



**Eanes Independent School District
WESTLAKE HIGH SCHOOL
Campus Improvement Plan 2016 - 2018**



Eanes Independent School District 2016 – 2018 Campus Improvement Plan Westlake High School Campus Leadership Team:

LISA ARRONGE, Counseling Dept.	JOHN KEARNEY, Parent
BERKELEY BARNETT, Student Council President	GRACE LI, Student
JOCELYN BIXLER, CLT Chair	CHRISTI LOWIN, Parent
MISTY BLAHUTA, Parent	LAURIE MACINI, Parent
ALLYSON COLLINS, Central Admin	SHREY MAJMUDAR, Student
PAUL COOLEY, Assistant Principal	CARL NATENSTEDT, Parent
MICHELLE CROCKER, English Dept.	BAILEE NILES, Mathematics Dept.
KARA DAWSON, Special Education Dept.	CALLAN NOKES, Athletic Dept.
KATHY ELSWICK, Parent	MARY NOLAN, Bookkeeper
JIMMIE FIELDS, Student Council Vice President	KRISTIN PAULL, PTO Co-President & Parent
MICHEL FRONEBERGER, Assistant Principal	STEVE RAMSEY, Principal
JENNIFER GOODNER, Fine Arts Dept.	APRIL RICHARDSON Science Dept.
SUSAN GROMBACHER, World Language Dept.	KELSEY RICHARDSON, Student
KARRA GUESS, PTO Co-President	MICHAEL ROME, Student
KATHI HARALSON, Parent	CASEY RYAN, Assistant Principal
SARAH HILDRETH, Student	BLAKE SBROCCO, Student
AISLINN HURLEY, Student	STEPHEN SHANDS, Assistant Principal
JORDAN JOHNSTON, Social Studies Dept.	BRYAN SHIPPEY, Assistant Principal
TIMOTHY JORDAN, CTE Dept.	TODD WASHBURN, Central Admin (CIA)
	LAURIE ACKERMAN, Principal's Administrative Asst.



Eanes Independent School District

District Improvement Plan 2016 - 2018

Mission Statement: The Eanes community is vitally committed to educational excellence that prepares and inspires all students for life-long success by engaging each student in rigorous academic experiences and enriching opportunities.

Objectives

- Each student will be prepared for advanced learning opportunities and careers by completing a personally challenging academic program.
- Each student will engage in integrative thinking and creative, collaborative problem solving.
- Each student will process and evaluate information, and communicate effectively.
- Each student will be an involved contributing member of the school and global community, while respecting others and self.
- Each student will be prepared to accomplish goals, adapt to change and be resilient to challenges.

District Long-Range Strategies

Strategy I: We will ensure effective, engaging, and enriching instruction and experiences for each student in a safe, supportive environment.

Strategy II: We will encourage students to explore, identify and develop their strengths and passions.

Strategy III: We will prepare students for responsible citizenship in a global society.

Strategy IV: We will promote and support a robust digital-age learning environment to inspire student learning and creativity.

Strategy V: We will provide time and support for relevant and innovative professional learning to ensure ongoing improvements in teaching and student learning.

Strategy VI: We will actively engage the Eanes community to strengthen partnerships that support the evolving needs of students and the district.

Strategy VII: We will prioritize our needs to accomplish the district's mission using resources effectively and efficiently.



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Alignment Sheet

EISD District Goals – Approved by Board of Trustees

Eanes ISD will have:

District Goal 1: All students achieving higher levels of performance in a safe, supportive and technologically-rich environment through a consistent and well-rounded curriculum, differentiated instruction, and strategic assessment.

- A. Improve achievement for each student in all curriculum areas through the Professional Learning Communities process with collaboration across the disciplines.
- B. Enrich depth of student understanding through writing across the curriculum as a thinking and learning tool.
- C. Use the graduate profile as a framework for designing engaging academic experiences and enriching opportunities to develop Well-rounded persons, Healthy individuals, Effective communicators, Engaged citizens, and Life-long learners. (W.H.E.E.L.)
- D. Connect student-centered instruction across the disciplines through communication, collaboration, and creative and critical thinking skills to ensure student engagement and deeper learning.
- E. Purposefully select and implement supports, structures and practices to better meet the academic needs of all students.
- F. Purposefully select and implement supports, structures, and practices to better meet the social/emotional needs of all students.**

District Goal 2: Effective processes and systems that support the District’s mission through innovative and efficient use of resources and assets and the development of exemplary employees.

- A. Build human resources capacity and diversity to promote continued improvement of employee effectiveness.

- A. Implement expanded processes to identify exemplary candidates for employment in all district positions.
- B. Use the Eanes ISD Educator Profile as a framework for promoting characteristics of educators who Welcome Collaboration, Honor Students, Exemplify Expertise, Embrace Learning, and Lead to Inspire.
- C. Implement an effective and efficient allocation of financial resources and district assets to meet the district’s prioritized needs.
- D. Implement the first year of the spring 2015 bond by utilizing the Bond Oversight Committee in an advisory capacity, and plan for subsequent years.

- A. Develop and implement a multi-year budget plan.

District Goal 3: Active engagement of the entire community through increased, personalized, and targeted communication strategies that inform and involve stakeholders

- A. Improve processes to increase awareness and engagement in District issues and support of District goals.
- B. Inform the community about progress related to bond projects and the multi-year budget plan.
- C. Utilize community and staff input from surveys, forums, and evaluations to make informed decisions.



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Narrative Sheet

In Spring 2013 and Fall 2014, a 36-member Vision Committee comprised of teachers, students, parents, and administrators met over a period of several months to create a Vision and Mission statement for Westlake High School. The Vision Committee sought to build on the historic success of Westlake High School while calling all stake-holders to a greater purpose and definition of what Westlake can be. Long a role model for other high schools, the vision calls for a student-centered high school that supports excellence and innovation in the classroom and connections with the community. Specifically, the Vision calls for Westlake High School to be a place where:

- I. All students have access to a comprehensive, inclusive, current, world-class curriculum that prepares them for a variety of post-secondary experiences.

- I. All students are valued for their individual strengths and gifts and they are nurtured and supported in the development of social and emotional learning competencies.
- II. All students experience a safe learning community in an environment that recognizes and celebrates the contributions of all of its members.
- III. Faculty and staff are participating members of a vibrant professional learning community dedicated to a positive culture of mutual respect, communication, and collaboration at the leading edge of national secondary education.

- I. The entire school community is a well-informed partnership of parents, faculty, staff, students, and community at-large who contribute to a common vision of school success.



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Summary Sheet

Westlake High School Campus Mission Statement:

Westlake High School is a community of learners committed to quality, student-centered educational experiences with an emphasis on developing lifelong learners and responsible global citizens who demonstrate an ability to collaborate, create and innovate, and communicate effectively.

Goal 1:

All students have access to a comprehensive, inclusive, current, world-class curriculum that prepares them for a variety of post-secondary experiences.

Objectives:

- A. Curriculum will be aligned with state and national expectations to allow preparation for and success in a variety of post-secondary experiences.
- B. Instruction will capitalize on the recognized social nature of learning and teach students how to collaborate in the construction and investigation of knowledge.
- C. Teachers will orchestrate instruction for individuals' varied learning needs.
- D. **Assessment will consist of ongoing formative experiences and authentic assessment opportunities to monitor attainment of identified learning targets and to guide learning.**
- E. Students will receive meaningful feedback regarding learning and the learning process.
- F. **Students will learn to communicate effectively and with purpose, both orally and in written form.**
- G. Students will have opportunities for interdisciplinary and project-based learning.
- H. Homework will be used as a teaching tool, every task or exercise assigned with an identified purpose.

Goal 2:

All students are valued for their individual strengths and gifts and they are nurtured and supported in the development of social and emotional learning competencies.

Objectives:

- A. In addition to academic preparation, all students will be prepared emotionally and socially to be productive members of society.
- B. All students will be encouraged to participate in an expansive co-curricular and extra-curricular program.
- C. Students will learn to collaborate with others and to operate independently.
- D. Teachers and counselors will use formal and informal assessment information to address the emotional, social, and academic needs of all students.
- E. **Teachers will consider a student's overall workload and school commitments when assigning homework.**
- F. Students will learn the skills of self-awareness, self-management, social awareness, relationship building, and responsible decision-making.
- G. **Students will demonstrate persistence, resiliency, goal-setting skills, and a strong work ethic.**
- H. Students will develop the critical thinking skills of analysis, synthesis, evaluation, and creation.
- I. Students will learn responsible technology use that demonstrates an **awareness of 21st century digital citizenship.**
- J. **Every student will be known and recognized by his or her teachers, counselor, and assistant principal.**

Goal 3:

All students experience a safe learning community that recognizes and celebrates the contributions of all of its members

Objectives:

- A. Students and staff will be immersed in an environment that fosters collaboration while recognizing both individual and team efforts and contributions.
- B. Students and staff will work to ensure everyone is **treated with dignity, kindness, and respect for individual differences.**
- C. **Students and staff will use academic and non-academic pursuits to establish an environment that fosters interactions and develops meaningful relationships among groups.**
- D. New students and staff will be taught the rich culture and traditions of Westlake High School and welcomed into the learning community.
- E. Students and staff will take responsibility for maintaining an organized, clean, and safe environment.
- F. Students will learn the value of community service and participate in service experiences.
- G. The community will work to create and develop a learning environment that is more collaborative than competitive.
- H. The school will offer group support systems that target a variety of specific student needs and provide opportunities for students to interact positively.
- I. **Teachers, students, and administrators will use ongoing communication and feedback processes to identify strengths and areas for growth.**

Goal 4:

Faculty and staff are participating members of a vibrant professional learning community dedicated to a culture of positive communication and teamwork.

Objectives:

- A. All adults will hold themselves to the highest standard of professional performance and behavior as they model learning and productive relationships for students.
- B. The faculty and staff will continuously improve instruction and student achievement through involvement in professional learning communities.
- C. Collaborative teams will step outside their comfort zones to model risk-taking while designing lessons that require students to collaborate, create, and communicate.
- D. **Teachers will integrate relevant technology into instruction.**
- E. **All adults will engage in ongoing professional learning as a part of their commitment to being life-long learners.**
- F. All adults will view engagement with the broader educational community as a vital component of continual growth. To promote observation, dialogue and reflection on practice, they will open their doors to each other and to visitors from other schools and educational organizations.
- G. Faculty and staff will communicate clearly and effectively with students and parents about expectations, processes, and products
- H. **Teacher Growth and Appraisal Process was designed to inform and improve teaching and learning. The system will provide teachers with meaningful feedback on areas of strength and areas where growth is needed. This process will address all of the above as well as:**
 - **Guaranteed Viable Curriculum**
 - **Best Instructional Practices**
 - **High Quality Assessments**
 - **Student-centered Learning Environment**
 - **Professional Learning**
 - **Professional Behavior**

Goal 5:

The entire school community is a well-informed partnership of parents, faculty, staff, students, and community at- large who contribute to a common vision of school success.

Objectives:

- A. Westlake High School will establish partnerships with local individuals, institutions, and businesses to foster student growth in social, emotional, and academic pursuits.
- B. Westlake High School will establish partnerships with schools of higher learning to foster mutually beneficial relationships that contribute to broader academic purposes.**
- C. Students and staff will participate in community service opportunities.
- D. The school will work to support and develop mentoring and internship opportunities within our community.**
- E. Westlake High School will solicit, use, and share feedback from all members of the community through various methods to ensure continuous improvement.

2016 – 2018 Campus Projects and Initiatives

During the 2016 – 2017 School Year, Westlake High School will undertake the following to further its progress toward our goals:

1. *Written and Oral Communication.* The campus will emphasize written and interpersonal communication skills. Students will be able to write concisely and with clarity. Students should also be able to converse in a confident and effective manner with others from a wide range of backgrounds.
2. *Social-Emotional Learning (SEL) Grit, and Resiliency.* The campus will continue to focus on teaching the skills associated with SEL and respond to concerns surrounding student stress levels. The campus will prepare students for current and post-secondary experiences with a focus on the passion and perseverance to achieve goals in work and life
3. *Challenge Success.* The campus will help to foster learners that are not only academically successful, but are healthy, motivated, and prepared for the wide variety of tasks including:
 - Independence
 - Adaptability
 - Ethics
 - Critical Thinking



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Future Agenda Topics

New Courses

Challenge Success

- GPA Recommendations
- School Schedule
- Culture