

**Eagle Mountain-Saginaw Independent School District**  
**Watson High School/Alternative Discipline Center**  
**2024-2025 Campus Improvement Plan**



# Mission Statement

*Watson High School strives to be a community in which all students are inspired to embrace life-long learning and become productive citizens.*

## Vision

*Every student has unique potential regardless of his or her life experiences.*

## Core Beliefs

1. Every student has unique potential regardless of his or her life experiences.
2. Teamwork is essential to create a culture that empowers students to attain the highest level of their potential.
3. Expectations must be clearly communicated to facilitate success.
4. Accountability is essential to success.
5. Relationship building is critical for student success.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

- White –32/100 (32%)
- African American - 22/100 (22%)
- Hispanic - 42/100 (42%)
- Multi-race -4/100 (4%)
- Low SES -64/100 (64%)
- Special Education - 15/100 (15%)

### Demographics Strengths

The campus demographics mirror the District demographics.

# Student Achievement

## Student Achievement Summary

We graduated 175 students for the 2023-2024 school year.

### A. STAAR EOC Data – Fall 2023 and Spring 2024

	English I	English II	Algebra I	Biology	U.S. History
Number of Students	14/24	16/35	13/30	12/20	79/95
Percent	58%	46%	43%	60%	83%

Based on the data above, we will continue EOC prep courses for Algebra, English I and II, U.S. History, and Biology.

### B. Attendance

2020	2021	2022	2023	2024
87%	85%	78%	80%	83%

### C. Completion Rate

2021		2022		2023		2024	
Drop Out	Graduate	Drop Out	Graduate	Drop Out	Graduate	Drop Out	Graduate
2%	99%	3%	96%	3%	96%	1%	97%

# School Culture and Climate

## School Culture and Climate Summary

Established in 1998, Watson High School is a non-traditional high school and an alternative disciplinary campus. The campus serves a variety of students with varying backgrounds. Some students attend because they are behind on their credits, while others attend because of life circumstances such as pregnancy, parenting, financial hardships, or the need for acceleration for graduation. In most cases, students who are behind due to failing courses have also not been successful on state assessments. The Watson staff closely monitors student progress and provide interventions for EOC tested subjects to students who have not passed State Assessments.

The students who attend the ADC part of the campus are assigned for a variety of reasons. Our campus is designed to have a low student to teacher ratio and individualizes students' schedules based on the credits they need to graduate. The Watson staff will provide students with opportunities to develop positive decision-making skills by using a myriad of resources including PBIS, CHAMPS, Josten's Renaissance, Why Try, Lion's Quest and other resources as needed. The staff will utilize proactive measures to ensure that students feel safe and accepted at school in an effort to keep students in school for graduation and to help the ADC students transition back to their home campus as quickly as possible. We are implementing The Harbor and Social Emotional training throughout the campus. We are also using Lion's Quest in the Teen Leadership Course and through advisory. Through our data analysis, we need to find more ways to celebrate and recognize staff.

## School Culture and Climate Strengths

Based on the Climate Survey conducted in the spring semester, the students feel like the teachers and other students are accepting of different races, and they feel like students are treated fairly. Students are assigned an academic advisor who guides them through their coursework and graduation plan. They also work with their advisory group on social emotional learning that incorporate life lessons to help guide their decisions and choices. Students set weekly goals with each teacher to monitor their own progress. Each week, students and staff participate in a credit celebration assembly in which those who earn credits in their courses that week are celebrated by the entire student body.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Watson High School will employ and retain high-performing, dynamic educators with character and conviction. With District support, educators will strive to improve themselves and their students through innovative, effective strategies and target continuing education with the freedom and flexibility to teach beyond established assessments. All Watson's staff meets Highly Qualified status according to NCLB.



# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

## **Accountability Data**

- Student Achievement Domain
- Student Progress Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Alternative Education Accountability (AEA) data
- Local Accountability Systems (LAS) data

## **Student Data: Assessments**

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- 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
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Dyslexia data
- Pregnancy and related services data

## **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- School safety data

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate

#### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

# Goals

Revised/Approved: September 23, 2024

**Goal 1: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** EMS ISD will foster a supportive environment, setting high expectations, and promoting student involvement to ensure each student achieves academic mastery and is well prepared for future success. Central to this commitment is our proactive approach to monitoring and responding to student needs. We recognize that each student is unique and has diverse learning requirements, and it is our responsibility to foster an environment that supports their success.

**Performance Objective 1:** There will be growth in all areas of STAAR EOC by providing targeted interventions for all students.

**High Priority**

**Evaluation Data Sources:** STAAR results, SLO progress, Interim Assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> EOC intervention classes and/or tutorials will be implemented for all subject areas. This will address HB 4545 for accelerated instruction requirements.  <b>Strategy's Expected Result/Impact:</b> An increase in the number of students passing the EOC exams as well as growth in those subject areas.  <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Dec	Feb	Apr	June
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**Performance Objective 2:** Each student will be assigned an advisor that will assist students in tracking their credits, address personal concerns, and build positive relationships to decrease the number of students that drop out.

**Evaluation Data Sources:** Drop out rate

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Advisors will build positive relationships with students and monitor their progress to provide the needed support to prevent them from dropping out and ensure they update their grad plans weekly. <b>Strategy's Expected Result/Impact:</b> Decrease in drop-outs <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING:** EMS ISD will foster a culture of continuous improvement, promote student achievement, and equip each student with the necessary knowledge and skills to excel academically through the development and implementation of a rigorous and differentiated, research-based curriculum that provides students with an engaging and accessible educational experience, fostering their intellectual growth and preparing them for future success.

**Performance Objective 1:** There will be growth in all areas of STAAR EOC by providing targeted interventions for all students.

**High Priority**  
**Evaluation Data Sources:** STAAR results, SLO progress, Interim Assessments

Strategy 1 Details	Reviews			
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**Performance Objective 2:** Our CCMR Readiness goal is 60% as measured by the State and Federal accountability systems.

**High Priority**  
**Evaluation Data Sources:** TEA Report Card and Targeted Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We require all students who do not currently have a CCMR point to take Texas College Bridge English and Math. We embed those programs into our English 4 and senior math courses. <b>Strategy's Expected Result/Impact:</b> We will meet the 60% or higher threshold and our students will be better prepared for furthering their education. <b>Staff Responsible for Monitoring:</b> English and Math teachers, Counselor, Administrator  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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**Goal 3: EXCELLENCE IN ACADEMICS RECRUITMENT and RETENTION of QUALITY STAFF:** EMS ISD will recruit and employ highly effective people that hold values and characteristics that are aligned with the district mission. This culture of excellence includes those who are committed, coachable, and possess a growth mindset.

**Performance Objective 1:** All staff will be highly qualified

**Evaluation Data Sources:** Certifications

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will hire staff that meet TEA guidelines and provide them ongoing support to reduce staff turnover. <b>Strategy's Expected Result/Impact:</b> Low staff turnover <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Dec	Feb	Apr	June
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**Goal 4: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT:** EMS ISD will ensure opportunities for students, staff, families, and community members to learn and be empowered to implement and contribute to a safe and supportive environment that promotes personal and social development and fosters student learning.

**Performance Objective 1:** We will celebrate staff and student successes through PBIS, Champs, and credit celebration 100% of the time.

**Evaluation Data Sources:** PBIS Tickets, beads, credit slips

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Weekly attendance incentives, PBIS tickets, credit beads will be used to celebrate and motivate students. <b>Strategy's Expected Result/Impact:</b> Improved attendance, higher number of credits earned, increase in graduation rate <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Goal 5: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT:** EMS ISD will provide diversified and developmentally appropriate learning opportunities with the purpose of equipping staff and students with the necessary skills for personal and social development, ensuring a supportive learning experience where everyone can thrive.

**Performance Objective 1:** Our CCMR Readiness goal is 60% as measured by the State and Federal accountability systems.

**High Priority**

**Evaluation Data Sources:** TEA Report Card and Targeted Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We require all students who do not currently have a CCMR point to take Texas College Bridge English and Math. We embed those programs into our English 4 and senior math courses. <b>Strategy's Expected Result/Impact:</b> We will meet the 60% or higher threshold and our students will be better prepared for furthering their education. <b>Staff Responsible for Monitoring:</b> English and Math teachers, Counselor, Administrator  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
<b>Strategy 2:</b> We will have representatives from TCC, UTI, Lincoln Tech, Armed Forces, and other outside agencies visit our students and share about future opportunities for them. <b>Strategy's Expected Result/Impact:</b> More students will continue their education after graduation <b>Staff Responsible for Monitoring:</b> Counselor  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Dec	Feb	Apr	June
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**Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** EMS ISD will engage each student in developing and executing a dynamic, customized, and personal education from registration to graduation which capitalizes on embedded robust opportunities where choice matters.

**Performance Objective 1:** We will promote awareness of credits needed to all students through personal education plans.

**Evaluation Data Sources:** Individual graduation plans, Commit to Graduate Forms, Graduation rates

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 100% of students will set weekly goals and have PEPs based on the credits they have earned and those needed to graduate.  <b>Strategy's Expected Result/Impact:</b> The number of students completing the graduation requirements will increase. <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, and Administrators  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 100% of students will complete a Commit to Graduate Form and set short term and long term goals.  <b>Strategy's Expected Result/Impact:</b> The number of students completing the graduation requirement will increase. <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, and Administrators  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
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**Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** EMS ISD will engage each student in developing and executing a dynamic, customized, and personal education from registration to graduation which capitalizes on embedded robust opportunities where choice matters.

**Performance Objective 2:** We will maintain an attendance rate of 85% or higher.

**Evaluation Data Sources:** Attendance reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Weekly attendance incentives and PBIS tickets will be used to motivate students to attend school. <b>Strategy's Expected Result/Impact:</b> Higher attendance rate will increase the number of credits earned and the number of graduates <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Personal phone calls will be made daily for any student that is absent. <b>Strategy's Expected Result/Impact:</b> Higher attendance rates <b>Staff Responsible for Monitoring:</b> Secretaries, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Positive office referrals and positive phone calls will be used to improve the school to home communication. <b>Strategy's Expected Result/Impact:</b> Building a stronger community relationship with families <b>Staff Responsible for Monitoring:</b> Teachers, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June



No Progress



Accomplished



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**Goal 7: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** EMS ISD will create a culture that understands and communicates opportunities, respects individuality and builds ownership.

**Performance Objective 1:** Each student will be assigned an advisor that will mentor that student and help them track their credits, address personal concerns, and build a positive relationship to decrease the number of students that drop out, as well as help guide them to graduation and beyond.

**Evaluation Data Sources:** C2G forms, graduation rates, CCMR, drop out rate

Strategy 1 Details	Reviews			
Strategy 1: Advisors will build positive relationships with students and monitor their progress to provide support, set goals, and help them graduate.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: We will provide pregnancy related support for students who are parenting or expecting. Strategy's Expected Result/Impact: Students will complete the needed graduation requirements. Staff Responsible for Monitoring: Teachers, Counselors, Administrators  TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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**Goal 8: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT:** EMS ISD will implement processes to systematically communicate and provide access to a variety of opportunities to engage all students and stakeholders. This is prioritized by student choice in a manner that respects learning styles, interests and individuality, allowing all voices to be heard.

**Performance Objective 1:** Each student will be assigned an advisor that will mentor that student and help them track their credits, address personal concerns, and build a positive relationship to decrease the number of students that drop out, as well as help guide them to graduation and beyond.

**Evaluation Data Sources:** C2G forms, graduation rates, CCMR, drop out rate





Strategy 1 Details	Reviews			
Strategy 1: Advisors will build positive relationships with students and monitor their progress to provide support, set goals, and help them graduate.	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: We will provide pregnancy related support for students who are parenting or expecting. Strategy's Expected Result/Impact: Students will complete the needed graduation requirements. Staff Responsible for Monitoring: Teachers, Counselors, Administrators  TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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**Goal 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT:** EMS ISD will foster a workplace culture where staff members feel valued and respected. This culture encourages collaboration, open communication, and mutual trust amongst staff members and leadership.

**Performance Objective 1:** 100 % of staff will participate in PLC's and RTI meetings to monitor student progress, behavior, and attendance. They will develop plans using MTSS, if needed.

**Evaluation Data Sources:** Progress reports, graduation rates, attendance reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Progress reports will be used to monitor student progress and plans for interventions will be developed. Progress reports will be sent to parents weekly. <b>Strategy's Expected Result/Impact:</b> More students completing credits <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> RTI meetings will be held weekly to discuss student behaviors and plans for interventions, if needed. <b>Strategy's Expected Result/Impact:</b> Decrease in office referrals <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, and Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Parent contact and conferences will be used to discuss academic and/or behavior concerns to meet the needs of each student. <b>Strategy's Expected Result/Impact:</b> Students academics and behavior improving <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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<div> <div>            No Progress         </div> <div>            Accomplished         </div> <div>            Continue/Modify         </div> <div>            Discontinue         </div> </div>				



**Goal 10: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT:** EMS ISD will provide resources and opportunity for all staff to engage in purposeful professional learning aligned with the districts strategic goals. This will enable educators to drive their own learning, identify areas for improvement, and access relevant learning experiences that align with their personal career aspirations and district's objectives.

**Performance Objective 1:** All staff will participate in relative professional learning in order to enhance their daily instruction to meet the needs of every student.

**Evaluation Data Sources:** Eduphoria portfolios, walk-thrus, observations, sign in sheets

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Professional learning will be determined based on staff appraisals and areas of refinement. <b>Strategy's Expected Result/Impact:</b> Improvement of Tier 1 instruction and professional growth of each employee <b>Staff Responsible for Monitoring:</b> Staff, Administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 11: EXCELLENCE IN PERSONALIZED OPPORTUNITIES FAMILY ENGAGEMENT:** EMS ISD will actively listen to families and acknowledge their diverse needs in order to foster a culture of authentic family engagement that makes families feel heard, respected, and valued.

**Performance Objective 1:** We will effectively communicate campus procedures, upcoming events, and foster an open door policy for families to communicate.

**Evaluation Data Sources:** Student and parent surveys, emails, Let's Talk, Communication logs from Skyward messenger

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We meet with each family prior to the student starting at our campuses. <b>Strategy's Expected Result/Impact:</b> Graduation and/or completion of days <b>Staff Responsible for Monitoring:</b> Teachers, Administrators, Counselors  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

**Goal 12:** EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization. By creating standardized guidance documents to align processes for clear understanding of expectations.

**Goal 13:** EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization by developing and maintaining a centralized information warehouse.

**Goal 14: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** EMS ISD will provide a safe and orderly learning and work environment for students, staff, community members and visitors with a focus on behavior and trainings.

**Performance Objective 1:** We will implement the Standard Response Protocols 100% of the time when completing drills to ensure student and staff safety.

**HB3 Goal**  
**Evaluation Data Sources:** Drill logs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All staff and students will be trained in the Standard Response Protocols and utilize these techniques for all safety drills.  <b>Strategy's Expected Result/Impact:</b> Staff and students will be prepared for emergency situations. <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

**Goal 14: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** EMS ISD will provide a safe and orderly learning and work environment for students, staff, community members and visitors with a focus on behavior and trainings.

**Performance Objective 2:** We will provide bullying information to students, train staff in suicide warning signs, provide workshops to students to prevent dating violence, educate the students on safe use of electronics, and provide support in making better choices through advisory and Recovery Resource.

**HB3 Goal**

**Evaluation Data Sources:** Student surveys, bullying reports, feedback from stakeholders

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors will provide training and workshops to the staff to address bullying, suicide prevention, dating violence, and safe use of electronics throughout the school year. <b>Strategy's Expected Result/Impact:</b> Decrease in incidents of bullying and an increase in safe behaviors from students <b>Staff Responsible for Monitoring:</b> Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div><div></div></div><div>0%</div><div>No Progress</div></div><div><div><div></div></div><div>100%</div><div>Accomplished</div></div><div><div><div></div></div><div></div><div>Continue/Modify</div></div><div><div><div></div></div><div></div><div>Discontinue</div></div></div>				

**Goal 14: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** EMS ISD will provide a safe and orderly learning and work environment for students, staff, community members and visitors with a focus on behavior and trainings.

**Performance Objective 3:** We will continually evaluate our safety and security measures as well as other campus processes and procedures.

**HB3 Goal**  
**Evaluation Data Sources:** Staff meetings, surveys, individual feedback

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will use the PDSA model to continually improve our campus processes and procedures. <b>Strategy's Expected Result/Impact:</b> A safer environment for staff and students. <b>Staff Responsible for Monitoring:</b> Teachers, Administrators, Counselors, SBLE  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

**Goal 15: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** EMS ISD will implement and rigorously enforce safety and security policies, procedures and laws to promote a safe and orderly learning and work environment for everyone with a focus on operations and systems.

**Performance Objective 1:** We will implement the Standard Response Protocols 100% of the time when completing drills to ensure student and staff safety.

**HB3 Goal**  
**Evaluation Data Sources:** Drill logs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All staff and students will be trained in the Standard Response Protocols and utilize these techniques for all safety drills.  <b>Strategy's Expected Result/Impact:</b> Staff and students will be prepared for emergency situations. <b>Staff Responsible for Monitoring:</b> Teachers, Counselors, Administrators  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				



**Goal 15: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** EMS ISD will implement and rigorously enforce safety and security policies, procedures and laws to promote a safe and orderly learning and work environment for everyone with a focus on operations and systems.

**Performance Objective 2:** We will provide bullying information to students, train staff in suicide warning signs, provide workshops to students to prevent dating violence, educate students on safe use of electronics, and provide support in making better choices through advisory and Recovery Resource.

**HB3 Goal**

**Evaluation Data Sources:** Student surveys, bullying reports, feedback from stakeholders

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors will provide training and workshops to the staff to address bullying, suicide prevention, dating violence, and safe use of electronics throughout the school year. <b>Strategy's Expected Result/Impact:</b> Decrease in incidents of bullying and in increase in safe behaviors from students <b>Staff Responsible for Monitoring:</b> Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Goal 15: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY:** EMS ISD will implement and rigorously enforce safety and security policies, procedures and laws to promote a safe and orderly learning and work environment for everyone with a focus on operations and systems.

**Performance Objective 3:** We will continually evaluate our safety and security measures, as well as, other campus processes and procedures.

**HB3 Goal**  
**Evaluation Data Sources:** Staff meetings, surveys, individual feedback

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will use the PDSA model to continually improve our campus processes and procedures. <b>Strategy's Expected Result/Impact:</b> A safer environment for staff and students. <b>Staff Responsible for Monitoring:</b> Teachers, Administrators, Counselors, SBLE  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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