

Mission Statement

expectations.

Support Services

Student Learning Summary

Saginaw High School Commitment to Student Learning:

Problem Statement 1: Saginaw High School is working to improve standardized test scores on exams like TSIA, SAT, and ACT to better prepare students for college admissions and future career opportunities. **Root Cause:** The root cause of the standardized test score challenge at Saginaw High School likely involves factors such as varying levels of test preparation, academic readiness, and access to resources needed for effective test-taking strategies and skills development.

- JROTC: National awards and recognition for excellence.
- Band and Choir: Achievements in UIL competitions and All-State placements.
- Swimming: School records and victories in individual and relay races.
- Basketball: Bi-District Champions with a successful season.
- Girls Gymnastics: Team and individual achievements at local and regional levels.
- Mock Trial: Teams qualify for state and national competitions with top rankings.

Saginaw High School demonstrates exceptional performance across sports, arts, academics, and extracurricular activities, highlighting a commitment to excellence and student achievement.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Saginaw High School recognizes the need to improve and streamline its systems to better coordinate and manage academic and extracurricular programs across the school. **Root Cause:** The root cause is that different parts of Saginaw High School sometimes face logistical challenges in coordinating communication, schedules, and resources, impacting the management of classes and activities.

Priority Problem Statements

...earned services, earning an industry based certification, earning an associate's degree, earning college readiness
Advanced Placement (AP) and/or International Baccalaureate (IB) assessment
Career and Technical Education (CTE)

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- School safety data

Employee Data

- Professional learning communities (PLC) data
- T-TESS data
- T-PESS data

Parent/Community Data


- Community surveys and/or other feedback

Support Systems and Other Data

- Budgets/entitlements and expenditures data

 No Progress

 Accomplished



 Continue/Modify

 Discontinue

Goal 2: EXCELLENCE IN ACADEMICS TEACHING AND LEARNING: EMS ISD will foster a culture of continuous improvement, promote student achievement, and equip each student with the necessary knowledge and skills to excel academically through the development and implementation of a rigorous and differentiated, research-based curriculum that provides students with an engaging and accessible educational experience, fostering their intellectual growth and preparing them for future success.

Performance Objective 2: By the end of the 2024-2025 school year, SHS will increase the percentage of 3's or higher scores on all Advanced Placement (AP) classes.





Evaluation Data Sources: AP Score Report

Strategy 1 Details	Reviews			
<p>Strategy 1: Every Advanced Placement (AP) teacher will utilize the AP Instructional Planning report to identify areas requiring instructional enhancements, allowing them to develop a focused instructional plan tailored to their students' specific needs.</p> <p>Strategy's Expected Result/Impact: AP scores of 3 or higher will increase on all AP exams.</p> <p>Staff Responsible for Monitoring: AP Teachers and Academic AP</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Each AP teacher will have two goal-setting meetings with the Academic AP to establish student participation and score performance objectives that surpass the state and national average for their content AP exams.</p> <p>Strategy's Expected Result/Impact: AP scores of 3 or higher will increase on all AP exams.</p> <p>Staff Responsible for Monitoring: AP Teacher and Academic AP</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>No Progress</p> </div>  </div>				

Goal 3: EXCELLENCE IN ACADEMICS RECRUITMENT and RETENTION of QUALITY STAFF: EMS ISD will recruit and employ highly effective people that hold values and characteristics that are aligned with the district mission. This culture of excellence includes those who are committed, coachable, and possess a growth mindset.

Performance Objective 1: By the end of the 2024-2025 school year, staff retention will increase by 20% from the previous year.

Evaluation Data Sources: Retention report from HR

Strategy 1 Details	Reviews			
<p>Strategy 1: Administrators will increase staff retention by providing ongoing support for new SHS teachers through "Rookie Rough Rider" meetings.</p> <p>Strategy's Expected Result/Impact: Increased staff retention, positive school climate and culture</p> <p>Staff Responsible for Monitoring: Academic AP</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Administrators will increase staff retention by pairing our novice teachers with mentors through the district's Teacher Induction Program (TIP).</p> <p>Strategy's Expected Result/Impact: Increased staff retention.</p> <p>Staff Responsible for Monitoring: Academic AP</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Dec	Feb	Apr	June
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Goal 4: EXCELLENCE IN ACADEMICS PERSONAL and SOCIAL DEVELOPMENT: EMS ISD will ensure opportunities for students, staff, families, and community members to learn and be empowered to implement and contribute to a safe and supportive environment that promotes personal and social development and fosters student learning.

Performance Objective 1: During the 2024-2025 school year, 100% of SHS students will learn the most current, relevant information on critical topics such as bullying, teen dating violence, suicide prevention, and conflict resolution.

Evaluation Data Sources: Counseling records and calendars.

Strategy 1 Details	Reviews			
<p>Strategy 1: The counseling team will schedule guest speakers to educate students on mental health issues such as suicide and depression, as well as bullying.</p> <p>Strategy's Expected Result/Impact: Students will learn the most current and critical information on critical counseling topics.</p> <p>Staff Responsible for Monitoring: SHS counseling team</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All SHS students will participate in Red Ribbon Week activities. Red Ribbon Week is an annual event that raises awareness about the dangers of drug use by promoting a culture of healthy, drug-free lifestyles through themed</p>				

Goal 5:

Goal 6: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will engage each student in developing and executing a dynamic, customized, and personal education from registration to graduation which capitalizes on embedded robust opportunities where choice matters.





Performance Objective 1: By the end of the 2024-2025 school year, all students will meet with their academic counselors to develop and actively engage in

Goal 8: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STUDENT ENGAGEMENT: EMS ISD will implement processes to systematically

Goal 9: EXCELLENCE IN PERSONALIZED OPPORTUNITIES STAFF ENGAGEMENT: EMS ISD will foster a workplace culture where staff members feel valued and respected. This culture encourages collaboration, open communication, and mutual trust amongst staff members and leadership.

Performance Objective 1: Saginaw High School will cultivate a workplace environment where staff feel appreciated and respected, promoting collaboration, open communication, and mutual trust between staff and leadership.

Evaluation Data Sources: Monthly staff appreciation and recognition logs

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff appreciation and recognition: The principal's staff newsletter will include weekly staff shout-outs to recognize and commend the dedicated effort of our staff members.</p> <p>Strategy's Expected Result/Impact: Increased staff recognition</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Each department will choose a student and teacher of the month. The "Tireless Teacher" will be voted on by students from the selected departmental nominees.</p> <p>Strategy's Expected Result/Impact: Increased staff appreciation.</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Dec	Feb	Apr	June
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Goal 12: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization. By creating standardized guidance documents to align

Goal 13: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SYSTEMS THINKING: EMS ISD will design streamlined systems that will create interdependence between campuses and departments that ensures efficiency across the organization by developing and maintaining a centralized information warehouse.

Performance Objective 1: To promote a collaborative atmosphere with parents during the school year, Saginaw High School will use two or more modes of communication with school families per month during the 2024-2025 school year.

Evaluation Data Sources: Principal's communication logs

Strategy 1 Details

Goal 14: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will provide a safe and orderly learning and work environment for students, staff, community members and visitors with a focus on behavior and trainings.

Performance Objective 1: Throughout the 2024-25 school year, SHS will increase safety and security measures on campus in non-instructional settings through regular, ongoing training, drills, and clearly communicated safety protocols.

Evaluation Data Sources: CrisisGo data

Strategy 1 Details	Reviews
Strategy 1: Administrators and counselors will all receive training on School Behavioral Threat Assessments to address	

Goal 15: EXCELLENCE IN ORGANIZATIONAL IMPROVEMENT SAFETY AND SECURITY: EMS ISD will implement and rigorously enforce safety and security policies, procedures and laws to promote a safe and orderly learning and work environment for everyone with a focus on operations and systems.

Performance Objective 1: During the 2024-25 school year, SHS will score 100% on the state's Intruder Detection Audits (IDA).

Evaluation Data Sources: Door check logs

Strategy 1 Details	Reviews		
<p>Strategy 1: Campus security specialists will complete a weekly door check verification log and submit it to administrators for review.</p> <p>Strategy's Expected Result/Impact: 100% of exterior doors will be locked.</p> <p>Staff Responsible for Monitoring: Administrator over safety/security</p>	Formative		Summative
	Dec	Feb	