

CAYUGA HIGH SCHOOL

CAMPUS IMPROVEMENT PLAN 2025-2026



“Excellence and Integrity - The Wildcat Way!”

Cayuga Independent School District High School Staff

<u>Administration</u> Jay Thompson High School Principal Jacob Magee Athletic Director Kenyetta Jenkins HS/MS Counselor <u>Office Personnel</u> Leticia Bird CHS Secretary Kim Dublin PEIMS Coordinator	<u>High School Staff</u> Corey Brown - Agriculture Mechanics Craig Brown – Social Studies/Coach Tammi Conrad – Special Education Karrie Cox – Agriculture Emily Wilburn – Life Skills Special Education Shawnta Knox –Geometry & Pre-Cal Christine Drinkard – Algebra I & II Nichlaus Powell – Assistant Band Director Megan Fitzgerald –Art, Yearbook Lana Hart – Instructional Aide Erika Goolsby – Family & Consumer Sciences David Moreno – Spanish I, II, III Christina Reagan – Life Skills Aide Jamie Johnson – DC/CR Assist and Inclusion Colton Hearrell – DC/Credit Recovery, Athletics Magen Humphreys – HR/Athletics Tony Humphreys – Gov./Economics , Athletics Jennifer Joslin – Band Director Ricky Brooks – Inclusion Teacher / Coach Dennis McAdams – ISS Kristen Mills – Nurse / Health Science Lance Satterwhite – US History, Geography Jeannette Shead – Special Education Aide Taylor Willeford – Special Education/Coach Cody Smith – Biology, Anatomy & Physiology Kaylee Singleton – English III & IV Jodi Walsh – English I & II Lynn Wicker – Physics, Chemistry, Astronomy Kyle Wilkins – Life Skills / Athletics	<u>CHS Sponsors</u> Seniors – Erika Goolsby, Jodie Walsh, Lance Satterwhite, Jennifer Joslin, Nicklaus Powell, Megan Fitzgerald, Dennis McAdams Juniors – Jamie Johnson, Kristen Mills, Lana Hart, Emily Wilburn, Corey Brown, Christina Reagan, Colten Hearrell Sophomores – Christine Drinkard, Shawnta Knox, Tony Humphreys, Kyle Wilkins, Kaylee Singleton, Craig Brown Freshman – Cody Smith, Lynn Wicker, Karrie Cox, Tammi Conrad, Ricky Brooks, David Moreno, Jeannette Shead, Taylor Willeford *Bold denotes lead sponsor Cheerleaders – J. Walsh One Act Play – L. Satterwhite Yearbook – M. Fitzgerald FFA – K. Cox & C. Brown FCCLA – E. Goolsby Bass Fishing Club – E. Goolsby Interact Club – Wicker Student Council - Wicker UIL – Drinkard, Wicker, Satterwhite Nat. Honor Society – Wicker
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Introduction

The Cayuga High School Site Base Decision Making Team meets to develop, review, and revise the Campus Improvement Plan for the purpose of improving the performance of Cayuga High School students. The committee includes representatives from the professional staff, parents, community, and business. Current serving on the Leadership Team are:

CHAIRPERSON:	Jay Thompson, HS Principal
CAMPUS –BASED	
NON-TEACHING PROFESSIONAL:	Kenyetta Jenkins (Counselor)
TEACHERS:	Jacob Magee – Athletics Kristen Mills - CTE Cody Smith – Science Shawnta Knox - Mathematics Jodi Walsh – English Taylor Willeford – Special Education
PARENT REPRESENTATIVE:	Ashley Magee
BUSINESS REPRESENTATIVE:	Darren Sims, Town and Country

Duties of Committee Members:

Campus-level committee shall:

1. Be involved in establishing and reviewing the campus educational plans, goals, performance objectives, and major classroom instructional programs.
2. Assist the principal annually in developing, reviewing, and revising the campus improvement plan for the purpose of improving student performance.
3. Be involved in decisions in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization according to established administrative procedures.
4. Address all pertinent federal/state planning requirements.
5. Hold one public meeting, annually, after receipt of the annual campus rating from TEA to discuss District performance and objectives.
6. Participate in the development of and approve the portions of the campus plan addressing campus and staff needs.
7. Provide written comments, as appropriate, on requests for waivers submitted to TEA.

Cayuga High School's Campus Improvement Plan (CIP) for 2025-2026 reflects our dedication to advancing academic achievement, fostering meaningful family and community engagement, supporting a safe and inclusive environment, and promoting effective use of technology.

Evaluation of the Plan

The CIP was developed through a collaborative process involving parents, teachers, administrators, and community members. This diverse team thoroughly reviewed current performance data, identified growth areas, and prioritized resources to support the following goals:

1. **Academic Performance and Curriculum Alignment:**
2. **Family and Community Engagement:**
3. **High-Quality Staff Recruitment and Development:**
4. **Safe and Supportive School Environment:**
5. **Technology Integration and Infrastructure Improvement:**

Monitoring and Adjustment Process

The CIP includes measurable objectives to assess progress toward each goal. Throughout the school year, data will be collected and reviewed during regular campus meetings to evaluate the effectiveness of implemented strategies. Adjustments will be made as needed to ensure continued alignment with campus and district priorities.

Conclusion

This plan represents a comprehensive approach to fostering academic excellence, community collaboration, staff development, campus safety, and technological advancement. The ongoing collaboration of students, families, staff, and community partners is essential to achieving our goals and ensuring a productive, successful year at Cayuga High School.

Cayuga High School Campus Improvement Plan 2025-2026

Mission Statement:

The mission of Cayuga High School is to create a safe, inclusive, and supportive environment where students are empowered to achieve academic excellence, develop critical thinking skills, and become responsible citizens.

High School Motto:

“Every Child, Every Chance, Every Day!”

Campus Goals and Objectives

Goal 1: Academic Performance and Curriculum Alignment

Cayuga High School will meet or exceed TEKS standards and performance expectations in all assessed areas, focusing on improving STAAR and End-of-Course (EOC) outcomes.

Objective 1.1: Align curriculum with TEKS to support academic growth in core subjects and state-mandated assessments:

- **Activity 1:** Conduct professional development on TEKS-aligned instruction and STAAR objectives for instructional staff.
 - **Timeline:** Summer 2025, with refresher sessions each semester
 - **Responsibility:** Principal, Region VII ESC
 - **Evaluation:** Lesson plans, STAAR/EOC results
 - **Resources:** TEKS Resource System (TRS), Region VII ESC, Title I funds
- **Activity 2:** Facilitate collaborative planning sessions for horizontal and vertical curriculum alignment among core subjects.

- **Timeline:** Monthly, with quarterly reviews
- **Responsibility:** Department Heads, Lead Teachers
- **Evaluation:** Curriculum alignment documentation, student performance
- **Resources:** Local funds, TEKS Resource System
- **Activity 3:** Implement a data-driven approach to monitor student progress, using formative and interim assessments to adjust instruction.
 - **Timeline:** Ongoing, with data reviews after each grading period
 - **Responsibility:** Principal, Teachers
 - **Evaluation:** Assessment data, intervention records
 - **Resources:** Local funds, Title I, Comp Ed
- **Activity 4:** Offer STAAR/EOC preparatory sessions, tutoring, and remediation for students requiring additional support.
 - **Timeline:** Weekly, with intensified sessions before exams
 - **Responsibility:** Principal, Teachers
 - **Evaluation:** Improvement in STAAR/EOC performance
 - **Resources:** Local funds, Title I, Comp ED

Objective 1.2: Increase college and career readiness through advanced coursework, dual-credit options, and CTE pathways.

- **Activity 1:** Expand dual credit and CTE courses, including TVCC offerings in STEM, medical, and vocational fields.
 - **Timeline:** Each semester
 - **Responsibility:** Principal, CTE Coordinator, Counselors
 - **Evaluation:** Enrollment and completion rates
 - **Resources:** Local funds, Perkins CTE funding
- **Activity 2:** Organize career and college exploration events, including guest speakers, college tours, and career days.
 - **Timeline:** Each semester
 - **Responsibility:** Counselor, Principal
 - **Evaluation:** Attendance records, student feedback
 - **Resources:** Local funds, Title IV

- **Activity 3:** Provide access to TSIA, SAT, ACT, and ASVAB preparation, along with support for college applications and scholarships.
 - **Timeline:** Throughout the school year
 - **Responsibility:** Counselors, Teachers
 - **Evaluation:** Participation and student performance
 - **Resources:** Testing materials, Title IV funds
 - **Activity 4:** Create individualized endorsement pathways for students, focusing on their interests and future goals.
 - **Timeline:** Ongoing, with annual review
 - **Responsibility:** Counselor, Teachers
 - **Evaluation:** Graduation rate and endorsements
 - **Resources:** Local funds
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Goal 2: Family and Community Engagement

Cayuga High School will enhance family and community involvement to create a supportive and engaged school environment.

Objective 2.1: Improve communication and partnerships with families and the community to support student success.

- **Activity 1:** Regularly update the school website, social media, and digital marquee to keep families informed about events, resources, and achievements.
 - **Timeline:** Weekly
 - **Responsibility:** Principal, Technology Coordinator
 - **Evaluation:** Parent engagement feedback
 - **Resources:** Local funds
- **Activity 2:** Organize family engagement events, including Open House, academic nights, and student-led conferences.
 - **Timeline:** Quarterly
 - **Responsibility:** Principal, Teachers

- **Evaluation:** Attendance and feedback
 - **Resources:** Local funds, Title I
 - **Activity 3:** Create and distribute a monthly school newsletter to keep parents informed about school activities and resources.
 - **Timeline:** Monthly
 - **Responsibility:** Principal, Teachers
 - **Evaluation:** Distribution logs, parent feedback
 - **Resources:** Local funds
 - **Activity 4:** Host parent workshops on topics such as college readiness, academic support, and mental health.
 - **Timeline:** Once per semester
 - **Responsibility:** Principal, Counselors
 - **Evaluation:** Attendance records, parent surveys
 - **Resources:** Title I funds
 - **Activity 5:** Establish a parent advisory committee to give input on school policies, safety, and ESSA programs.
 - **Timeline:** Monthly meetings
 - **Responsibility:** Principal, Parent Liaison
 - **Evaluation:** Meeting minutes, actionable items
 - **Resources:** Local funds
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Goal 3: High-Quality Staff Recruitment and Development

Cayuga High School will attract, retain, and develop a skilled workforce, ensuring compliance with TEA standards and fostering continuous improvement.

Objective 3.1: Support teacher development and ensure all staff meet TEA certification requirements.

- **Activity 1:** Provide professional development on differentiated instruction, classroom management, and data-driven practices.
 - **Timeline:** Ongoing, with initial training in August 2025

- **Responsibility:** Principal, Region VII ESC
 - **Evaluation:** PD attendance records, teacher evaluations
 - **Resources:** Title II funds, Region VII ESC
 - **Activity 2:** Establish a mentorship program pairing new teachers with experienced staff for guidance and support.
 - **Timeline:** Throughout the school year
 - **Responsibility:** Principal, Lead Teachers
 - **Evaluation:** Retention rates, mentor feedback
 - **Resources:** Local funds
 - **Activity 3:** Conduct teacher technology training to integrate digital tools into lessons effectively.
 - **Timeline:** Initial training in August 2025, with ongoing support
 - **Responsibility:** Technology Director, Principal
 - **Evaluation:** Classroom observations, teacher surveys
 - **Resources:** Title IV funds
 - **Activity 4:** Offer reimbursement for certification and advanced degree exams for teachers seeking additional qualifications.
 - **Timeline:** 2025-2026 school year
 - **Responsibility:** Principal
 - **Evaluation:** Number of certifications achieved
 - **Resources:** Title II funds
 - **Activity 5:** Use annual performance appraisals to identify individual professional development needs and plan personalized support.
 - **Timeline:** Annual, with mid-year check-ins
 - **Responsibility:** Principal
 - **Evaluation:** Evaluation outcomes, professional growth
 - **Resources:** Local funds
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Goal 4: Safe and Supportive School Environment

Cayuga High School will ensure a safe, inclusive, and respectful school climate aligned with TEA safety mandates.

Objective 4.1: Develop and maintain a safe, drug-free, and supportive school climate through proactive safety and wellness initiatives.

- **Activity 1:** Conduct required safety drills, including fire, lockdown, evacuation, and weather-related preparedness.
 - **Timeline:** Quarterly
 - **Responsibility:** Principal, Safety Team
 - **Evaluation:** Drill reports, feedback from staff
 - **Resources:** Local funds
- **Activity 2:** Implement the Safe and Supportive School Program, including anti-bullying initiatives and online reporting systems.
 - **Timeline:** Ongoing
 - **Responsibility:** Principal, Counselor
 - **Evaluation:** Bullying incident reports, climate surveys
 - **Resources:** Safe & Drug-Free School funds, ACCESS
- **Activity 3:** Provide staff and student training on drug awareness, conflict resolution, and positive behavior supports.
 - **Timeline:** Ongoing
 - **Responsibility:** Counselor, Teachers
 - **Evaluation:** Participation data, disciplinary records
 - **Resources:** Title IV funds
- **Activity 4:** Upgrade security systems with enhanced cameras, secure access points, and emergency response technologies.
 - **Timeline:** 2025-2026 school year
 - **Responsibility:** Principal, District Safety Coordinator
 - **Evaluation:** Security audit results
 - **Resources:** School Safety Allotment

- **Activity 5:** Offer mental health resources, including individual counseling, group support, and referrals for specialized care.
 - **Timeline:** Ongoing
 - **Responsibility:** Counselor, Principal
 - **Evaluation:** Usage rates, student feedback
 - **Resources:** Local funds, community partnerships, ACCESS
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Goal 5: Technology Integration and Infrastructure Improvement

Cayuga High School will integrate technology effectively to support student learning, staff development, and administrative processes.

Objective 5.1: Ensure equitable access to technology and integrate digital resources into the curriculum.

- **Activity 1:** Implement as close to one-to-one Chromebook initiative as possible to provide each student with access to a device.
 - **Timeline:** 2025-2026 school year
 - **Responsibility:** Principal, Technology Director
 - **Evaluation:** Device inventory, usage logs
 - **Resources:** Local funds, Title IV funds
- **Activity 2:** Provide continuous training for staff on effective digital instruction strategies and blended learning tools.
 - **Timeline:** Initial training in August 2025, ongoing support
 - **Responsibility:** Technology Director, Principal
 - **Evaluation:** Classroom integration, teacher surveys
 - **Resources:** Title IV funds
- **Activity 3:** Implement digital assessment tools to facilitate formative assessments and real-time feedback.
 - **Timeline:** Ongoing
 - **Responsibility:** Teachers, Technology Coordinator
 - **Evaluation:** Assessment records, student data

- **Resources:** Local funds, Title I
- **Activity 4:** Review and update the school's Wi-Fi infrastructure to support increased device usage and online testing.
 - **Timeline:** Annually
 - **Responsibility:** Technology Director
 - **Evaluation:** Wi-Fi reliability and performance logs
 - **Resources:** Technology budget, local funds
- **Activity 5:** Conduct an annual review of CTE program technology needs to ensure alignment with industry standards and TEA's HB5 requirements.
 - **Timeline:** Annually
 - **Responsibility:** CTE Coordinator, Principal
 - **Evaluation:** Enrollment in CTE courses, completion of certifications
 - **Resources:** Perkins CTE funds

2025 - 2026

Planned District Use of Grant Funds & Special Program / Designated Funding Allotments

Special Education Allotment	\$884,733
<i>Maintain appropriate staffing, supplies and services for the district's Special Education programs, including its Life Skills class</i>	
Dyslexia Allotment	\$27,346
<i>Provision of services for students with dyslexia or a related disorder, including costs related to staff training / professional development, student screening, monitoring and evaluation, intervention materials, and relevant personnel costs</i>	
Career & Technology Allotment	\$739,970
CCMR Outcomes Bonus	\$55,000
<i>Provide CTE courses that are related to the career interests of the district's students and support the state's goals regarding College, Career and Military Readiness, including industry certification</i>	
Early Education Allotment	Part 1 > \$62,470
<i>For efforts that support reading and mathematics proficiency in Pre-K through Third Grade;</i>	Part 2 > \$10,267
<i>To support the school's provision of full day Pre-K</i>	
Gifted / Talented Allotment	\$9,495
<i>Continue to provide appropriate instructional programs for students identified as "Gifted / Talented"</i>	
State Compensatory Education Allotment	\$404,829
<i>Offer credit recovery programs, tutorials, remediation and accelerated instruction for students identified as "at risk"</i>	
<i>Maintain the district's own Disciplinary Alternative Education Placement (DAEP) class</i>	
ESL / Bilingual Education Allotment	\$3,000
<i>Support faculty members who obtain and use ESL certification to provide relevant services for identified students</i>	
Title I, Part A	\$154,841
<i>Maintain student:teacher ratios in elementary classes (Grades K-5) that are significantly lower than the state prescribed ratio of 22:1</i>	

Title II, Part A *	\$25,342
Title IV, Part A *	\$11,790
<i>Projects aimed at providing a "well rounded" education for the district's students, including fine arts and CTE instruction</i>	
<i>* REAP'd to Title I, Part A for compensation of faculty members with pay coded to Title I and for students' school supplies.</i>	

Small Rural School Achievement Program	Pending,
<i>Financial resource used to supplement the school's Title-funded initiatives</i>	As of 9/1/2025
<i>Building and campus improvements aimed at increasing school safety and security</i>	
<i>Projects that support student access to instructional technology and a "well rounded" education</i>	

School Safety Allotment, State Funded	\$111,701
<i>For school safety and security projects related to the TEA Commissioner's Rules concerning school facilities (Tier One)</i>	
<i>and for additional allowable costs after certifying compliance with the Commissioner's Rules (Tier Two), including</i>	
<i>fulfillment of the State's expectation for schools to employ a security officer</i>	