

# Ennis Independent School District

## Ennis High School

### 2017-2018 Campus Improvement Plan

**Accountability Rating: Met Standard**

**Distinction Designations:**  
Academic Achievement in Mathematics



# Mission Statement

The Ennis Independent School District (ISD) shall be an educational institution that continuously challenges and stimulates its students. Ennis ISD shall provide the highest quality instructional staff and the appropriate facilities to insure that every student is equipped to his/her greatest academic potential.

Qualities of character to be taught, modeled, and upheld in Ennis ISD shall include honesty, integrity, and respect. The curriculum, programs, offerings, and opportunities provided by Ennis ISD shall be intended to produce responsible people of high moral character, capable of personal and professional success, who shall have a positive impact on society.

# Vision

**Educate, Encourage, & Empower**

# Value Statement

**Every Student, Every Day, Whatever it Takes!**

## **Ennis ISD District Goals**

1. Ensure all students receive high-quality instruction.
2. Provide and support high quality staff for all classrooms.
3. Empower staff with resuources to ensure student excellence.
4. Provide a safe and secure learning environment, cultivating character and high expectations.
5. Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.
6. Maintain high-quality facilities with an instructional focus.

## **Ennis High School Goals**

1. Ennis High School will ensure that its students receive high quality instruction.
2. Ennis High School will recruit and retain a dynamic and highly qualified teaching staff.
3. Ennis High School Leadership will budget and plan appropriately for the needs of our campus including but not limited to instructional materials, supplies, and professional development.
4. Ennis High School will maintain a culture of high expectations for students and staff.
5. Ennis High School will continue to engage our community and the families that it serves through proactive communication and outreach activities to improve teacher and student outcomes.
6. Ennis High School staff and students will maintain district facilities and will take pride in their appearance and upkeep.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Ennis High School is a mid-sized rural 5-A high school located in south-eastern Ellis County. Ennis High School currently serves approximately 1600 students for grades 9-12 and employs a staff of 159 including 105 certified teachers, counselors and administrators. Ennis ISD is a majority minority district with around 52.6% of its students Hispanic, 13.8% African-American, and the remaining 32% White, and 2% “other”. According to AEIS data, the EHS population is 61.5% economically disadvantaged however, actual numbers of Economically Disadvantaged are most likely much higher than that.

Ennis High School has seen modest growth over the past three to five years and the student population has climbed to over 1600 students the past 2 years. During the year, the total enrollment shows a minimal increase. While there are students that leave Ennis High School for other educational opportunities such as home schooling, many of the students that are withdrawn during the year are as a result of their completion of their course requirements. These students are enrolled in the district's alternative education center. Ennis High School does have a very large at-risk population. The district uses the at risk indicators defined by the state to determine student's at risk status.

In regards to special education referrals, very few students are actually referred to special education while they attend Ennis High School. Students with special needs are identified as such prior to their enrollment in High School.

### Demographics Strengths

The student body of Ennis High is diverse in both racial and ethnic composition as well as socio-economic status. Our students mainly come from poor to middle class households and, for the most part, exhibit respectful and appropriate behavior. A large number of our students are involved in some sort of extra-curricular activity and therefore have an investment in Ennis High School. Until recently, Ennis High School had a very diverse administrative staff which included two bi-lingual administrators.

Ennis High School offers several dropout prevention and credit recovery programs. The Horizons program at the Alamo Education Center serves students that are at risk of dropping out and are in need of credit recovery. During the 2016-17 school year, over 60 students completed their requirements for graduation with 83% of them graduating on the recommended plan.

The attendance rates have stayed steady at or near 95% and EHS provides several positive incentives for student attendance including a partnership with a local car dealership.

Around 52% of students at EHS leave school to attend some sort of post secondary education. The AVID program has helped many students become the first in their families to graduate from high school and attend college.

## Student Achievement

### Student Achievement Summary

Ennis High School again achieved a “Met Standard” rating on the four indexes. There are still significant areas of concern for EHS. Specifically, the areas of ELA reading and writing have been troubling for the past several years.

While EHS scored slightly below the state average on most of the STAAR tested areas, the gap between the state and district is smaller. The percentages of students that scored Level III advanced was below the average in 2016 for the state and region. This is reflective of a "get them to pass the test" mind set that moves up with students as they progress through the system.

College and career readiness is an area that will see significant attention in 2017 and beyond. Several programs and positions are either in place or are in motion to address this area.

Algebra I and English I and II have the highest course failure rate.

### Student Achievement Strengths

EHS had significant growth in the area of US History EOC passing rates. Algebra I and Biology also had gains for first time test takers in Spring 2017 with Algebra I showing a 7% gain for all students from 2016 to 2017. One area of significant improvement is with African American first time test takers for both Algebra I and Biology as on each assessment, a 13% increase was achieved.

Students that are enrolled in the AP curriculum are successful and are prepared for post secondary work. In 2016 (the most recent TAPR data available) EHS had 52% of its students attend post secondary education institutions. The 2015 average SAT score for EHS students was above the state average. EHS will offer an online tutorial program for college readiness exams for all students beginning in September of 2017.

Ennis High School is entering its 10th year as an AVID Campus. Our AVID students, as a group, have out performed the student body as a whole on STAAR tests every year. The program has actually expanded some at the JH levels and we expect the number of sections of AVID to increase at the HS due to this expansion.

EHS has a strong CTE program which shows in its percentages of students that are reported to be career and college ready as well as those that complete coherent sequences of CTE courses that are above the state averages for both categories. In 2016, 78% of EHS seniors graduated with completion of a coherent sequence of CTE courses. In 2015, 85.9% of EHS graduated were classified as college or career ready, according to the TAPR report, which is 11.4% above the state average for this indicator.

## **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1:** SPED students have not met growth expectations. **Root Cause:** Lack of exposure to grade level content prior to high school

**Problem Statement 2:** African American and Economically Disadvantaged students perform lower than other student groups **Root Cause:** Lack of social capital

**Problem Statement 3:** Algebra I, English I, and English II have a high failure rate. **Root Cause:** Lack of prior knowledge, lack of engagement, and absences

**Problem Statement 4:** Students do not read on grade level. **Root Cause:** Lack of foundation.

## **School Culture and Climate**

### **School Culture and Climate Summary**

In recent years, EHS has raised its levels academically. Previous years have challenged EHS to improve. EHS received 2 distinctions in 2015. In 2016, EHS received one distinction in Math.

Even while EHS continues to improve academically, many of its programs continued to flourish and our students continued to make EHS and our community proud. EHS boasts a strong CTE, UIL Academics, and UIL Athletic tradition and 2013-14 proved to be a very good year for EHS. Ennis High School won 6 consecutive District Championships in Academic UIL from 2010-2015. The previous two years have found a 2nd and 3rd place in a strong district. The 2013 Lion Football Team finished an amazing season at 14-1 and the Lady Lions Softball Team's continued its dominance by winning its third straight district title in route to the playoffs. 2014 proved even more successful as the Ennis Lions won their 5th State Championship in Football. In 2015 and 2016, EHS continued its streak of playoff appearances in Football. EHS Tennis had a record year in 2016-17 as for the first time, the team qualified for the Regional Tournament. The team finished second in the region. Girls Basketball made the playoffs for the first time in several years and the EHS Baseball team was a playoff qualifier as well. Track and XC also sent athletes to the state meet.

In addition to the traditional UIL sanctioned extra-curricular activities, EHS has a wide range of other organizations and clubs in which students can be involved. EHS Admin takes a fairly open stance on student clubs - If there are students that are interested in a topic or cause, have an adult staff member that is willing to act as a sponsor, and if the subject matter or mission of the organization is not contrary to the community standards of Ennis or the district, then new student clubs will be approved.

### **School Culture and Climate Strengths**

Students at Ennis High School that are engaged in their school enjoy a positive experience at EHS. There are dozens of opportunities for student involvement and more are added each year. With the recent success of our football, band, drill team and other athletic teams, EHS has begun to see a re-invigorated student body in terms of school spirit and pride. In 2016, with the help of the AVID team, EHS conducted its first ever College Signing Day Pep Rally. This event was very successful and is one that will become part of the culture of Ennis High School.

The EHS Academic UIL team has won 6 consecutive UIL district championships and finished a close second in 2016. In 2017, Ennis found a strong UIL district and placed third. The team qualified 17 students for the regional meet and 1 student advanced to the state UIL competition.

In 2016-17, the EHS Varsity Cheer team will enter its first year of UIL Cheer competition and continued in the 2016-2017 school year with a final ranking of 26 out of 113 teams.

Ennis Lions Athletics has continued to succeed on the field. The Lions Football team won the 2014 State Championship and reached the playoffs in 2016 for the 5th consecutive year. Our soccer program had a successful season with both boys' and girls' programs making the playoffs. Our Lady Lions Basketball

team made the playoffs for the first time in several years. The Lady Lions Softball team reached the area round of the playoff in 2016 and the regional playoffs in 2015. The spring of 2016 proved to be a break out year for the Lions Baseball team as it reached the playoffs for the first time in several years. This success was continued in 2017 with another playoff year.

EHS has a very large NHS chapter that provides students with many opportunities to serve their community. The 2016-2017 chapter had a membership of 143 students. This large number of students worked over 32 events which equated to 9,152 hours of service.

Ennis High School has a very robust and active Student Council which was recently awarded several awards by the Texas Association of Student Councils. The Ennis High School Student Council has earned the Sweepstakes Award 21 of the last 22 years.

The EHS Lionette Program continues to flourish and grow. Four years ago, there were only 12 girls in the program. The Spring 2014 tryout for the 2014-15 line included over 40 girls with 33 making the squad. In the 2016-2017 year, Lionettes had 35 girls in the program. The 2017-18 Line has increased to 37 Lionettes.

Ennis High School also has a very successful and active CTE program in which hundreds of students participate and take classes. The EHS Metal, Wood, Auto, CAD, Cosmo, TAFE, and AG programs all provide opportunities for students to compete and showcase their talents. 2016-17 was a particularly successful year for several of our CTE students as they won multiple Grand Champion, Reserve Grand Champion, and Best in Class awards for their projects. EHS also had students win state championships for TSA.

EHS is a safe campus. There are minimal incidences of violence or fighting. The campus has a very extensive camera system that is frequently monitored. There have been several cameras added throughout the 2015-16 school year in areas that were previously not covered. The number of ISS placements has seen a dramatic drop from 2013-2014 with a total of 1314 placements to 507 in 2016-17.

EISD Police officers walk the campus on foot patrols during transition times and during times of less supervision as in during lunch. EHS employs drug dogs that conduct unannounced random searches at least once a month.

EHS also employs a random drug screening program for all students that participate in extra-curricular UIL activities.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

Over the past 10 years, EHS has seen a retention rate in its teaching staff of 86 - 90%. The High School has, by far the lowest retention level of all the campuses in the district due in large part to the number of teachers that also coach different sports. 2016 was an especially challenging personnel year as 80 % of the Spanish department had to be replaced. In addition, 3 math teachers were hired as well as several coaching positions. There has not been any turn over in the principal position for the past 10 years. EISD has had 4 superintendents, not including interim(s), during the past 10 years. As expected, Ennis High School has had several different assistant principals over the past 10 years. The CTE department has enjoyed relatively high retention rate with the exception of the AG department.

All EHS staff meets all Highly Qualified requirements.

Strong Para-Professionals are very difficult to keep on staff due to the extremely low pay for the positions. Starting pay for a classroom para is less than \$12,000/year.

### **Staff Quality, Recruitment, and Retention Strengths**

Ennis ISD recently adopted a very aggressive salary schedule to attract quality applicants and a graduate tuition reimbursement program for selected content areas.

Ennis ISD offers a fantastic retention incentive in the form of the TERRP plan. This is a wonderful benefit to EISD employees. Ennis ISD has also offered a one time, Retention Incentive to employees around the Christmas Holidays for the past several years. This incentive is also very well received by staff and is greatly appreciated.

Ennis ISD also offers employees the opportunity to join a sick bank so that in the event that they are seriously ill that they may be able to remain financially viable while they recover.

Ennis ISD has very good facilities that are well maintained. Ennis High School enjoyed a renovation and addition in 2007-2008. Ennis ISD has strong technology infrastructure which provides teachers and other staff with the necessary tools to work effectively in their assigned roles. Teachers report that they are provided the materials that they need to do their jobs every day.

The Ennis ISD Curriculum and Technology Departments provide frequent and relevant training opportunities for all staff. In addition, EHS has a part time Instructional technologist that provides meaningful and frequent training opportunities to staff during their daily schedule. In 2016 - 2017 EHS has a full time math and science Instructional Coach and a part-time ELAR Instructional Coach. A full time ELAR IC has been hired for the 2017-18 school year and she will work only at the HS campus.

EHS conducts monthly Site Base, Department Head, and Faculty meetings. Information is disseminated via department leaders and by the principal during these scheduled meetings. Also, during the whole group faculty meetings, the principal enlists teachers to share with their colleagues best practices that they are using in their classrooms.

EHS has a mentor teacher program and new teacher focus groups for first year teachers. EHS supports teachers by providing frequent professional development opportunities, regularly scheduled PLC meetings, and providing resources for new instructional strategies.

### **Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs**

**Problem Statement 1:** Ennis High School has difficulty attracting certified staff in high need content areas such as math, foreign language, science, etc.

**Root Cause:** Lack of a viable partnership with an institution of higher learning, very few if any student teacher placements in Ennis High School.

## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

In 2017-18 Ennis ISD will enter its sixth year of implementation of TRS for core content areas. Since the implementation in 2012, teachers have received multiple training opportunities to ensure that they are able to implement the new curriculum effectively. EHS has two instructional coaches. One for math and science that is shared with the JH and one for ELAR/SS that will work only at the HS campus.

TRS Unit Assessments are given by the teachers and monitored by our Instructional Coaches and principal. Courses all have pacing calendars set that are built off of the YAG document from TRS. The Unit assessments are designed by the department the instructional coach and approved by the curriculum department. The TRS Unit Assessments are drawn from the bank of questions supplied by TRS.

EHS has an open enrollment AP and Pre-AP program. Students are allowed and encouraged to attempt rigorous courses.

Teachers are provided training opportunities throughout the year in what we call "schedule embedded job related professional development". Through the use of the EHS Instructional Coaches and Digital Learning Coach, teachers have had the opportunity to learn strategies that are transferable to their classrooms in small "bite sized" pieces.

EHS - due to its one-to-one technology program has provided student's with online versions of most of their textbook resources.

EHS has a burgeoning STEM program. TEN 80 Racing and Robotics along with PLTW are two such avenues for students to pursue studies in the areas of science and engineering.

EHS has a strong Academic UIL program which consistently sends students to the Regional and State competition level in multiple subject areas.

In partnership with community and business leaders, EHS CTE program has begun the establishment of a career academy.

### **Curriculum, Instruction, and Assessment Strengths**

The addition of an ELAR and Math/Science Instructional Coach to the High School is an additional support system for our teachers.

EHS has an open enrollment AP and Pre-AP program. Students are allowed and encouraged to attempt rigorous courses. In 2015-16 EHS students attempted 443 AP Tests in 14 subjects. In collaboration with Navarro College, EHS is expanding dual credit offerings in order to provide students the opportunity to graduate from high school core complete. Ennis High School will have two added positions in the area of college and career readiness with the addition of a Director of Post Secondary Readiness and a full time Academic Advisor to support the post secondary readiness program.

EISD will cover the cost of post secondary readiness exams for students beginning in the 2017-18 school year. PSAT 10, PSAT/NMSQT, ACT, SAT, and TSI as well as a portion of student's AP tests will be paid for by the district.

EHS - due to its one-to-one program has provided student's with on line versions of most of their textbook resources.

EHS has a burgeoning STEM program. TEN 80 Racing and Robotics along with PLTW are two such avenues for students to pursue studies in the areas of science and engineering.

EHS has a strong Academic UIL program which consistently sends students to the Regional and State competition level in multiple subject areas.

In addition, EHS has several very strong para professionals that serve as special education aides and in the ESL program.

Students are encouraged to use the parent portal to access and monitor their own grades. Students are also able to monitor their assignments through Google Classroom.

### **Problem Statements Identifying Curriculum, Instruction, and Assessment Needs**

**Problem Statement 1:** LOTE and CATE teachers need instructional support. **Root Cause:** Lack of defined curriculum documents for those subjects.

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

Ennis ISD partners with many of the civic groups that benefit the community of Ennis. The EHS NHS and Stuco as well as members of the Lions athletic teams (including Cheer and Lionettes and Band) participate in community events throughout the year. An expectation of the district is for administrators of the district to attend community and school events throughout the year. The principal of Ennis High School is a member of the Ennis Noon Lions Club and serves on the Board of Directors for the Greater Ennis United Way. Ennis ISD is involved in events sponsored by the Chamber of Commerce such as the Polka Fest, Bluebonnet Festival, and Relay for Life. EISD partners with the Ennis Bridge Builders Ministerial Alliance and the annual Give a Kid a Chance event. EHS serves as the site for the event.

EHS hosts the district showcase each spring as well as open house events for the entire campus and for parents of incoming 9th grade students. Parents are encouraged to be involved in their support organizations for the groups in which their students participate such as athletic, FFA, and Band Booster organizations.

### **Family and Community Involvement Strengths**

Ennis High School has several means with which to communicate with parents including the Ennis ISD website, School Messenger, Parent Portal, and social media outlets. The newly created EHS Facebook page has seen a large amount of traffic for information and achievements. EISD produces has a Pride eNewsletter biweekly. This newsletter showcases district news and student accomplishments. Plans are for newsletter to be produced weekly in the upcoming school year. Communication with parents is conducted in English and Spanish. EHS has several bi-lingual staff members including front office staff and administrators.

EHS has partnered with Ennis Ford to award a lucky student with perfect attendance a new car. 2016 will be the second year of the partnership. EHS serves as the site for the community outreach event, Give A Kid A Chance each August. The principal serves as the site coordinator and serves on the leadership team. Sodexo has, for the past several years, conducted off site summer feeding programs in several venues around the district's service area in order to continue to provide meals to students even when they are not assigned to school.

For the past four years, EHS has hosted the EISD District Showcase. The event has been very well received and very well attended. Ennis High School's extra-curricular activities are very well supported by the parents of the children involved. Each organization has a booster club that works to support the team or group.

EHS has hosted a job fair in conjunction with the Ennis Chamber of Commerce for the past 5 years.

## **Problem Statements Identifying Family and Community Involvement Needs**

**Problem Statement 1:** There is a perception that there is a lack of communication with parents regarding course offerings and graduation plans. **Root Cause:** Lack of an organized and defined parent/student academic guidance program.

## **School Context and Organization**

### **School Context and Organization Summary**

Ennis High School is a large school. While the student population is not unmanageable, the building is quite large and difficult to monitor. EHS has 5 administrators that are located in different office areas which allows for administrative coverage for the Bardwell, Ensign areas of the school. EHS also serves as the part time home of the Executive Director of Student Services who, along with other duties, serves as the district CTE director.

EHS has a full time faculty of 159 with 105 assigned to classroom teaching duties. Assistant principals are assigned a specific grade level as are counselors. Counselors rotate every two years while administrators maintain the same grade level assignment. The building principal's office is located on the Ensign side office suite. The 12th grade Assistant Principal is the informal Second in Command on the campus.

Each department is represented by a department head. The principal meets with all department heads once per month. Each department has a representative on the SBDM Team which also meets once per month. Faculty meetings are held monthly as the calendar permits.

### **School Context and Organization Strengths**

Ennis High School is currently on straight 8 period day which allows our students to earn up to 8 credits per school year.

Ennis High School has well constructed and easy to follow duty roster that is designed to provide coverage of the campus but is flexible for staff. Ennis High School has two instructional coaches assigned to the campus as well as an instructional technologist that assist teachers in the implementation of technology offerings for both staff and students. Admin conducts monthly SBDM, Department Head, and Faculty Meetings so as to disseminate campus and district information to the entire staff. The central administration also conducts bi-annual coffee talk sessions with faculty.

In 2016, with the help of the AVID team, EHS conducted its first ever College Signing Day Pep Rally. This event was very successful and is one that will become part of the culture of Ennis High School. In May of 2017 the event was conducted, again with positive feedback and support from parents and staff.

The admin staff is diverse with a mix of veteran and those with only 2-3 years of admin experience. Key support staff have been in place for several years and therefore know the school's policies and procedures.

Ennis High School follows a well written and enforceable student code of conduct.

# Technology

## Technology Summary

Ennis ISD is a district that is committed to the use of technology. All students in the high school are issued a chromebook and using the chromebook is expected. All teachers are issued a chromebook and regular professional development sessions are embedded in the workday. Teachers are highly encouraged to attend these sessions.

All core subject textbooks are in digital format. CTE course textbooks are all in digital format.

Remediation and test preparation is offered using internet programs.

Smartboards are in every classroom in addition to the desktop for the teacher and many times a one or more desktop computers for student use.

Multiple computer labs are available for student / class use.

Ennis ISD became a Google Apps for Education district in the fall of 2014.

Ennis has strong network infrastructure as well a good replacement rotation plan for hardware.

Software is frequently updated.

## Technology Strengths

Ennis ISD has a very well maintained technology infrastructure. The Network is secure and is rarely impacted by a loss of functionality.

Ennis High School enjoys a technology rich campus where all classrooms are equipped with Smart boards, document cameras, and projectors as well as a teacher workstation.

The one to one Chrome Book initiative is a major selling point for EISD as we move forward with our technology program for our students.

Ennis High School has several labs that are located throughout the campus.

The addition of an instructional technologist that is housed on the High School campus has allowed for multiple schedule embedded technology professional development opportunities for the EHS staff. EHS teachers logged over 72 hours of schedule embedded professional development during the 2015-16 school year.

The technology work ticket system works very well and issues are resolved in a timely manner.

The High School is wireless throughout the building. The Campus is a hot spot where students and the community can access the district wifi even outside the building.

### **Problem Statements Identifying Technology Needs**

**Problem Statement 1:** Many students do not have internet access at home. **Root Cause:** Ennis is a rural district with a student population that is at least 62% economically disadvantaged.

**Problem Statement 2:** Some staff does not utilize the technology available to them. **Root Cause:** lack of student preparedness, unappealing application to learning tasks, classroom management with devices poses additional responsibilities for the teacher, need for instructional support.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student failure and/or retention rates

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Special education population, including performance, discipline, attendance, and mobility

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data

- Class size averages by grade and subject

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- PDAS and/or T-TESS

# Goals

## District Goal 1: Ensure all students receive high-quality instruction.

### Campus Goal 1: Ennis High School will ensure that its students receive high quality instruction.

**Performance Objective 1:** To meet or exceed the state average on STAAR EOC tests, to increase participation and passing rates on AP exams, dual credit completion, and to ultimately prepare students for post-secondary education or entrance into the workforce after high school.

**Evaluation Data Source(s) 1:** State accountability reports, AP testing results, CTE certification completion, and other assessment data for all student groups.

#### Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p><b>State System Safeguard Strategy</b></p> <p>1.1.1 Ennis High School students that pass their EOC exam will be exempt from taking their final exam in that course. For example, if the student passes their Algebra I EOC, they will be exempt from taking their final in Algebra and exam grades will be awarded based on the following criteria:</p> <p>Students will receive a 75 on their final exam if they score "approach grade level" on the EOC, an 85 if they score "meets grade level" on the EOC, and a 100 if they score "masters grade level" on their EOC.</p>		Principal, grade level counselor, subject area teachers	Passing % on subject specific EOC exams				
Funding Sources: 199 - General Fund: Local - 0.00							
<p><b>State System Safeguard Strategy</b></p> <p>1.1.2 Ennis High School will provide mandatory STAAR remediation courses for senior students that have yet to pass their STAAR test.</p>	3, 9	Senior Counselor, Principal, STAAR remediation instructors	Over all passing % on STAAR, total number of students that receive a Certificate of Completion versus a diploma in June of 2017.				
Funding Sources: 211 - Title I, Part A Improving Basic Program - 0.00							
1.1.3 Ennis High School will continue to serve as a local testing site for both the SAT and ACT. Ennis High School will offer the APEX Texas Tutorial bundle to all students.		Academic Advisor and Counseling Staff	The number of students that take the SAT and ACT at Ennis High School. Average SAT/ACT scores.				
Funding Sources: 199 - General Fund: Local - 42000.00							

1.1.4 Continue to promote and fund the AVID Program in order to encourage and foster the pursuit of post-secondary education at Ennis High School.	2	AVID Elective Teachers, AVID Tutors, Counselors, AVID Site Team Members, EISD AVID Coordinator	The number of students enrolled in the AVID program - grade and testing results of AVID students.				
	Funding Sources: 199 - General Fund: Local - 0.00						
1.1.5 AVID strategies will be used in all classes where appropriate.	2	EHS Administration, AVID Site Team Members, AVID Elective Teachers.	Walk-through data				
	Funding Sources: 199 - General Fund: Local - 0.00						
1.1.6 Continue to use the dropout prevention programs (Horizons) to assist those students that are having difficulty meeting graduation requirements. Program relocation for 17-18 will be on the home EHS campus.		Grade level counselors, Horizons Teachers, Director of Post-Secondary Readiness	Total number of students that graduate from Ennis High School through the Horizons programs.				
	Funding Sources: 199 - General Fund: Local - 0.00						
1.1.7 Continue a co-teach model for courses in which ELL students are scheduled.		ESL Teachers and para-professionals, core teachers	Academic success of ELL students.				
	Funding Sources: 199 - General Fund: Local - 0.00						
1.1.8 Conduct timely evaluations of the strengths and weaknesses of homeless students in order to provide them with an age-appropriate and skill appropriate educational program.		Classroom teachers, Counselors, Special Education Director and Campus Coordinator, Diagnosticians, Homeless Liaison	Number of homeless students served.				
	Funding Sources: 206 - TEXSHEP McKinney-Vento (Homeless) - 0.00, 224 - IDEA B, Formula (SpEd) - 0.00, 199 - Special Education: State - 0.00, 211 - Title I, Part A Improving Basic Program - 0.00						
<b>State System Safeguard Strategy</b> 1.1.9 Continue the co-teach arrangement to include both Math (Algebra I, Geometry, and Algebraic Reasoning), ELA, Science, and Social Studies.		Special Education Coordinator and Diagnosticians.	Course passing rates and EOC passing rates for SPED students that are enrolled in the co-teach arrangement.				
	Funding Sources: 199 - Special Education: State - 0.00						
1.1.10 Provide extra-curricular programs that meet the needs of special education students - specifically those that can be served by Special Olympics.		Special Olympics Coordinator and Special Education Coordinator	Number of students participating and number of events attended.				

1.1.11 Ennis High School will serve as a testing site for alternative testing for the ACT.	SPED Coordinator, ACT-SAT Testing Coordinator (Lead Counselor)	Number of students that take an alternative assessment.				
	Funding Sources: 199 - General Fund: Local - 0.00					
1.1.12 Ennis High School will promote and allow appropriate field trips for the enrichment of our students. Trips will be scheduled during the fall semester or after spring testing.	Principal, Teachers	Number and type of trips taken.				
	Funding Sources: 199 - General Fund: Local - 0.00					
1.1.13 (T-P ESS Indicator 1A) Ennis High School will implement the TEKS Resource System (TRS) with 100% fidelity including the use of TRS supporting documents in the four core areas.	Principal, Assistant Principals, Department Heads, Instructional Coach (ELA/SS and Math/Science)	PLC Notes, Instructional Coach will maintain data tables on Unit Tests and will report to the principal weekly.				
	Funding Sources: 199 - General Fund: Local - 0.00					
1.1.14 Ennis High School teachers will contact, by phone, parents of students that are failing their classes at the 3, 6, and 9 week grading periods.	Principal, Assistant Principals, CTE Director, SPED Coordinator	Parent Contact Logs				
	Funding Sources: 199 - General Fund: Local - 0.00					
1.1.15 (T-P ESS Indicator 1B) EHS Principal and Assistant Principals will meet with Secondary Instructional Coaches weekly to review assessment data, walk through observations, and Professional Development needs for teachers.	Principal, Assistant Principals, Instructional Coaches	Meeting minute logs				
	Funding Sources: 199 - General Fund: Local - 0.00					
1.1.16 (T-P ESS Indicator 1C & D) EHS Principal and subject area Instructional Coach will conduct Department PLC meetings with each department once per month to review student data and plans for intervention. Specific attention placed on sub-group performance.	Principal, Assistant Principals, Instructional Coaches, Department Heads	PLC Meeting Notes/Minutes, TRS Unit Test Data Tables				
	Funding Sources: 199 - General Fund: Local - 0.00					
1.1.17 STAAR tested subjects will conduct mandatory tutorials for students who are identified through test grades and benchmark results before the administration of the EOC.	Department Heads, Assistant Principals	Number of students attending tutorials.				
	Funding Sources: 199 - General Fund: Local - 0.00					
1.1.18 PLC Meetings will be scheduled once a week for CORE department teams.	IC's for Math/Science and ELA/SS, Admin assigned (Departments)	PLC Meeting Notes, Agendas, Calendar				

1.1.19 EHS will earn or maintain distinctions in the areas of Math, ELA, Science, and SS as well as Post Secondary Readiness.	Principal, Director of Post Secondary Readiness, CTE Director	2018 TAPR and Distinction Report				
1.1.20 EHS teachers will use Eduphoria Forethought to create and submit their weekly lesson plans	Campus administrators and department heads	Plans are in Forethought				
1.1.21 Ennis High School students will take multiple college entrance and college entrance exam practice exams at the expense of the district. The specific tests offered will be the TSI, PSAT 10, PSAT/NMSQT, ACT or SAT, and AP exams.	Director of College and Career Readiness, Academic Advisor	Number of college readiness exams taken by EHS students.				
	Funding Sources: 199 - General Fund: Local - 49000.00					
						

**District Goal 2: Provide and support high quality staff for all classrooms.**

**Campus Goal 2: Ennis High School will recruit and retain a dynamic and highly qualified teaching staff.**

**Performance Objective 1:** Ennis High School will provide supports and training for all teaching staff.

**Evaluation Data Source(s) 1:** All teachers will be Highly Qualified, # of and attendance at district staff development opportunities.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
2.2.1 EHS administrators will consult with teaching staff in order to develop appropriate professional development activities based on staff and campus needs.		Department Heads, Site-Based Team, Principal, Assistant Principals, and TLC Department	Staff development survey results.				
Funding Sources: 199 - General Fund: Local - 0.00							
<b>State System Safeguard Strategy</b> 2.2.2 Ennis High School teachers will attend appropriate and relevant staff development opportunities in order to improve their practice.		Department Heads, Principal, Assistant Principals	Events that have been attended. Integration of learned skills into their practice and sharing information with their colleagues.				
Funding Sources: 199 - General Fund: Local - 0.00							
2.2.3 Ennis High School will host the second annual TLC Conference in June of 2017.		TLC Department, HS administrators.	Post conference survey data, number of participants and attendees.				
Funding Sources: 199 - General Fund: Local - 0.00							
2.2.4 (T-PESS Indicator 2A) Principal will use all available resources to locate, recruit, evaluate, and recommend for hiring high quality and highly qualified staff.		Principal, Assistant Supt of HR.	Staffing Patterns, Master Schedule				
Funding Sources: 199 - General Fund: Local - 0.00							
2.2.5 (T-PESS Indicator 2B) HS Administrators will conduct calibration walks in order to provide accurate and relevant feedback to teachers in regards to their performance.		Principal, Assistant Principals, Curriculum Directors, Instructional Coaches	Calibration Walk notes, Teacher feedback sessions				
Funding Sources: 199 - General Fund: Local - 0.00							
2.2.6 (T-PESS Indicator 2C) EHS will continue to utilize its established SBDM and Department Head Committees in order for campus leadership teams to provide input and feedback and to collaborate with campus administrators regarding campus operations.		Principal, SBDM Team, Department Heads	Meeting Minutes				
Funding Sources: 199 - General Fund: Local - 0.00							

2.2.7 (T-PESS Indicator 2D) EISD will utilize the T-PESS teacher evaluation system for the 2017-18 school year. Teachers will be evaluated using multiple sources of data including state testing, passing/failure rates, walk through data, and formal evaluation data.	Principal and Assistant Principals	T-TESS documents, Walk through data				
	Funding Sources: 199 - General Fund: Local - 0.00					
2.2.8 (T-PESS Indicator 3A,C) The principal will maintain an open door policy that allows for open communication between the principal and campus staff. The administrative team will be visible throughout the campus both during and between classes.	Administrative Team	End of year Staff Survey (possibly use of the Q12)				
	Funding Sources: 199 - General Fund: Local - 0.00					
2.2.9 EHS Administrators and CTE Director will complete all T-TESS appraisals prior to the Thanksgiving Break (11/17/2017).	Principal, CTE Director	T-TESS evaluations in Eduphoria				
2.2.10 All Course Selections will be complete by January 26, 2018.	Principal, Counselors, CTE Director	Course Selections for 2018-19				
2.2.11 EHS teachers will be trained on the use of Eduphoria Forethought	Administrators and Department Heads	Summer 2017 professional development plan agenda				
						

**District Goal 3: Empower staff with resources to ensure student excellence.**

**Campus Goal 3: Ennis High School Leadership will budget and plan appropriately for the needs of our campus including but not limited to instructional materials, supplies, and professional development.**

**Performance Objective 1:** Ennis High School will budget so that the needs of the campus will be met while at the same time doing so in a financially conservative manner.

**Evaluation Data Source(s) 1:** Departmental budgets will be managed as so that will not be overspent.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
3.3.1 Ennis High School administration will make personnel request decisions based on student needs and course selection data.		Principal, Department Heads, Lead Counselor	Student:Teacher ratio information.				
	Funding Sources: 199 - General Fund: Local - 0.00						
3.3.2 (T-PESS Indicator 2C) Department Heads will seek input from department members during the creation of the 2017-2018 instructional, travel, student travel, and professional development budgets.		Department Heads, Principal	Ennis High School instructional budget and account balances of individual accounts.				
	Funding Sources: 199 - General Fund: Local - 0.00, 244 - Carl D. Perkins: Federal - 0.00						
3.3.3 Ennis High School will add instructional support with the addition of a full-time instructional coach who will be responsible for providing support to the ELAR, Social Studies, and LOTE departments.		Principal(s), Assistant Superintendent for TLC	Fidelity of TRS implementation, rate of TRS Unit Exam completion data tables, PLC notes, lesson plans.				
	Funding Sources: 199 - General Fund: Local - 0.00						
3.3.4 (T-PESS Indicator 5C) Ennis High School will develop a campus budget that meets the needs of each department. The principal will seek input from Department leaders and will build the campus budget based on their request as appropriate.		Principal, Department Heads, CFO	Monthly account ledgers, End of year Balance sheets for accounts				
	Funding Sources: 199 - General Fund: Local - 0.00						
3.3.5 (T-PESS Indicator 3B) The Principal will model the value of professional development by continuing to work towards a doctorate in educational Leadership.		Superintendent, Principal	Transcripts from Dallas Baptist University				
	Funding Sources: 199 - General Fund: Local - 0.00						
							

**District Goal 4: Provide a safe and secure learning environment cultivating character and high expectations.**

**Campus Goal 4: Ennis High School will maintain a culture of high expectations for students and staff.**

**Performance Objective 1:** Ennis High School administrative and teaching staff will maintain a safe and disciplined campus.

**Evaluation Data Source(s) 1:** Student discipline data, PBMAS data, EISD PD incident data

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
4.4.1 (T-PESS Indicator 3D, 4D) All new staff will complete the Region 10 training modules on suicide prevention and recognition and reporting of child abuse (physical and sexual), and sexual harassment.		Principal, Assistant Superintendent for Curriculum and Instruction	Staff completion rate of assigned modules.				
	Funding Sources: 199 - General Fund: Local - 0.00						
4.4.2 Ennis High will conduct fire and weather drills - Staff will be given instructions and evacuation maps along with training from EISD PD Chief. Ennis High School will conduct a lock down drill. Drills will be coordinated with Ennis ISD PD and Ennis PD officers.		Ennis ISD PD Chief, Principal, Assistant Principals, Teaching Staff	Number of drills performed. After each drill, EISD PD and EHS Admin will conduct a complete de-briefing in order to identify areas of concern. Entire staff will be briefed on our performance. Copy of evacuation maps and shelter in place instructions.				
	Funding Sources: 199 - General Fund: Local - 0.00						
4.4.3 (T-PESS Indicators 4A,B,D,E) EHS will continue to assign students to ISS, OSS, or DAEP when appropriate. The length of placements will be consistent and will reflect the severity of each offense.		EHS Administrators, DAEP Lead Teacher, PEIMS Discipline Secretary for EHS, Campus Discipline Coordinator	PEIMS 425 Data				
	Funding Sources: 199 - General Fund: Local - 0.00						
4.4.4 (T-PESS Indicator 4C) Ennis High School will use the School Messenger system to contact parents when their student is absent from a class.		Principals, Assistant Principals, Attendance Clerk, Teachers, Truancy Officer	Average Daily Attendance Rate for 2017-18.				
	Funding Sources: 199 - General Fund: Local - 200.00						

4.4.5 Ennis High School will provide incentives and rewards for Perfect Attendance.	Assistant Principals, Attendance Clerk, Student Services Director	Average daily attendance rate for 2017-2018. Number of students receiving awards, number of students that are denied credit for lack of attendance, number of truancy cases filed by EHS.				
	Funding Sources: 461 - Campus Activity Fund - 4000.00					
4.4.6 (T-PESS Indicator 4E) Ennis High School administrative staff will review discipline data from PEIMS 425 records at the completion of each grading period in order to determine or identify any trends or other issues that may need correction.	Principal, Assistant Principals	Survey data, raw discipline data, individual teacher and student discipline data				
	Funding Sources: 199 - General Fund: Local - 0.00					
4.4.7 EHS will continue the use of the Raptor Visitor Screening System and require all visitors to supply a driver's license or other form of identification prior to their being allowed to enter the building.	Office staff, EISD PD Officers, Admin Staff	Raptor Data				
	Funding Sources: 199 - General Fund: Local - 0.00					
4.4.8 EHS will conduct random drug and weapon searches of the parking lot and classrooms with trained detection canines.	Principal, Assistant Principals, Principal's Secretary	The number of searches conducted as well as the amount of contraband found.				
	Funding Sources: 199 - General Fund: Local - 4000.00					
4.4.9 (T-PESS Indicator 4D, 4E) Ennis High School will actively investigate claims of bullying including bullying by electronic means. EHS administrators will utilize "cease and desist" documents in order to enforce directives to students regarding harassment and/or bullying issues.	Assistant Principals	Number of "cease and desist" documents signed during the 2017-2018 school year. Number of students disciplined for violating "cease and desist" directives.				
	Funding Sources: 199 - General Fund: Local - 0.00					
4.4.10 Ennis High School teachers will make nine positive parent contacts each nine weeks - one contact per week. The contact must be by telephone or face-to-face.	Principal, Assistant Principals, CTE Director, Department Heads	Parent Contact Logs				
	Funding Sources: 199 - General Fund: Local - 0.00					
4.4.11 (T-PESS Indicators 4B, 4D, 4E) Ennis High School will enforce the EISD standardized dress and grooming policy on a daily basis. Administrators will be on duty in the morning to look for violators and a PA announcement will be made daily to require teachers to check for compliance.	Principal, Assistant Principals, Teachers	Dress Code Compliance				
	Funding Sources: 199 - General Fund: Local - 0.00					
4.4.12 (T-PESS Indicator 4C) Ennis High School will continue to partner with Ennis Ford and the Perfect Drive Perfect attendance contest.	Principal, Attendance Clerk, Student Services Clerk	Number of students eligible for the Car Give away. Attendance rate for 2017-18.				
	Funding Sources: 199 - General Fund: Local - 0.00					
4.4.13 EHS Student Council will conduct a yearly 9th grade orientation (fish camp) to welcome incoming 9th graders to our campus. Timeline August 2017.	Student Council Sponsor	Pictures of the event, number of students in attendance				
	Funding Sources: 199 - General Fund: Local - 0.00					

4.4.14 Ennis High School Staff will be assigned duty stations either before or after school and in specific locations to provide an adult presence and to serve as a deterrent to inappropriate behavior.	Principal, Assistant Principals.	425 Records, Number of Incidents in common areas before and after school.				
4.4.15 Ennis High School will provide welcome backpack filled with various EISD items to all students new to Ennis ISD.	Principal, Assistant Principals	Number of backpacks distributed				
Funding Sources: 461 - Campus Activity Fund - 1000.00						
4.4.16 EISD PD will hire an additional officer whose main responsibility will be that of truancy enforcement.	EISD Police Chief, Assistant Superintendent for Human Resources	ADA, number of filed truancy cases, number of visits made				
4.4.17 One EHS Assistant Principal will be assigned to oversee all attendance related enforcement, Attendance Committee membership, and AC meeting schedules.	Principal, Assistant Principal	Attendance Rate for 17-18.				
4.4.18 EHS will become a PBIS campus with support and training from Region 10.	PBIS Action Team	Examples of Behavioral Expectation Lessons, Results of Student and Staff Survey Data.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**District Goal 5: Maintain a positive two way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.**

**Campus Goal 5: Ennis High School will continue to engage our community and the families that it serves through proactive communication and outreach activities to improve teacher and student outcomes.**

**Performance Objective 1:** Ennis High School will improve communication between our school and the families and community that it serves.

**Evaluation Data Source(s) 1:** Documentation of parent contacts, attendance at school events, and feedback from community members.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
5.5.1 Ennis High School will host a community job fair in conjunction with the Ennis Chamber of Commerce in May of 2018 - specific date TBD.		Principal, CTE Director, Director of Communications	The total number of local businesses that attend. Informal and formal feedback from the businesses and their representatives. The total number of students that attending the event.				
	Funding Sources: 461 - Campus Activity Fund - 200.00						
5.5.2 EHS administration and counseling staff will conduct a face to face meeting with all parents of students that are in danger of not graduating due to not passing their STAAR Tests. This meeting will be the first IGC meeting for eligible students and will be scheduled prior to the beginning of school.		Principal, Assistant Principals, 12th grade counselor	Number of meetings with parents.				
	Funding Sources: 199 - General Fund: Local - 0.00						
5.5.3 EHS Administration and Faculty (as appropriate) will conduct home visits for all 9th grade students in the fall semester and targeted students as necessary.		Principal, Assistant Principals, Teachers, Counselors	Staff will report the number of attempted and successful home visits conducted over the course of the year.				
	Funding Sources: 199 - General Fund: Local - 0.00						
5.5.5 Ennis High School will hold an Open House for Freshmen students in August of 2017 and again for all students in September of 2017.		Principal, Assistant Principals, Counseling Staff, Teachers, Student Services	Number of parents in attendance.				
	Funding Sources: 199 - General Fund: Local - 0.00						

5.5.6 Ennis High School will participate in the County Wide College Fair that will be held at the Waxahachie Civic Center in September 2017.	Counseling Staff, Admin Staff, Student Services Director	Number of students in attendance, number of organizations in attendance at the fair.				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.5.7 (T-PESS Indicator 4C, 5D) Ennis High School teachers will make nine positive parent contacts each nine weeks - one contact per week. The contact must be by telephone or face-to-face.	Principal, Assistant Principals, CTE Director, Department Heads	Parent Contact Logs				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.5.8 (T-PESS Indicator 4C) Ennis High School Principal will work with the community through membership in the Ennis Host Lions Club, Greater Ennis United Way Board of Directors, and Impact Ennis.	Superintendent, HS Principal	Portfolio submission				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.5.9 (T-PESS Indicator 4C) Ennis High School administrators, counselors, and teachers will conduct home visits as needed in order to encourage and support students and parents.	Principal, Assistant Principals, Department Heads	Number of home visits completed.				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.5.10 (T-PESS Indicator 5B) EHS will follow a pacing calendar for those courses supported by TRS and specific course bench mark exams will be scheduled for EOC tested courses.	Principal, Assistant Principal, Instructional Coaches, Department Heads	Pacing Calendars, Benchmark Calendars, TRS Unit Assessment Data Tables, Instructional Coach/Principal Meeting notes				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.5.11 (T-PESS Indicator 5A, B) EHS will provide monthly schedule embedded, job related professional development sessions to be conducted by Instructional Coaches and Instructional Technology Coaches.	Principal, Instructional Coaches, Instructional Technology Coaches	Sign in sheets for training, total number of training hours completed				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.5.12 (T-PESS Indicator 5D) The principal attends scheduled administrative meetings and actively participates in the creation, interpretation, and implementation of district policies and practices.	Principal	Meeting attendance, drafts and revisions of policy or practices.				
	Funding Sources: 199 - General Fund: Local - 0.00					
5.5.13 (T-PESS Indicator 3C) EHS will maintain a campus facebook page and will implement a campus Twitter page to communicate with staff, students, parents, and the community. The principal will maintain a Remind 101 class for EHS Staff.	Principal, Assistant Principals	Number of posts, number of tweets, number of people reached by the posts. Use of Remind 101.				
	Funding Sources: 199 - General Fund: Local - 0.00					
						

**District Goal 6: Maintain high quality facilities with an instructional focus.**

**Campus Goal 6: Ennis High School staff and students will maintain district facilities and will take pride in their appearance and upkeep.**

**Performance Objective 1:** Ennis High School will keep our facilities clean and orderly and will report maintenance issues in a timely manner.

**Evaluation Data Source(s) 1:** Ennis High School will examine maintenance help desk response times on a quarterly basis.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
6.6.1 Ennis ISD will use Maximo software to report physical plant work orders. Ennis High School will send work tickets through the office of its administrative staff.		Principal, Assistant Principal, Sodexo General Manager	Amount of time that lapses between when an issue is reported and when the issue is corrected or repaired.				
	Funding Sources: 199 - General Fund: Local - 0.00						
6.6.2 Ennis High School administration will conduct daily checks/inspections of locations on campus and report or immediately correct vandalism or tagging.		Administrative staff, custodial staff	Appearance of the building and facilities will demonstrate success.				
	Funding Sources: 199 - General Fund: Local - 0.00						
6.6.3 Ennis High School will assign a member of the Custodial Staff to monitor the outside grounds every day.		Principal, Assistant Principal, Lead Custodian	Well maintained and clean exterior of the building.				
	Funding Sources: 199 - General Fund: Local - 0.00						
6.6.4 Ennis High School Principal will conduct a monthly meeting with the Sodexo General Manager to discuss building use and cleaning for the upcoming week. The meeting will occur on Monday (schedule permitting) immediately following the scheduled Principal's meetings.		Principal, Sodexo General Manager	Cleanliness of the building and grounds as well as the number of instances requiring remediation.				
	Funding Sources: 199 - General Fund: Local - 0.00						
							

## State System Safeguard Strategies

District Goal	Objective	Strategy	Description
1	1	1	1.1.1 Ennis High School students that pass their EOC exam will be exempt from taking their final exam in that course. For example, if the student passes their Algebra I EOC, they will be exempt from taking their final in Algebra and exam grades will be awarded based on the following criteria: Students will receive a 75 on their final exam if they score "approach grade level" on the EOC, an 85 if they score "meets grade level" on the EOC, and a 100 if they score "masters grade level" on their EOC.
1	1	2	1.1.2 Ennis High School will provide mandatory STAAR remediation courses for senior students that have yet to pass their STAAR test.
1	1	9	1.1.9 Continue the co-teach arrangement to include both Math (Algebra I, Geometry, and Algebraic Reasoning), ELA, Science, and Social Studies.
2	1	2	2.2.2 Ennis High School teachers will attend appropriate and relevant staff development opportunities in order to improve their practice.