

# Howe Independent School District

## Howe High School

### 2025-2026 Campus Improvement Plan

**Accountability Rating: B**

**Distinction Designation**

Academic Achievement in English Language Arts/Reading

Academic Achievement in Science

Academic Achievement in Social Studies



# Mission Statement

Howe High School promotes critical thinking, intellectual curiosity, academic achievement, ethical behavior and meaningful engagement in the community and the world.

## Vision

The Howe High School academic program endeavors to inspire students to become lifelong learners. Our staff strives to stimulate our students to challenge themselves to pursue lives of integrity and relevance. Courses are designed to produce thoughtful, resilient, independent, and critical thinkers. Our curriculum meets the needs and expectations of all our learners so that they may pursue a rigorous, purposeful, and enriching education.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Howe High School is a AAA high school located in Grayson County, Texas. Our High School has 365 students in grades 9-12.

Ethnic Distribution

African American-3%

Hispanic- 26.2%

White- 63.4%

American Indian- 1.1%

Two or more races- 6.1%

Economically disadvantaged- 41.2%

Emergent Bilingual - 9.4%

SPED 18.2%

At- Risk- 43.2%

### Demographics Strengths

| Category                          | Strength Indicators                                                     |
|-----------------------------------|-------------------------------------------------------------------------|
| <b>Academic Performance</b>       | High performance in Biology & U.S. History; improved English EOC scores |
| <b>Student Growth</b>             | Strong English I & II progress rates                                    |
| <b>Postsecondary Readiness</b>    | High SAT/ACT participation and performance                              |
| <b>Instructional Systems</b>      | Continuously enrolled students performing well                          |
| <b>Compliance &amp; Inclusion</b> | Meets Special Education requirements                                    |
| <b>Staff and Culture</b>          | Stable, collaborative teams with effective instruction                  |

# Student Learning

## Student Learning Summary

2025 STAAR Summary Results

| Subject          | Approaches | Meets | Masters |
|------------------|------------|-------|---------|
| Alg              | 91         | 39    | 11      |
| Eng 1 & 2        | 88/85      | 64/68 | 17/4    |
| Biology          | 100        | 87    | 32      |
| U.S. History     | 99         | 74    | 39      |
| CCMR             | 77.3       |       |         |
| Grad. Rate       | 98.8       |       |         |
| Growth           | 66         |       |         |
| Closing the Gaps | 70         |       |         |
|                  |            |       |         |
|                  |            |       |         |
|                  |            |       |         |
|                  |            |       |         |

## Student Learning Strengths

Howe High School student academic achievement strength:

- All Staar test subjects scored above the AAA Grayson County average in Approaches, Meets and Masters.
- Our Student Growth Domain in Reading and Math has shown Improvement
- We were one of the highest rated High Schools in Grayson County.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** Low EOC Math and English Performance at 'Meets' and 'Masters' Levels

**Root Cause:** \* - Insufficient intervention time during the school day. \* - Limited differentiation for students not meeting standards. \* - Gaps in academic vocabulary and writing skills affecting test performance.

**Problem Statement 2:** Lower than expected College, Career, and Military Readiness (CCMR) Rate

**Root Cause:** \* - Few students meeting TSIA benchmarks or earning industry certifications. \* - Limited awareness of CCMR indicators among students and families.

# Priority Problem Statements

**Problem Statement 1:** Low EOC Math and English Performance at 'Meets' and 'Masters' Levels

**Root Cause 1:** \* - Insufficient intervention time during the school day. \* - Limited differentiation for students not meeting standards. \* - Gaps in academic vocabulary and writing skills affecting test performance.

**Problem Statement 1 Areas:** Student Learning

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

## **Student Data: Assessments**

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Observation Survey results
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

## **Student Data: Student Groups**

- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion 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
- Discipline records
- Violence and/or violence prevention records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

**Employee 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
- T-TESS data

**Parent/Community Data**

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

**Support Systems and Other Data**

- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data

# Goals

Revised/Approved: October 16, 2025

**Goal 1:** Increase College, Career, and Military Readiness (CCMR) Outcomes

**Performance Objective 1:** Increase overall CCMR rate from approximately 77.3% to 80% by 2026.

**Evaluation Data Sources:** PEIMS, Transcript, TEA, SAT/ACT/TSIA scores, Industry Based Certifications for CTE classes

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Offer a variety of CTE (Career and Technical Education) courses based upon student interest and that have been identified as high wage and high demand careers/jobs<br><b>Strategy's Expected Result/Impact:</b> Master Schedule<br><b>Staff Responsible for Monitoring:</b> Principals<br>Counselor                                                               | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 2:</b> Increase communication with students and parents regarding CCMR tracking and graduation endorsements<br><b>Strategy's Expected Result/Impact:</b> Increased knowledge of student and parents of scholarship and college entrance requirements<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor<br>Dean of Instruction                            | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 3:</b> Provide students with access to industry based certifications. Each Endorsements, program of study will have an industry based certification that meets the TEA career readiness standard.<br><b>Strategy's Expected Result/Impact:</b> Students will be career ready with career certification<br><b>Staff Responsible for Monitoring:</b> Principals<br>Teachers | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
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| <b>Strategy 4:</b> Provide TSIA prep sessions and testing opportunities each semester.<br><b>Strategy's Expected Result/Impact:</b> Increase participation and overall success on TSIA<br><b>Staff Responsible for Monitoring:</b> Principals<br>Counselors                                                                                                                                                                                                                  | Formative |     |     | Summative |
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| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <b>Strategy 5:</b> Increases funding for college prep exams, industry certification exams, career and technical education (CTE) including computer science, and funds innovative high school models designed to help students graduate with an associate's degree .<br><b>Strategy's Expected Result/Impact:</b> To increase CCMR for each student group and closing the gaps domain.<br><b>Staff Responsible for Monitoring:</b> Principals<br>Counselor<br>PEIMS data      | Formative |     |     | Summative |
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| Strategy 6 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <b>Strategy 6:</b> Create ACT prep classes.<br><b>Strategy's Expected Result/Impact:</b> Students will be given targeted support in both English and Math for ACT tests.<br><b>Staff Responsible for Monitoring:</b> Counselors, Principals, Curriculum Director<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math, Connect high school to career and college<br>- <b>ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                            |           |     |     |           |

**Goal 1:** Increase College, Career, and Military Readiness (CCMR) Outcomes

**Performance Objective 2:** Howe High School will achieve a Graduation Rate of 98%.

**Evaluation Data Sources:** PEIMS, TEA

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Ensure that all students receive proper accommodations as identified by the Special Education and 504 Committees.<br><b>Strategy's Expected Result/Impact:</b> Review every grading period<br><b>Staff Responsible for Monitoring:</b> Principal<br>504 Coordinator<br>Teachers                                                        | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide summer school for EOC remediation and credit recovery for struggling students.<br><b>Strategy's Expected Result/Impact:</b> Increase in student academic achievement and performance as evidenced on the state assessment and recovered credits<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor<br>Teachers | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
| <b>Strategy 3:</b> Provide summer school for EOC remediation and credit recovery for struggling students.<br><b>Strategy's Expected Result/Impact:</b> Increase in student academic achievement and performance as evidenced on the state assessment and recovered credits<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor<br>Teachers | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
| <b>Strategy 4:</b> Continue computer instruction for drop-out recovery and credit recovery<br><b>Strategy's Expected Result/Impact:</b> Increase in student academic achievement and performance as evidenced by the number of recovered credits<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor<br>Teacher                            | Formative |     |     | Summative |
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| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
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| <b>Strategy 5:</b> Provide pregnancy related education and pregnancy-related services as part of a comprehensive drop-out prevention program<br><b>Strategy's Expected Result/Impact:</b> Increase in student academic achievement and performance as evidenced by the number of recovered credits<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor<br>Teacher                                                                                                                                                                                                                                                                                            | Formative |     |     | Summative |
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| Strategy 6 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 6:</b> Identify students at-risk of dropping out of school in accordance with the district's Compensatory Education (At-Risk) plan and provide programs that target at-risk students or help to prevent students from becoming at-risk. (PALS, Abstinence program, HISD drug testing program, tutorials & credit recovery, volunteers, incentives, drug/alcohol awareness program, driving safety awareness program, recognition's and etc.)<br><b>Strategy's Expected Result/Impact:</b> Increase in student academic achievement and performance as evidenced on the unit state assessment<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                               |           |     |     |           |

**Goal 2:** Howe High School will attract, retain and develop exemplary employees for all jobs at the campus.

**Performance Objective 1:** Howe High School will provide staff training, resources and material to support our staff, in order to have a positive impact on learning.

**Evaluation Data Sources:** Teacher surveys, Teacher evaluations, Professional development surveys

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Staff development will be partly determined by teachers' input and requests.<br><b>Strategy's Expected Result/Impact:</b> Meaningful staff development for Teacher growth.<br><b>Staff Responsible for Monitoring:</b> Principal, Dean of Instruction                                                                                                                                                                                    | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 2:</b> Training will be provided for regular education teachers to equip them with Pre-referral intervention (RtI) strategies to utilize with students with academic needs.<br><b>Strategy's Expected Result/Impact:</b> RTI strategies for regular ed. students. Pre-Intervention<br><b>Staff Responsible for Monitoring:</b> Principal's Counselor                                                                                            | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 3:</b> Use T-TESS data to drive areas of teacher training needs<br><b>Strategy's Expected Result/Impact:</b> helping teachers shore up areas of weakness<br><b>Staff Responsible for Monitoring:</b> campus admin<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                   | Formative |     |     | Summative |
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| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> |           |     |     |           |

**Goal 2:** Howe High School will attract, retain and develop exemplary employees for all jobs at the campus.

**Performance Objective 2:** Because we believe that having our regular teachers and staff members present has a positive impact on learning and operations, employee attendance will be maintained at a minimum of 95%.

**Evaluation Data Sources:** PEIMS, Teacher surveys, absentee reports

| Strategy 1 Details                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Howe HS will provide incentives and recognize teacher who exceed expectations for performance and have 95% attendance or higher.<br><b>Strategy's Expected Result/Impact:</b> 95% goal for attendance<br><b>Staff Responsible for Monitoring:</b> Principal | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <b>Strategy 2:</b> Utilize staff for input on professional development calendar and staff holidays.<br><b>Strategy's Expected Result/Impact:</b> Higher attendance rate among staff.<br><b>Staff Responsible for Monitoring:</b> Principal                                     | Formative |     |     | Summative |
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| <div><div><div></div>No Progress</div><div><div></div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>                                                                                                                           |           |     |     |           |

**Goal 2:** Howe High School will attract, retain and develop exemplary employees for all jobs at the campus.

**Performance Objective 3:** recruit quality teachers and staff to fill open or under-performing positions

**Evaluation Data Sources:** T-TESS, teacher retention rates

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> seek avenues for networking with colleges and teacher certification programs to gain access to teachers<br><b>Strategy's Expected Result/Impact:</b> a broader pool of possible teachers<br><b>Staff Responsible for Monitoring:</b> campus principal<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing | Formative |     |     | Summative |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>              |           |     |     |           |

**Goal 3:** Howe High School will increase parent and community involvement.

**Performance Objective 1:** Increase the number of parent and community involvement opportunities.

**Evaluation Data Sources:** Sign in sheets and agendas.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Host parent night for FAFSA and information for college and career plans.<br><b>Strategy's Expected Result/Impact:</b> Parent involvement<br><b>Staff Responsible for Monitoring:</b> Principal<br>Counselor                                                                                                                                                                                       | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 2:</b> Advertise and support various booster clubs.<br><b>Strategy's Expected Result/Impact:</b> Community and parental involvement.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Directors                                                                                                                                                                                                   | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 3:</b> Disseminate information or publicize student achievement accomplishments.<br><b>Strategy's Expected Result/Impact:</b> Community awareness of school and student accomplishments via multiple social media platforms.<br><b>Staff Responsible for Monitoring:</b> Principal<br>Directors<br>Coaches                                                                                                | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 4:</b> Use student groups for community outreach<br><b>Strategy's Expected Result/Impact:</b> Integrate the high school into more of the community<br><b>Staff Responsible for Monitoring:</b> STUCO and NHS sponsors                                                                                                                                                                                     | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> |           |     |     |           |

**Goal 4:** Howe High School will increase student attendance and engagement

**Performance Objective 1:** Reduce chronic absenteeism rate from 15.4% to below 15% by 2026.

**Evaluation Data Sources:** attendance records

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Implement attendance recognition programs and classroom incentives.<br><b>Strategy's Expected Result/Impact:</b> increase attendance via extrinsic motivation<br><b>Staff Responsible for Monitoring:</b> attendance clerk, campus admin<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                                             | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 2:</b> Monitor attendance data weekly and provide timely interventions for at-risk students.<br><b>Strategy's Expected Result/Impact:</b> increase student attendance<br><b>Staff Responsible for Monitoring:</b> assistant principal, attendance clerk                                                                                                                                                   | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 3:</b> encourage student involvement in extra-curricular organizations<br><b>Strategy's Expected Result/Impact:</b> sense of belonging to a larger group will have students attend school to be a part of the group<br><b>Staff Responsible for Monitoring:</b> Club sponsors, coaches, band director, campus admin                                                                                       | Formative |     |     | Summative |
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| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> |           |     |     |           |

Goal 5: Increase EOC Performance in Core Subjects

**Performance Objective 1:** 'Meets Grade Level' performance on EOCs by 10 percentage points across all subjects by 2026 (English I from 64% to 74%, English II from 68% to 78%, Algebra I from 45% to 55%).

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Implement targeted intervention methods using STAAR, IXL, and MAP and benchmark data<br><br><b>Problem Statements:</b> Student Learning 1                                                                                                                                                                                                                                      | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
| <b>Strategy 2:</b> Integrate writing and vocabulary development across all content areas<br><b>Strategy's Expected Result/Impact:</b> Increase fluidity and familiarity with writing<br><b>Staff Responsible for Monitoring:</b> all teachers, dean of instruction, campus admin<br><br><b>TEA Priorities:</b><br>Improve low-performing schools<br><b>Problem Statements:</b> Student Learning 1 | Formative |     |     | Summative |
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| <div><div></div> No Progress<div></div> Accomplished<div></div> Continue/Modify<div></div> Discontinue</div>                                                                                                                                                                                                                                                                                      |           |     |     |           |

Performance Objective 1 Problem Statements:

| Student Learning                                                                                                                                                                                                                                                                                                             |
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| <b>Problem Statement 1:</b> Low EOC Math and English Performance at 'Meets' and 'Masters' Levels <b>Root Cause:</b> * - Insufficient intervention time during the school day. * - Limited differentiation for students not meeting standards. * - Gaps in academic vocabulary and writing skills affecting test performance. |

# Campus Advisory Team

| Committee Role           | Name           | Position            |
|--------------------------|----------------|---------------------|
| Administrator            | Courtney Smith | Dean of Instruction |
| Counselor                | Andrea Means   | Counselor           |
| Classroom Teacher        | Lora Taylor    | Classroom Teacher   |
| Classroom Teacher        | Janice Pickett | Classroom Teacher   |
| Community Representative | Casey Garibay  | Parent Rep          |
| Administrator            | Andy Cellars   | Principal           |
| Administrator            | Rocky Smart    | Assistant Principal |