Objective 1</b>	<b>Utilize state and federal resources to maximize funding opportunities, and student academic achievement and support.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Ensure all learners are being identified and accurately coded in a timely manner through PEIMS as we transition to the new platform, SKYWARD.	PEIMS Strategic Plan	All	Local	PEIMS/office Counselors Dir. of Tech	2023-2024	Student Reports in PEIMS OnData Suite
Partner with ESC 7 to assist in managing programs in order to maximize student achievement and support, and recapture missed funding opportunities.	Strategic Plan	All	Local	Principal Asst. Principal Dean of Students Curriculum Dept. Teachers	2023-2024	Benchmarks CTE Enrollment IBCs Completed
Increase attendance to an average daily attendance rate of 96% by creating student incentives and providing APs with more time so that they can focus on attendance.	PEIMS Strategic Plan	All	Local	Principals Teachers Asst Principals	2023-2024	Attendance Records

<b>Goal 4</b>	<b>Monitor campus growth, both in number of students and in programs, resulting in a master facility plan.</b>					
<b>Objective 1</b>	<b>Identify critical needs for space and capacity and predict future needs.</b>					
<b>Objective 2</b>	<b>Access current critical infrastructure needs.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Create a master schedule that prioritizes current student needs and future growth.	Strategic Plan	All	Local Funds	Principal Asst. Principal Dean of Students Teachers	2023-2024	Master Schedule Schedule Change Requests
Expand participation in the areas of fine arts, athletics and STEAM.	Strategic Plan	All	Title I and Local Funds	Supt, Dir of Tech. Principals Teachers Athletic Director	2023-2024	Admin Mtg. Reports, Technology

<b>Goal 5</b>	<b>Create a purposeful communication to expand partnerships by engaging stakeholders to increase district leverage and be a collaborative community.</b>					
<b>Objective 1</b>	<b>Create purposeful communication in order to foster partnerships with all stakeholders.</b>					
<b>Strategies/ Action Plan</b>	<b>Needs Assessment</b>	<b>Sp. Pop</b>	<b>Resources/ Budget</b>	<b>Persons Responsible</b>	<b>Timeline</b>	<b>Formative Evaluation</b>
Utilize social media platforms in order to celebrate campus successes for both staff and students.	CNA Campus Committee	All	Local Funds	Principal, Asst. Principal, Teachers	2023-2024	Social Media Histories
Utilize communication platforms such as Skyward and SportsYou in order to communicate announcements related to campus business and operations.	CNA Campus Committee	All	Local Funds	Principal, Asst. Principal, Teachers	2023-2024	Skyward records SportsYou records
Utilize school events including inservice, academic counseling meetings for students/ parents and campus level meetings in order to build school/family/community partnerships.	Campus CNAs Strategic Plan	All	Local Funds	Principal, Asst. Principal, Teachers Counselor	2023-2024	Sign-in sheets Surveys Meeting Agendas