

# 2025-2026 Austwell- Tivoli High School Campus Improvement Plan



Austwell- Tivoli High School 2025-2026 Component I: Campus Improvement Plan												
<b>DISTRICT GOAL:</b>	A comprehensive needs assessment will be conducted yearly.											
<b>CAMPUS GOAL:</b>	To conduct a district wide comprehensive needs assessment and collect relevant data to improve the overall effectiveness of the school in educating students.											
<b>Performance Objective:</b>	The compilation of the CNA data will be the basis for the 2025-2026 campus improvement plan.											
<b>Summative Evaluation:</b>	CNA document will be submitted to the superintendent and will be used in a CIP workshop as a data base											
Activity/Stratagey	Needs Assess	Spe. Pop.	Person(s) Responsible	Timeline Start/End	Resources	Formative Evaluation	Documentation					
1. Plan a formal meeting with staff/faculty and Parent Advisory Committee.	Ongoing	All	Federal Program Director	Aug, Apr	Local	Minutes	Comp. Needs	Assess.				
2. Plan formal meeting with Parent Advisory Committees	Ongoing	All	Federal Program Director	Apr	Local	Comp. Needs	Comp. Needs	Assess. Form	Assess.			
3. Complete data collection form.	Ongoing	All	Federal Program Director	August	Local	Agenda	Comp. Needs	Assess.				
4. Submit CIP to school board.	Ongoing	All	Federal Program Director	August	Local	10 components	CIP					
5. Periodic Evaluation of CIP.	CNA		Faculty/Principal	6 Wks	Local	Meeting agenda	Minutes					



**Austwell- Tivoli High School 2025-2026 Component III: Instruction by Highly Qualified Teachers**

<b>DISTRICT GOAL:</b>											Build a highly effective workforce through strategic recruitment, professional learning, mentoring and organizational support to retain effective teachers, i													
<b>CAMPUS GOAL:</b>											HQ teachers will be given ample opportunities to enhance professional skills during the year and summer													
<b>Performance Objective:</b>											Enhanced teacher certification resulting in improved student performance													
<b>Summative Evaluation:</b>											Personnel file certificates of attendance and achievement; purchase orders; increase of professional development materials													
<b>Activity/Startagey</b>											<b>Needs</b>		<b>Spe.</b>	<b>Person(s)</b>		<b>Timeline</b>		<b>Resources</b>		<b>Formative</b>		<b>Documentation</b>		
											<b>Assess</b>		<b>Pop.</b>	<b>Responsible</b>		<b>Start/End</b>		<b>Evaluation</b>						
1. Advertise teacher vacancies through Region II & III Service center as well as on school website and other local media sources.											Vacancies		all	Business Mgr		As Needed		Local		Vacancy need		Site posting		
2. Seek to ensure employee payscales are competitive with regional schools.											Pay Scale		all	Superintendent		April		Local		Pay study		Pay Scale		
3. Examine all personnel records yearly to ensure the best match to the master schedule as well as to determine needed staff to put forth a master scheule that allows for required course work.											Personnel Records		all	Principal Counselor		April-May		Local		Master schedule		HQ records		



**Austwell- Tivoli High School 2025-2026 Component V: Startagies to Attract HQ Teachers**

<b>DISTRICT GOAL:</b>														ATISD strives to attract and retain teachers who are qualified to meet the educational needs of the student body.													
<b>CAMPUS GOAL:</b>														ATHS will retain teachers and instructional aides who are HQ by maintaing high standards of educational behaviors.													
<b>Performance Objective:</b>														Provide an environment conducive to learning and teaching by maintaing high expectations for everyone.													
<b>Summative Evaluation:</b>														Facuty and staff turnover will be primarily retirement.													
<b>Activity/ Stratagey</b>														<b>Needs</b>		<b>Spe.</b>		<b>Person(s)</b>		<b>Timeline</b>		<b>Resources</b>		<b>Formative</b>		<b>Documentation</b>	
														<b>Assess</b>		<b>Pop.</b>		<b>Responsible</b>		<b>Start/End</b>		<b>Evaluation</b>					
1. Advertise teacher vacancies through Region II & III Service center as well as on school website and other local media sources.														Vacancies		all		Business Mgr		As Needed		Local		Vacancy need		Site posting	
2. Seek to ensure employee payscales are competitive with regional schools.														Pay Scale		all		Superintendent		April		Local		Pay study		Pay Scale	
3. Examine all personnel records yearly to ensure the best match to the master schedule as well as to determine needed staff to put forth a master scheule that allows for required course work.														Personnel Records		all		Principal									
																		Counselor		April-May		Local		Master schedule		HQ records	
4. Continue with positive PR programs that focus on positive LEA activities and achievements.														CIP		all		Principal		Sept-June		Local				Publsihed Articles	
																		Superintendent									

**Austwell- Tivoli High School 2025-2026 Component VI: Startagies to Increase Parental Involvement**

<b>DISTRICT GOAL:</b>													Parents will be provided district-wide activities to foster a partnership between the school and community																				
<b>CAMPUS GOAL:</b>													Varied campus and community based activities will be designed to encourage and facilitate parent participation																				
<b>Performance Objective:</b>													Parents, grandparents and community members participation in PIP activities will increase 15%																				
<b>Summative Evaluation:</b>													Sing-in sheets and evaluation forms.																				
<b>Activity/ Stratagey</b>													<b>Needs</b>			<b>Spe.</b>			<b>Person(s)</b>			<b>Timeline</b>			<b>Resources</b>			<b>Formative</b>			<b>Documentation</b>		
													<b>Assess</b>			<b>Pop.</b>			<b>Responsible</b>			<b>Start/End</b>			<b>Evaluation</b>								
1. The Parent Liason will form a voluntary group of parents who will participate in the CNA and the CIP.													CIP			all			Principal			Sept, Apr			Local			Minutes			CIP		
2. There will be a formal Meet the Teacher Night at the start of the school year.													CIP			all			Parental Involvement Liason			Sept			Title I			Community Calendar			Open House		
																												Program					
3. Spring and Fall Family Book Fair Night													CIP			all			PIL			Nov, Apr			Local			Community Calendar			Program		
4. Public School Week Activities													CIP			all			PIL			March			Local			Registration Form			Program		
5. ESC III Parental Involvement Conference													CIP			all			PIL			Oct			Title IA			Registration Form			Sign in sheet		
6. Publish a monthly community calendar/news letter.													CIP			all			Principal			Sept-June			Local			Principal's Calendar			Community Calendar/News Letter		



**Austwell- Tivoli High School 2025- 2026 Component VIII: Teachers Role in Assement/Decision-Making Process**

<b>DISTRICT GOAL:</b>	To provide teachers opportunities to identify and/or development assessments/benchmarks to measure/analyze achievement.
<b>CAMPUS GOAL:</b>	To implement a teacher oriented assessment process that would analyze and determine the level of student success.
<b>Performance Objective:</b>	Assessments will be used in a consistent manner to determine educaitional strategies.
<b>Summative Evaluation:</b>	Students will shiow success on state testing and academic success in the classroom.

<b>Activity/ Stratagey</b>	<b>Needs Assess</b>	<b>Spe. Pop.</b>	<b>Person(s) Resp</b>	<b>Timeline St</b>	<b>Resources</b>	<b>Formative Evaluat</b>	<b>Documentation</b>
1. Submit individual teacher grading policy to be accessed from the web page.	CIP	all	Teachers	Aug	Local	Memo Request	Individual Grading Policy
2. Provide benchmark testing strategies for all core content teachers.	CIP	all	core teachers	Oct-Apr	Title IIA \$4,301	Enrollment	Training certificate
3. Include all teachers in the creation of effective assessment practices and programs.	CIP	all	Principal	Aug	Local	training agenda	Training certificate

**Austwell- Tivoli High School 2025- 2026 Component IX: Timely activities to Ensure Success of Struggling Students**

<b>DISTRICT GOAL:</b>													All struggling students will be provided with timely, effective & additional assistance to experience academic improvement.														
<b>CAMPUS GOAL:</b>													All struggling students will be given accelerated instruction to ensure a higher level of academic success.														
<b>Performance Objective:</b>													All struggling students will demonstrate academic improvement.														
<b>Summative Evaluation:</b>													Increased STAAR scores of academically struggling students.														
<b>Activity/ Stratagey</b>													<b>Needs</b>		<b>Spe.</b>		<b>Person(s)</b>		<b>Timeline</b>		<b>Resources</b>		<b>Formative</b>		<b>Documentation</b>		
													<b>Assess</b>		<b>Pop.</b>		<b>Responsible</b>		<b>Start/End</b>				<b>Evaluation</b>				
1. Create programs to increase attendance rates.													PEIMS		all		Principal		Aug-May		Local		Assembly Agendas		PEIMS		
2. Provide counseling services designed for struggling students.													PEIMS		all		Counselor		Aug-May		Local		Program Agendas		Increased scores		
3. Continue before, during, and after school tutorials.													CIP		all		Counselor/Principal		Aug-May		Local		Academic Schedule		Inceased scores		
4. Continue to develop an effective communication system between the school and home that draws from a variety of media sources.													CIP		all		Counselor/Principal Tech Coord.		Aug-May		Local		Communication Logs		Increased grades		
5. Continue to use technology to accelerate student learning and to allow for credit recovery.													CIP		all		Teachers Tech Coord.		Aug-May		Local		Tech Logs		Increased grades		

**Austwell- Tivoli High School 2025- 2026 Component X: Coordination of Services and Programs**

<b>DISTRICT GOAL:</b>														To coordinate and integrate services and programs to ensure that all students receive a quality education.													
<b>CAMPUS GOAL:</b>														Students will become academically proficient and reach advanced levels of academic achievement.													
<b>Performance Objective:</b>														Coordinate services in programs at the campus and district levels.													
<b>Summative Evaluation:</b>														Evidence of academic growth and achievement in the classroom and on state assessments													
<b>Activity/ Strategy</b>														<b>Needs</b>		<b>Spe.</b>		<b>Person(s)</b>		<b>Timeline</b>		<b>Resources</b>		<b>Formative</b>		<b>Documentation</b>	
														<b>Assess</b>		<b>Pop.</b>		<b>Responsible</b>		<b>Start/End</b>		<b>Evaluation</b>					
1. Identify Programs that support local programs such as professional development, CTE, nutrition program, early childhood, title programs, and student counseling programs														CIP		all		Sup		Aug		Local		Agenda		Component X	
																		Bus. Mng.									
																		Principal									
2. All assessment data will be analyzed to ensure that student scores are improving.														CIP		all		Counselor		Aug-May		Local		Agenda		STAAR Scores	
																		Teachers								Teacher Grades	
																		Principal									