

**West Independent School
District**

West High School

**2025-2026
Campus
Improvement Plan**

Mission Statement

West Independent School District is a community of learners. We strive to provide a rigorous, stimulating academic environment in which students, our first priority, find both challenge and support. We nurture a sense of curiosity, connection, and love of learning that extends beyond school years. We believe that exceeding state and federal academic standards is a non-negotiable. With equal regard, we support the development of social skills by encouraging a fundamental respect for oneself, our environment, and the larger world.

We believe that all students deserve to be surrounded by adults who believe they are capable of high achievement. We believe that every child deserves to be surrounded by a culture of high expectations and a rich array of options for the future. We believe that every child deserves dedicated educational and career guidance in order to define the pathways to the options he or she chooses. We believe that every child deserves quality curriculum, instruction, and services to be able to realize his or her personal aspirations by making well informed choices.

For the West ISD mission to succeed, a cooperative effort must exist among all stakeholders: community, parents, school staff, administrators, and the board of trustees.

Vision

The West Independent School District, with children as its first priority,
strives to provide a safe, rigorous, stimulating academic environment
in which students find both challenge and support to exceed state and federal standards
while acquiring skills to make life long choices.

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Goals

Goal 1

Educational Excellence: West ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 1 High Priority

Increase the Campus State Accountability Letter Grade Rating to 92 (A). [ESF Goal 1]

Evaluation Data Source: STAAR data, iReady data, PLT data, CLI data, RDA data

Strategy 1

Ensure the District-approved instructional materials are implemented with fidelity in all classrooms. [ESF Goal 4.1C]

Formative Reviews

November

January

March

June

Strategy 2

Ensure instructional materials include specifically designed resources and/or accommodations and modifications to support students with disabilities and English learners.

Formative Reviews

November

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June

Strategy 3

Create and implement an accelerated learning (tutorial) plan for students who did not "meet standard" on a Reading or Mathematics STAAR test. [Legislative Update]

Formative Reviews

November

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June

Strategy 4

Schedule required Financial Literacy training and "Adulting Skills" for all West High School Seniors. [Board Goal]

Formative Reviews

November

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Strategy 5

Offer TSIA, PSAT, SAT, and ACT Prep Courses for all targeted West High School students. [Board Goal]

Formative Reviews

November

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June

Strategy 6

Continue to review the science course strand offerings. [Board Goal]

Formative Reviews

November

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June

Strategy 7

Continue to review all Advanced Placement (AP) and Dual Credit course offerings. [SPT Goal]

Formative Reviews

November

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June

Strategy 8

Facilitate a corrective instruction action planning process, individually and in PLTs, that analyzes data and identifies trends in students misconceptions, determines the root causes, and creates a plan for reteach. [ESF Goal 5.3B]

Formative Reviews

November

January

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Performance Objective 2

Each teacher has observation and feedback once per week.

Evaluation Data Source: T-Tess, Administrative Logs

Strategy 1

Schedule administrative time on a shared calendar each week for observations/feedback of classroom instruction, PLTs, and key data meetings.

Formative Reviews

November

January

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June

Performance Objective 3

Ensure that grade-level and content-area teams have strong Lead Teachers (one per content area) by selecting and assigning teachers based on student achievement and leadership styles

Evaluation Data Source: T-Tess, Observations

Strategy 1

By selecting and assigning teachers based on student achievement and leadership skills.

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

November

January

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June

Performance Objective 4

: Ensure the master schedule includes at least one block weekly for PLTs to meet.

Evaluation Data Source: Administrators

Strategy 1

Schedule weekly PLT's in the Master Schedule.

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

November

January

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June

Performance Objective 5

Ensure student progress tracking is visible and updated

Evaluation Data Source: Data reviews, PLT Meetings

Strategy 1

Conduct reviews of data from various sources and PLT meeting notes to update student progress.

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

November

January

March

June

Performance Objective 6

Create and implement the CCMR best practices and policies for West High School.

Evaluation Data Source: Administrators, counselors

Strategy 1

Meet CCMR House Bill 3 Board Outcome Goal: 85% (

TEA Priorities: Connect high school to career and college

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

: Create and implement a Texas Student Initiative Assessment (TSIA) Remediation Program.

TEA Priorities: Connect high school to career and college

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Publish a West High School Course Guide with correlated industry-based certifications.

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 7

Create a plan to remediate students that did not meet the passing standard of an 8th Grade Reading or Math STAAR, or alt testing.

Evaluation Data Source: Administrators; At- Risk Coordinator, Counselor

Strategy 1

Create and implement an accelerated learning (tutorial) plan for students who did not "meet standard" on a Grade 8 Reading or Mathematics STAAR test or Grades 8-12 End-of-Course (EOC) STAAR test.

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

November January March June

Goal 2

Safe and Secure School Implement all 2023-2024 West ISD Safety and Security Emergency Operations Plan (EOP) Audit Findings

Performance Objective 1

Continue to implement the School Guardian Program

Evaluation Data Source: Training records

Strategy 1

: Have monthly training and practice times

ESF Levers: Lever 2: Strategic Staffing

Formative Reviews

November

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Performance Objective 2

Train additional Guardians

Evaluation Data Source: training records

Strategy 1

: identify and train second group of Guardians

TEA Priorities: Recruit, support, retain teachers and principals

Formative Reviews

November

January

March

June

Performance Objective 3

Perform required safety and security drills with all students and staff.

Strategy 1

Complete monthly required safety and security drills with all students and staff

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 4

Continue to integrate the new West ISD Police Officer into the daily operations of the campus

Evaluation Data Source: Administrative observation

Strategy 1

Include a West ISD Police Officer in Threat Assessment Protocols

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 5

Continue to train all students and staff on emergency operating protocols

Evaluation Data Source: in-service calendar

Strategy 1

: Implement the "I Love You Guys" program

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

November

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Performance Objective 6

Ensure students are educated on the risks of vaping

Evaluation Data Source: campus activity calendar

Strategy 1

Implement the Say What! Anti-Vaping Campaign with all students

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

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Performance Objective 7

Ensure that the tenets of the No Trafficking Zone Act are completed

Evaluation Data Source: school calendar

Strategy 1

Schedule Waco Unbound Program

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

November

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Performance Objective 8

Ensure that students are educated on positive social-emotional learning

Strategy 1

Schedule the Rachel's Challenge Program at grades 9 and 10

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

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Performance Objective 9

Ensure that Health TEKS are implemented

Evaluation Data Source: master schedule

Strategy 1

Implement the new state Health TEKS at each applicable grade level

ESF Levers: Lever 5: Effective Instruction

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 10

Implement the Mental Health First Aid Intervention Program

Evaluation Data Source: school training/in-service calendar

Strategy 1

Train all staff on the program component

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 11

Implement the Bullying and Cyberbullying Prevention and Intervention Program

Evaluation Data Source: school calendar

Strategy 1

train all students and staff on the program components

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Form the state Bullying and Cyberbullying Prevention and Intervention Program Committee

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Maintain a student mediation component to the West ISD Anti-Bullying Program.

Formative Reviews

NovemberJanuaryMarchJune

Strategy 4

Track and submit all reported incidents of bullying and threats to students and staff to the state

Formative Reviews

November

January

March

June

Goal 3 Recruitment and Retention of Committed Educators

Performance Objective 1

Ensure teacher placements are based on strategic need and teacher strengths

Evaluation Data Source: T-Tess, Observations, Campus Need

Strategy 1

Continual evaluation of teacher assignments based on needs and strengths.

ESF Levers: Lever 2: Strategic Staffing

Formative Reviews

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Performance Objective 2

Recognize staff for accomplishments, good deeds.

Evaluation Data Source: Staff recognition emails, campus webpage, social media post

Strategy 1

Implement a staff recognition program that highlights accomplishments and good deeds.

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

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Performance Objective 3

Ensure coaching and support of teachers is informed by data

Strategy 1

Continual evaluation of teacher assignments based on needs and strengths.

ESF Levers: Lever 2: Strategic Staffing

Formative Reviews

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Performance Objective 4

Ensure the school's mission, vision and values are refined

Strategy 1

Artifacts of the school's mission, vision, and values are visible in classrooms and hallways.

Formative Reviews

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Performance Objective 5

Submit the Teacher Incentive Allotment (TIA) data to the state

Evaluation Data Source: Record of data submission

Strategy 1

Communicate and disperse final compensation figures to applicable staff

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 6

: Ensure regular communication of news and updates to staff

Evaluation Data Source: Emails, Newsletters

Strategy 1

Implement a weekly system to communicate news and updates with staff

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

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Performance Objective 7

Ensure staff professional development that is geared toward the needs of the high school setting.

Evaluation Data Source: In-Service Calendar

Strategy 1

Evaluate teacher needs and professional development wants

Formative Reviews

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Goal 4

Community and Parent Involvement: Communicate, Listen, and Respond
Increase and maintain community and parent involvement

Performance Objective 1

Host education sessions for parents and community members

Evaluation Data Source: Campus activity calendar, campus webpage

Strategy 1

Host four West ISD "West U" parent, staff, and community continuing education sessions

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

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Performance Objective 2

Publish campus news and events

Evaluation Data Source: Social media postings, campus webpage

Strategy 1

Publish campus happenings and news via Facebook, Skylert, Schoology, and campus webpage

Formative Reviews

November

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Performance Objective 3

Increase teacher presence on campus webpage

Strategy 1

Create and actively maintain teacher websites tied to the campus webpage

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 4

Seek input from students, parents, and the community on a regular basis.

Evaluation Data Source: Campus webpage or survey results

Strategy 1

Craft, publish, and review an online feedback survey at the end of the fall and spring semesters.

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

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Performance Objective 5

Recognize volunteers

Evaluation Data Source: Campus activity calendar, breakfast invitation

Strategy 1

Schedule a Volunteer Appreciation Breakfast

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

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Performance Objective 6

Ensure students are recognized for accomplishments

Evaluation Data Source: Counselor data, webpage, school announcements

Strategy 1

Implement a student recognition program

Formative Reviews

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Goal 5

Efficient and Effective Day-to-Day Operations

Increase and improve the day-to-day operations

Performance Objective 1

Increase the Texas Academic Performance Report (TAPR) Student Attendance Rate (All Grades) to $\geq 97\%$.

Evaluation Data Source: PIEMS Attendance Report/Skyward

Strategy 1

Work with students and families to promote good attendance

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

November

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Performance Objective 2

Communicate the Campus Leadership Team and Front Office duty lists to all staff and parents.

Evaluation Data Source: Duty lists, e-mail

Strategy 1

Email all staff the Campus Leadership Team duty lists, display responsibilities on campus webpage

ESF Levers: Lever 1: Strong School Leadership and Planning

Formative Reviews

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Performance Objective 3

Strategy 1

Identify New Student Liaisons

ESF Levers: Lever 3: Positive School Culture

Formative Reviews

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