

**Fort Bend Independent School District**  
**Dulles High School**  
**2024-2025 Campus Improvement Plan**



# Mission Statement

DHS Mission: Dulles High School successfully prepares all students for the 21st century by building character, developing technology skills and creating lifelong learners through a tradition of excellence, rich cultural diversity and purposeful, equal participation of parents, teachers, students and the community.

FBISD Mission: FBISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

# Vision

DHS Vision: Respect, Responsibility and Valuing Diversity

FBISD Vision: Fort Bend ISD will graduate students who exhibit the attributes of the District’s [Profile of a Graduate](#).

# Theme

Raise The SAILS

# Table of Contents

Comprehensive Needs Assessment .....	4
Demographics .....	4
Staff Information .....	4
Student Demographics .....	4
School Population .....	4
Student Learning .....	7
School Processes & Programs .....	8
Perceptions .....	9
Priority Problem Statements .....	10
Goals .....	11
Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students .....	11
Goal 2: FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working .....	14
Goal 3: FBISD will recruit, develop, and retain high quality teachers and staff .....	16

Goal 4: FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community .....	17
Goal 5: FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement .....	18
State Compensatory .....	19
Budget for Dulles High School .....	19
Addendums .....	20

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Dulles High School is a comprehensive diverse high school that also has programming for a Math and Science Academy. The demographics include the following:

Staff Information	Count	Percent
Administrative Support	<a href="#">25</a>	11.52%
Teacher	122	80.64%
Educational Aide	16	8.75%
Auxiliary	0	0.00%

Student Demographics	Count	Percent
Gender		
Female	1124	47.99%
Male	1219	52.01%
Ethnicity		
Hispanic-Latino	527	22.48%
Race		
American Indian - Alaskan Native	<a href="#">1</a>	0.47%
Asian	888	37.88%
Black - African American	536	22.87%
Native Hawaiian - Pacific Islander	4	0.17%
White	292	12.46%
Two-or-More	<a href="#">86</a>	3.67%

School Population	Count	Percent
Student Total	<a href="#">2,344</a>	100%
9th Grade	605	25.81%

School Population	Count	Percent
10th Grade	584	24.91%
11th Grade	554	23.63%
12th Grade	601	25.64%

### **Special Education Services**

Primary Disabilities

Other health impairment 18.62%

Auditory impairment 3.24%

Deaf-Blind 0.40%

Intellectual disability 10.53%

Emotional disturbance 9.31%

Learning disability 36.44%

Speech impairment 1.21%

Autism 19.84%

### **Instructional Settings**

Speech Therapy 0.82%

Homebound 0%

Mainstream 51.42%

Resource Room 32.39%

Residential Care 0.40%

Self Contained 10.53%

### **ADVANCED PLACEMENT PROGRAM**

Total AP for all student students taking 1 or more AP exams- 716

Number of Exams 1999

AP Students with Scores of 3+ 650

% of Total AP Students with Scores 3+ 91%

### **NATIONAL MERIT SCHOLAR PROGRAM**

Class of 2024-

Commended TBD

Semi-Finalist - 21

### **Demographics Strengths**

- Dulles has a diverse population which allows students to be exposed to multiple cultures. Students have shared that the ability to get to know people from different cultures makes for a positive school climate.
- The Dulles community continues to be involved in activities and events.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Behavior data indicates a disparity between African American, Hispanic and Sped students attaining discipline referrals and other student groups. **Root Cause:** Learning to incorporate culturally responsive strategies.

# Student Learning

## Student Learning Summary

- 92% of students met approaches or higher standards for Biology EOC
- 70% met Meets or Masters for Biology EOC
- 96% of students met standards for U.S. History EOC
- 80% met Meets or Masters for US History EOC
- 84% of students met standards for Algebra 1 EOC
- 50% met Meets or Masters for Algebra EOC
- 81% of students met standards for English I and 2
- 69% met Meets or Masters for English I EOC

Overall, Dulles High school is rated a TBD

## Student Learning Strengths

- 53% Mastery on Biology EOC
- 34% Mastery on U.S. History EOC
- 27% Mastery on English I EOC
- 23% Mastery on English II EOC
- 91% of students scoring 3 or more on AP tests

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** STAAR achievement data indicates a significant the need for students meeting or mastering the standard on Algebra I, US History, English I and II EOC's.

**Root Cause:** Rigor of instruction and assessments, and student engagement.

# School Processes & Programs

## School Processes & Programs Summary

PBIS

Used IXL program in English I and Algebra I classes.

Solution Tree consultant was hired to support stronger PLC processes

Contracted Region IV to support instructional pedagogy for our teachers

Purchased NearPod for entire campus to use

English I, English II, and Algebra have common planning and a PLC period daily

Ongoing Professional Development built in throughout the school day

Teacher selected professional development based on need

We have a variety of clubs, organizations and extracurricular activities for students, that include academic organizations, UIL sports and Fine Arts programs.

## School Processes & Programs Strengths

PBIS; discipline flowchart, Level 1 documentation form, Dulles Dollars, Raise the Sails

Success in Academic Competitions

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** There was a lack of consistent follow through and of holding teachers accountable. **Root Cause:** New administrative team was observing and building relationships with their teams



# Perceptions

## Perceptions Summary

Dulles High School is a precieved as a school with a strong academic focus. Dulles has school-wide systems in place through PBIS strategies that address student safety, social climate, and student behavior. Dulles High School's administrative team is percieved as supportive and compassionate towards students and staff.

## Perceptions Strengths

According to PBIS Staff Survey, School administrators are an actice participant on the behavior support team and all staff are involved directly or indirectly in management of non-classroom settings.

According to the DHS Climate Survey, 85% of staff think that the campus moral is high. 90% of staff believe they are involved in decision making.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Expected student behaviors are not rewarded regularly **Root Cause:** Dulles Dollars is not an immediate reward, but rewarded on a monthly basis.









# Priority Problem Statements

# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025 Dulles High School will improve effectiveness of literacy instruction through high functioning PLC's and using MAP assessment to identify areas of need for individual students.









**Indicators of Success:** 1.5 years of growth from BOY to EOY on the MAP assessment.  
10% growth in meets and masters for English 1 and English 2.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> English 1 and 2 PLC will bring student data and student work to evaluate the effectiveness of instruction and identify areas of continued need for individual students.	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Identify individual student profiles based on MAP assessment and tailor small group instruction to meet skill deficiencies. <b>Strategy's Expected Result/Impact:</b> Students will show growth on literacy skills with MAP MOY and EOY.	Formative			Summative
	Oct	Dec	Feb	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 2:** By June 2025, Dulles High School will improve math instruction through the enhancement of aligned lesson plans to the curriculum and targeted interventions as evidenced through the indicators of success.









**Indicators of Success:** 80% of students will meet their expected growth goal from MAP BOY to EOY and demonstrate 1.5 years of growth.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Targeted intervention for identified at risk Alg I students <b>Strategy's Expected Result/Impact:</b> Effectively use PLC's to evaluate student exit tickets and design small group targeted intervention based on student gaps in learning. <b>Staff Responsible for Monitoring:</b> teachers and administrators	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Algebra PLC will plan lessons designed around student engagement and collaboration. <b>Strategy's Expected Result/Impact:</b> 10% growth in domain 2 from 8th grade STAAR to Alg I EOC for 80% of students. <b>Staff Responsible for Monitoring:</b> teachers/administrators	Formative			Summative
	Oct	Dec	Feb	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 3:** Students will engage and participate in a planned AVID/WICOR strategy daily.

**Indicators of Success:** Administrators will monitor strategies during CWTs.  
Teachers plan and indicate strategies on weekly lesson plans.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use their lesson design template to intentionally plan for student discussion 1-2 times a week.	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 2 Details	Reviews			
Strategy 2: Administrators will do weekly lesson plan checks and provide feedback on student engagement/WICOR strategies that teachers are expected to use daily.	Formative			Summative
	Oct	Dec	Feb	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, DHS will reduce percentage of referrals for tardies and skipping.

**Indicators of Success:** Reduce Spring 2025 final percentages of 464 skipping referrals and 1,389 tardy referrals by 5% at MOY and 10% at EOY.  
Planned weekly intentional strategies to create positive connections with students.  
Use of a positive rewards system - Dulles Dollars.

Strategy 1 Details	Reviews			
Strategy 1: Any student with no tardies will attend a campus "No tardy party"	Formative			Summative
	Oct	Dec	Feb	June
	<div><div></div><div>25%</div></div>	<div><div></div><div>35%</div></div>		
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 2:** By June 2025, Dulles High School will improve culture and climate by focusing on safety and security protocols as evidenced through the indicators of success.

**Indicators of Success:** Weekly security check of outside doors.









Weekly reports of badging system.

Weekly checks of locked classroom doors.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** Teacher led professional development and monthly teacher incentives.

**Indicators of Success:** Reduce the amount of staff turnover from 10% to 7%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Support new staff by NTO and new Viking meetings with principal 4 times a year <b>Strategy's Expected Result/Impact:</b> To inform and prepare new teachers to DHS of responsibilities and how to meet expectations <b>Staff Responsible for Monitoring:</b> Admin team	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Designing staff led professional development <b>Strategy's Expected Result/Impact:</b> Peer to peer support and build capacity in teacher leaders <b>Staff Responsible for Monitoring:</b> Veteran staff and admin	Formative			Summative
	Oct	Dec	Feb	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Dulles High School will improve community engagement by increasing parental involvement as evidenced through indicators of success.

**Indicators of Success:** Increase in events such as parent university, course selection night, open house, and booster club meetings. We will collect baseline data this year to determine attendance numbers.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# State Compensatory

## Budget for Dulles High School

**Total SCE Funds:** \$27,719.00

**Total FTEs Funded by SCE:** 0

### Brief Description of SCE Services and/or Programs

After School tutorials/OLab/ Supplies for At Risk Students/Snacks and drinks / Supplies for OnLine Classroom and ISS.

# Addendums

LOC_DESCR	Location	POS #	POSN_DESCR	MAX HEADCVACANT	LAST_NAME_SRCH	FIRST_NAME_S	JOBCODE	FTE	Column1	PIC	STATUS	IDAY_SCHED	
DULLES HIGH001	DULLES HIGH SCH	00003860	COOR CAMPUS ASSESSMENT	0.5	0	PIKE	ALLISON	T00900	1	199.31.1000.00.001.2024.24	24	A	210AUG
DULLES HIGH001	DULLES HIGH SCH	00006057	TEACHER ONLINE LEARNING/COACH	0.56	0	WILLIAMS	KASHA	T00445	1	199.11.1000.00.001.2024.24	24	A	190SEP
DULLES HIGH001	DULLES HIGH SCH	00008520	TEACHER HS MATH	0.14	0	NGUGI	PETER	T00279	1	199.11.1000.00.001.2024.24	24	A	187SEP
DULLES HIGH001	DULLES HIGH SCH	00008543	TEACHER HS SS/COACH	0.14	0	VORADAKIS	JAMES	T00203	1	199.11.1000.00.001.2024.24	24	A	187SEP
DULLES HIGH001	DULLES HIGH SCH	00010896	TEACHER HS FOREIGN LANG	0.14	0	MICHELS	DAYNA	T00276	1	199.11.1000.00.001.2024.24	24	A	187SEP

ADMIN_PCY_NB	
P7	####
P7	####
P7	####
P7	####
P7	####

