

McCallum High School
Campus Improvement Plan
2020/2021



McCALLUM
HIGH SCHOOL
AUSTIN Independent School District

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DMAC Solutions ®

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Campus Vision

To create a campus community of life long learners.

Campus Mission

Our campus mission is to approach all of our activities- be they academic or social- with mental focus and disciplined attention to detail in order to achieve the highest standards of mastery, accountability, and creativity for all students.

Campus Values

As a campus we identified the following traits and characteristics we believe every student should possess when they graduate from McCallum HS.

- Empathy
- Integrity
- Adaptability
- Interpersonal Skills
- Critical Thinking
- Perseverance
- Creativity

Texas Public Education Mission Statement

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child. (TEC Title 2, Ch 4, Sec.4.001)

Austin Independent School District Mission

Austin ISD educates more than 80,000 students and embraces 129 diverse school communities in one of the fastest-growing metroplexes in the country. In partnership with our families and our community, AISD's mission is to provide a comprehensive educational experience that is high-quality, challenging and inspires all students to make a positive contribution to society. We partner with world-class universities, innovative businesses, nonprofit organizations and engaged community leaders to prepare our students for college, career and life.

Comprehensive Needs Assessment

School Culture and Climate

School Culture and Climate Data Sources

District Family Survey results
Staff (TELL) Survey results
Student Survey results

School Culture and Climate Needs

We need to continue the work we started last year with our student leaders. We began to introduce restorative practices to our campus to address some of the inequities on campus.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Data Sources

CCMR disaggregated by student group
Graduation Rates disaggregated by stud. grp.
GT-CAMP ratings
MOY disaggregated by grade, subj., & stud. grp.
STAAR disaggregated by subj., grade, & stud. grp.
TELPAS disaggregated by grade & prof. lvl.

Curriculum, Instruction and Assessment Strengths

Majority of our students perform at our above grade level.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Weaknesses

BIPOC population consistently performs at a lower level than non BIPOC classmates.

Curriculum, Instruction and Assessment Needs

We need to increase the number of BIPOC students in advanced classes. We need to focus instructional strategies to improve the performance of this subgroup.

Family and Community Involvement

Family and Community Involvement Data Sources

District Family Survey results
Student Survey results

Family and Community Involvement Weaknesses

According to our survey data we need to do a better job of communicating with our stakeholders. We began to implement a few changes last year and will look to continue the work this year.

McCallum High School

Goal 1. (Strong School Leadership and Planning (ESF Lever 1)) Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Objective 1. (AVID Domain II: Schoolwide Systems) AVID is Schoolwide when systems are in place that support governance, curriculum and instruction, data collection and analysis, professional learning, and student and parent outreach to ensure college readiness for AVID Elective student and improved academic performance for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Our AVID teachers run workshops for our teachers to educate them on the AVID techniques and how to use them in their classes. Our AVID SITE team meets every month to discuss issues that relate to campus. (Target Group: All)	Administrative Team, AVID Coordinator, AVID SI trained teacher, AVID Team, AVID Trained Teachers, Principal, Teachers	ongoing		

McCallum High School

Goal 2. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 1. (ESF Essential Action 3.1) Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Collect data from parents to identify where customer service is lacking and use that information to identify what type of additional customer service training is required. Prior to the start of the school year McCallum administration reviewed the results from our TELL survey and Campus Climate survey. Based on this review we identified customer service at the initial point of contact as an area for improvement. In order to improve customer service we clarified job responsibilities for each of our office personnel. With better defined job responsibilities each person better understands the expectations for their job, which also reduces anxiety with employees. We also addressed proper protocol for customer service. Additionally campus has created new pathways for communication with the creation of QR codes allowing direct messaging with campus administration and counseling staff.</p> <p>There was improvement last year but still an area of focus for 2021. (Target Group: All)</p>	Administrative Team, Principal	May 2021		Criteria: Campus Climate Survey

McCallum High School

Goal 2. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 2. (ESF Essential Action 3.2) School wide implementation of SEL opportunities and a unified school vision.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Establish campus policies designed to create a system of accountability for both students and staff. Campus has created common planning periods for core content areas. This time is dedicated for departments to work in PLCs to improve instruction for all students. PLCs are required to meet at least once a week. Campus also developed a list of non-negotiable expectations for classroom performance. Our goal is to align the campus around a unified campus vision; every student matters. Ultimately this alignment will lead to reduction in the achievement gap among our high need/risk populations. (Target Group: All) (Strategic Priorities: 1)</p>	<p>Administrative Team, Campus Leadership Team, Principal</p>	<p>May 2021</p>		<p>Criteria: PLC documentation, anecdotal information, informal walk through with feedback form, better alignment with district initiatives.</p>
<p>2. All staff and students are taught to use a new framework for tutoring and providing academic support through Flexible Instructional Time (FIT). Last year our campus introduced FIT to our weekly activities. We will continue FIT on Monday, Tuesday, Thursday and Friday. We have also added a MAC Connect class to provide better connections between students and staff. MAC Connect meets on Wednesdays (Target Group: All) (Strategic Priorities: 2)</p>	<p>All Staff</p>	<p>End of each grading cycle</p>		<p>Criteria: FIT attendance logs, passing rates for academic classes</p>
<p>3. Creation of MAC Connect class to boost connection between students and the campus. The mac connect classes are heterogenous groups with a focus on diversity within each group. By creating these classes our hope is this will give every student on campus an adult they can feel connected to on campus. Another goal of this program is to address some of our campus SEL needs through this class. (Target Group: All)</p>	<p>Administrators, Teachers</p>	<p>ongoing</p>		<p>Criteria: We will look at the TELL and student surveys to look for an improvement in school climate survey.</p>

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Goal 2. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 3. (ESF Essential Action 3.3) Proactive and responsive student support services

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Create a system of accountability focused on identifying high risk students in order to provide support services. Administrators and counselors will meet weekly to discuss and identify students in need of additional supports. Teams will then meet during each grading period with the principal to keep them apprised of each situation. The weekly meetings are also used to help guide the eCST process. Additionally, the highest risk cases are also shared with our mental health team consisting of administration, counselors, school social worker, school nurse and campus SROs. (Target Group: H,AA,ECD,ESL,LEP,AtRisk)</p>	Administration, Counselor	May 2021		<p>Criteria: Creation of an internal document to identify students who fall into high risk categories. Decreased drop out rate.</p>
<p>2. Each administrator and counselor will create a system for increased communication with students. Schedules are communicated to more staff to increase knowledge of when people are and are not available. Campus will also use technology to assist with communication by creating QR codes connected to a Google Form allowing students to leave a virtual message. (Target Group: All)</p>	Administrators, Counselor	May 2021		Criteria: District Family Survey

McCallum High School

Goal 2. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 4. (Culturally Responsive Restorative Practices (CRRP)) Research indicates that exclusionary discipline practices disproportionately affect students of color and increase the likelihood of later developmental challenges, including academic disengagement, lower academic achievement, and increased involvement in the juvenile justice system. CRRP is intended to counteract these trends by providing schools with resources and a framework to cultivate a positive, affirming school climate for all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. During the 2019-2020 school year McCallum started working to incorporate restorative practices on campus. We identified a group of student leaders and put on a full day training for our vertical team. We created student circles and expanded this idea to a full MAC connect class for the 2020-2021 school year. We have also created staff circles to continue this work with our staff. (Target Group: All)	Administrative Team, Campus Leadership Team, Counselor, Instructional Team, Principal, SEL Campus Coordinator, SEL Committee, Teachers	Ongoing		

McCallum High School

- Goal 3.** (PreK - 12+ College, Career, and Life Readiness) We are focused on ensuring that our students are prepared for a changing and increasingly complex future; to cultivate the knowledge, skills, mindset of a lifelong learner in order to be successful beyond high school.
- Objective 1.** (AVID Domain IV: Schoolwide Culture) AVID Schoolwide culture is evident when the AVID philosophy progressively shifts beliefs and behaviors resulting in an increase of students meeting college readiness requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Renamed the hallway with AVID and College advance center to University and lined the hall with college pennants. We also place pictures of our seniors and the schools they are accepted to at the beginning of the hallway. (Target Group: All) (Strategic Priorities: 3)	Counselor	Start of year		Criteria: Visual Inspection
2. Senior students in AVID are required to fill out at least 4 scholarships per grading period. Students are also provided assistance with filling out FAFSA and are provided time to complete the process. We also hold a FAFSA day on a Saturday to provide assistance to families. (Target Group: All) (Strategic Priorities: 3)	Administration	March 2021		Criteria: % of Students filling out FAFSA
3. AVID team has created systems to ensure students are introduced to college life and expectations. Site team has also begun to incorporate career prep and knowledge to our curriculum. AVID is involved in college visits, career speaker series and corporate immersion experiences. All of these are designed to provide students a glimpse into the world after high school (Target Group: All) (Strategic Priorities: 3)	AVID Team	May 2021		Criteria: AVID Scorecard

McCallum High School

Goal 3. (PreK - 12+ College, Career, and Life Readiness) We are focused on ensuring that our students are prepared for a changing and increasingly complex future; to cultivate the knowledge, skills, mindset of a lifelong learner in order to be successful beyond high school.

Objective 2. (PreK - 12+ College, Career, and Life Readiness) Expand on the efforts the staff undertook in 2019-2020 school year on the creation of the portrait of a McCallum graduate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff will work together to identify ways to explicitly teach the skills identified in the portrait of a McCallum graduate. (Target Group: All) (Strategic Priorities: 1)	Administration	May 2021		Criteria: Cohesive campus blend implementation % of teachers using BLEND: HS 80% of goal measured thru Blend PageView Spreadsheet

McCallum High School

Goal 4. (Sustainability) Guided by the Environmental Stewardship Advisory Committee, the district is working to balance the needs of the environment; the diverse community we serve; and available financial resources across the three foundational pillars and eight sustainability action areas: Engery, Water, Transportation, Air Quality, Purchasing, Waste, Food, and Nature. austinisd.org/sustainability

Objective 1. (Green Team) Green Team

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Establish an environmental club at McCallum. Identify potential sponsors from within the faculty. Publicize the new club through school announcements and flyers. Once the club is establish we will ask the group to work on revitalizing some of our outdoor spaces such as the peace garden and the courtyard by the library. (Target Group: All)</p>	Administration	May 2021		Criteria: creation of at least 2 additional outdoor learning spaces.
<p>2. Partner with an outside group to look at the creation of additional outdoor learning spaces on campus.</p> <p>The campus admin team meet with a representative from Families in Nature to identify potential outdoor meeting spaces. Campus admin held a community meeting to kick off our outdoor learning initiative. We would like to pilot this program in November with a small group of teachers. (Target Group: All)</p>	Administrative Team	May 2021		

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Objective 2. (Food) Food

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify a date and time in November to provide an opportunity for students and staff to complete this survey. (Target Group: All)	All Staff	November 2021		Criteria: Food and Nutrition Survey
2. Create a space within the cafeteria for a food share table. The purpose of the food share table is to provide students an opportunity to share food with individuals who may not have enough. We will first need to identify an ideal location for our share table, possible locations could include the stage, the middle back portion of the cafeteria or the area by the closet. Once the location is determined we will then need to communicate the new share table through social media and monthly newsletters. We will also need to think about ways to monitor the tables use and look for ways to increase the ideas effectiveness. This is complete, but we will monitor the effectiveness throughout this year. (Target Group: All)	Administration, Cafeteria staff	February 2021		Criteria: Food share table/program created in 2020. We will monitor the effectiveness of the program this year.

McCallum High School

Goal 5. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 1. (Whole Child, Every Child) Whole Child, Every Child

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Each teacher is required to participate in at least three hours of professional development focused on educating the whole child. The campus will look to add PD centered on arts integration within the classroom during assigned PD days this school year. Campus currently has a teacher on staff who is well versed in CLI and has been a trainer at the district level. (Target Group: All)</p>	<p>Administration</p>	<p>May 2021</p>		<p>Criteria: TELL Surver, Coordinated Health Survey</p>

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Goal 5. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 2. (Health and Wellness) Health and Wellness

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase communication of related events with our staff. We will send out weekly mindfulness reminders on Wednesday which will include wellness activities as well. (Target Group: All)	All Staff	May 2021		Criteria: Tell Survey

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Goal 5. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 3. (Creative Learning Initiative) Creative Learning Initiative

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. School has a wide selection of music, visual arts, theater, dance and digital media classes available to the students. (Target Group: All)	All Staff	May 2021		Criteria: Student Schedule Requests
2. School will hold elective fair in spring to give students a chance to discover what electives we offer. Create an academy week to show case the work of the Fine Arts academy. This event will also showcase fine arts electives for the campus. Campus will also increase communication of wellness programs as part of our mindfulness Wednesday reminders. Campus has already started advertising upcoming fitness and wellness events like camp gladiator, Cap 10K and yoga classes. Campus will include LiveHealthyAISD Wellness Challenge information with monthly newsletters. (Target Group: All)	All Staff	May 2021		Criteria: Student Schedules

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Goal 6. (Advanced Academics) Advanced academics are educational programs designed to move students with high ability at a pace appropriate to their rate of learning through studies that go beyond the age-level or grade-level expectations which include depth and complexity, provide academic acceleration, and address the cognitive, social, and emotional needs of the students. Smart without compromise. Potential without limits.

Objective 1. (Advanced Academics) GT-CAMP and representation in GT for historically underserved student groups

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Campus changed their policy on dropping from an advanced class to a grade level course. The goal was to prevent students from dropping a course in haste. In the past students were allowed to drop whenever they chose. Our new policy requires students to meet with the teacher and receive additional help before we allow them to drop. Our goal is to keep students in the most rigorous setting possible. (Target Group: All)</p>	<p>Administrative Team, Counselor, Teachers</p>	<p>ongoing</p>		<p>Criteria: We will look at our drop rate and compare it to previous years to measure effectiveness.</p>

McCallum High School

Goal 7. (Social and Emotional Learning (SEL)) Reunite, Renew, and Thrive: Social and Emotional Learning (SEL) Roadmap for Reopening School

Objective 1. (SEL Critical Practice 1) Take time to cultivate and deepen relationships, build partnerships, and plan for SEL.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Create MAC connect class to build better relationships between students and teachers.</p> <p>SEL team is creating lessons for MAC connect covering a variety of topics relating to a students life.</p> <p>We are continuing the work we started with restorative practices. (Target Group: All)</p>	<p>Administrators, Campus Leadership Team, Counselor, Fine Arts Academy Lead, Librarian, Principal, SEL Committee, Students, Teachers</p>	<p>May 2021</p>		

SY 20-21 CIP Developers List

Name	Position
Baxa, Andy	Assistant Principal
Griffith, Nicole	Principal