

# Comanche Independent School District



## Comanche High School

Accountability Rating: A

Distinction Designation:  
Academic Achievement in English Language Arts/Reading

## 2025-2026 Campus Improvement Plan

# Mission Statement

It is the mission of Comanche ISD to educate all students to their full potential, preparing them to be skillful, life-long learners, effective communicators, and conscientious citizens of society.

## Vision

The Board of Trustees of Comanche ISD envisions a school district that: Equips all students with the essential knowledge and skills to achieve their full potential, developing them to read critically, speak fluently, write competently, and listen effectively; Is student-centered and recognized by peers for success in all programs and activities; Inspires an enthusiasm for excellence and a quest for new knowledge and skills in both staff and students; Creates a safe environment to promote the development of moral values and character traits that prepare students for the responsibilities required of conscientious citizens of society, and; Mobilizes the best efforts of all stakeholders toward the common goal of the best interests of the students of Comanche ISD.

Comanche High School's vision is:

To equip students with academic, vocational and technical knowledge and skills to reach their fullest potential.

To create a student centered school striving for excellence in all areas.

To promote a safe, progressive and culturally diverse school based on character and moral values.

To create an atmosphere in which students and staff view learning as a lifelong endeavor and are inspired in a quest for new knowledge.

To develop an environment that encourages collaboration and teamwork among all stakeholders.

To encourage, promote and support a parent/community partnership in completing campus goals and objectives.

## Value Statement

It is the belief of the Board of Trustees of Comanche ISD that the following statements express the fundamental values and core principles to guide all decision-making, planning, organization and administration of the school district. All students can learn and it is the responsibility of Comanche ISD to provide adequate and equitable opportunities for students to achieve their full potential. Students achieve best in a safe, orderly environment, led by a staff of qualified, dedicated professionals with high expectations, and supported by parents and community committed to the pursuit of educational excellence. Educational excellence for all students can be achieved through effective and efficient organization and allocation of available resources, training, and staff development.

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# Goals

# Goal 1

Comanche High School will implement rigorous, innovative and challenging courses of study cultivating an environment for students to learn and grow; thriving not only in academia but also entrepreneurship as well.

## Performance Objective 1

Comanche High School student achievement data will indicate that each student maintained or exceeded growth, specifically targeting writing skills and scores, with particular attention to our subpopulations. CTE course completion and certificates will be assessed to determine the usage and effectiveness of the courses

**Evaluation Data Source:** EOC Test Scores  
Course Checkpoints  
CTE student enrollment  
CTE Student Certificate Completion

**Summative Evaluation:** Some progress made toward meeting Performance Objective

**Next Year's Recommendation:** Focus on student completion of course work

### Strategy 1 Results Driven Accountability

Teachers will: Assess BOY, Benchmarks, EOC and EOY scores as the year progresses.  
CTE teachers will meet with Administration regularly to discuss their programs, ideas, future goals, etc.

**Strategy's Expected Result/Impact:** Student will understand the goal of each lesson during the class period, striving to work towards that goal.

**Staff Responsible for Monitoring:** Classroom teachers  
Administrators

**TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college

**ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

### Formative Reviews

Moderate Progress

December

Moderate Progress

February

Moderate Progress

April



Continue/Modify

June

### Strategy 2

All staff will submit assignments each six weeks to reflect engagement in the writing process.

**Strategy's Expected Result/Impact:** Student writing will improve

**Staff Responsible for Monitoring:** Principal

**TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools

**ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

### Formative Reviews

Some Progress

**December**

Some Progress

**February**

Some Progress

**April**



Continue/Modify

**June**

## Strategy 3

All staff will attend the writing revolution training.

**Strategy's Expected Result/Impact:** Faculty will be well equipped with strategies to implement in the classroom to improve writing.

**TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools

**ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

### Formative Reviews

Some Progress

**December**

Some Progress

**February**

Some Progress

**April**



Continue/Modify

**June**

## Performance Objective 2

Increasing Student Certifications: A primary goal is to boost the number and types of industry certifications and training opportunities available for both students and teachers. In addition, provide opportunities for student to receive "real-world" experience in their specific learning pathway.

**Evaluation Data Source:** Certifications complete  
Percentage of student population enrolled  
Successful school/community/business partnerships

**Summative Evaluation:** Some progress made toward meeting Performance Objective

## Strategy 1

All programs of study will offer a level 1 or level 2 certification during the freshmen or sophomore year. This will allow for additional certification testing as upperclassmen

**Staff Responsible for Monitoring:** Principal, Teacher, CCMR Counselor

**TEA Priorities:** Connect high school to career and college

**ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

## Formative Reviews

Some Progress

**December**

Some Progress

**February**

Some Progress

**April**



Continue/Modify

**June**

# Goal 2 Comanche High School will ensure students have access to a safe, supportive and culturally responsive learning environment.

## Performance Objective 1

Comanche High School will improve campus attendance to 97% to help facilitate an increase in student performance.

**Evaluation Data Source:** Attendance & PIEMS reports

**Summative Evaluation:** Some progress made toward meeting Performance Objective

### Strategy 1

Work with students, faculty, staff and parents to identify simple changes or modifications that would make the school's physical environment more pleasant.

**TEA Priorities:** Recruit, support, retain teachers and principals

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

#### Formative Reviews

Moderate Progress

**December**

Moderate Progress

**February**

Moderate Progress

**April**



Continue/Modify

**June**

### Strategy 2

Promote healthy behaviors and relationship skills through social-emotional guidance and campaigns around positive personal decision-making. Examples include Start With Hello week, Suicide Prevention week, and opportunities for group and individual support time with Counselors.

**Strategy's Expected Result/Impact:** Students will be active in on campus events and organizations

**Staff Responsible for Monitoring:** Administrators  
Counselors

**TEA Priorities:** Connect high school to career and college

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

#### Formative Reviews

Some Progress

Some Progress

Some Progress



Continue/Modify

### Strategy 3

CHS Counselors will provide monthly self awareness meetings for all students during the school day to promote healthy habits and recognizing appropriate behaviors and responses.

**Staff Responsible for Monitoring:** Principal & Counselors

**ESF Levers:** Lever 3: Positive School Culture

#### Formative Reviews

Some Progress

December

Some Progress

February

Some Progress

April



Continue/Modify

June

### Performance Objective 2

Comanche High School will be proactive in an effort to decrease the number of students who have excessive absences; Focusing on Truancy and 90% attendance.

**Evaluation Data Source:** Attendance Reports  
Truancy Prevention Plans

**Summative Evaluation:** Some progress made toward meeting Performance Objective

### Strategy 1

Campus will continue to monitor and report truancy cases to parents each week.

**Strategy's Expected Result/Impact:** Parents will be notified when their student has excessive absences: 3 in a 4 week period, 5 or more with a ten month period, 10 or more within a 6 month period and 90% attendance violations. Parents will be notified via email with truancy letters and phone calls. Truancy will be filed once 10 or more unexcused absences in a 6 month time frame have accrued. Student will need to come to Saturday school for violation of 90% rule.

**Staff Responsible for Monitoring:** Anisa Coates

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

#### Formative Reviews

Some Progress

December

Some Progress

February

Some Progress

April



Continue/Modify

June

### Strategy 2

Students will be placed on a truancy prevention plan.

**Strategy's Expected Result/Impact:** Students will be monitored and a plan created to prevent further absences.

**Staff Responsible for Monitoring:** Anisa Coates

**TEA Priorities:** Connect high school to career and college, Improve low-performing schools

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

### Formative Reviews



## Strategy 3

Students will be required to attend a truancy hearing before the court when 10+ absences occur in any given course.

**Strategy's Expected Result/Impact:** Students will report to judicial processes and abide by legal boundaries for school attendance.

**Staff Responsible for Monitoring:** Anisa Coates

**TEA Priorities:** Connect high school to career and college, Improve low-performing schools

**ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

### Formative Reviews



## Performance Objective 3

Increase the quality of student involvement opportunities and number of students involved and ensure every student graduates college and career ready.

**Evaluation Data Source:** Number of students attending college post HS  
Number of students enrolling in a career tech program, or the like, post HS

**Summative Evaluation:** Some progress made toward meeting Performance Objective

## Strategy 1

Organize an event (rush week) that informs students of all possible extracurricular opportunities.

**Staff Responsible for Monitoring:** Principal & Counselors

**ESF Levers:** Lever 3: Positive School Culture

## Formative Reviews

Considerable Progress

**December**

Some Progress

**February**

Some Progress

**April**



Continue/Modify

**June**

## Strategy 2

Encourage college and tech school visits. Promote a career day for the students

**Strategy's Expected Result/Impact:** Encourage student exploration in post secondary studies: collegiate and technical institutes

**Staff Responsible for Monitoring:** Principal and staff

**ESF Levers:** Lever 3: Positive School Culture

## Formative Reviews

No Progress

**December**

No Progress

**February**

No Progress

**April**



Continue/Modify

**June**

## Performance Objective 4

Comanche High School will provide students with the opportunity to experience learning opportunities outside of the regular class schedule by offering events such as field trips, extracurricular organizations for involvement and enrichment activities or events that deepen the students understanding of our curriculum and engage real world experiences.

**Evaluation Data Source:** Student surveys

Staff input

Parent input

**Summative Evaluation:** Some progress made toward meeting Performance Objective

# Goal 3 Comanche High School will build a collaborative relationship that actively engages our district, families and community.

## Performance Objective 1

Comanche High School will increase the quality and quantity of parent/community interactions.

**Summative Evaluation:** Significant progress made toward meeting Performance Objective

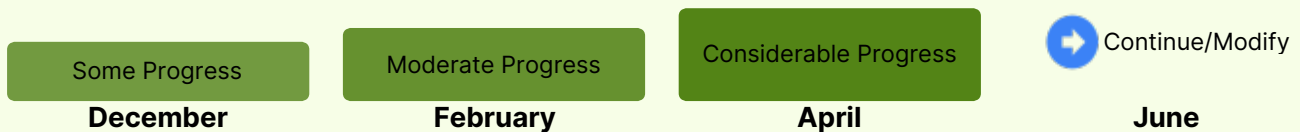
### Strategy 1

Plan and communicate parent support nights such as: a robust Freshman orientation, FAFSA and college readiness, , night, community pep rally, community bon fire, Ag and Theatre Ice Cream socials, Theatre night.

**Strategy's Expected Result/Impact:** Increase communication with parents and community.

**Staff Responsible for Monitoring:** Administration/Counselors

#### Formative Reviews



### Strategy 2

Develop a communication system for modes and frequency of communications.

**Strategy's Expected Result/Impact:** Consistent communication that reaches more stakeholders. Comanche ISD App, Facebook, CISD website

**Staff Responsible for Monitoring:** Administration

#### Formative Reviews



### Strategy 3

Increase campus events to include community participation for events at homecoming and holidays.

**Strategy's Expected Result/Impact:** Increase attendance to school functions and events.

**Staff Responsible for Monitoring:** Administration

**Formative Reviews**

Some Progress

**December**

Some Progress

**February**

Moderate Progress

**April**



Continue/Modify

**June**

# Goal 4

Comanche High School will recruit, retain, and support quality educators.

## Performance Objective 1

Comanche High School will develop a recruiting and supporting teachers that fosters a culture of excellence.

**Evaluation Data Source:** Staff retention data

**Summative Evaluation:** Some progress made toward meeting Performance Objective

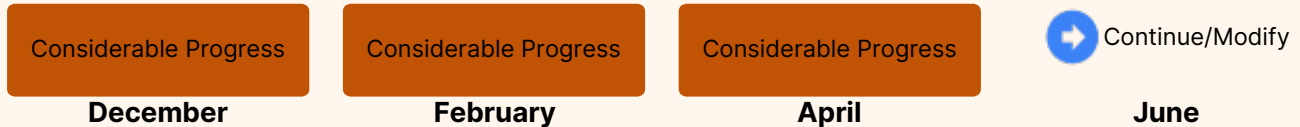
### Strategy 1

Continue a clear and consistent discipline policy for students carried out by Administration that allows the teachers to focus on their main goal which is to provide a rigorous, supportive and encouraging classroom fostering excellence in learning.

**Strategy's Expected Result/Impact:** Supporting teachers creates a positive campus culture for both faculty and students alike.

**Staff Responsible for Monitoring:** Administration

#### Formative Reviews



### Strategy 2

Provide support for new to CHS teachers through instructional coach and PLC meetings.

**Strategy's Expected Result/Impact:** Retain new to Comanche teachers and support those teachers who may be changing teaching subjects.

**Staff Responsible for Monitoring:** Instructional coach will provide individual support to new teachers. Administration will systematically meet with PLCs to check on new teachers.

#### Formative Reviews



### Strategy 3

Support teacher growth by embedded support from an Instructional Coach.

**Strategy's Expected Result/Impact:** Teachers will accomplish their professional and student growth goals set each fall.

**Staff Responsible for Monitoring:** Campus administrators

### Formative Reviews





# Committees

# Committees

## CHS Campus Improvement Committee

### Members

First Name	Last Name	Position	Committee Role
*	*	Paraprofessional	Member
Diana	Salinas	Teacher - SPED	Member
Kellie Jo	Creech	Coach	Member
Michelle	Lancaster	Teacher - Science	Member
*	*	Parent	Member
Lindsey	Furlong	Counselor	Member
Miranda	Boatman	Teacher - Math	Member
*	*	Teacher - English	Member
*	*	Teacher - CTE	Member
Anisa	Coates	Administrator	Member

## CHS Safety and BTAT

### Members

First Name	Last Name	Position	Committee Role
Joni	Patterson	Principal	Administrator
Reed	Trosper	Assistant Principal	Administrator
Penny	Hamilton	School Nurse	Non-classroom Professional
Elizabeth	Santiago	Teacher	Classroom Teacher
Brad	Whittlesey	Teacher	Classroom Teacher
Lindsay	Furlong	Counselor	Non-classroom Professional
Annie	Alday	SRO	SRO

## Principal/Faculty Department Head Committee

# Members

First Name	Last Name	Position	Committee Role
Joni	Patterson	Administrator	Administrator
Reed	Trosper	Assistant Principal	Administrator
Jake	Escobar	Athletic Director	Administrator
Diana	Salinas	Teacher/Coach	Classroom Teacher/Girls Coordinator
Jeremy	Oskins	Teacher	Classroom Teacher
Sarah	Potter	Teacher	Classroom Teacher
Elizabeth	Santiago	Teacher	Classroom Teacher
Heather	Cuellar	Teacher	Classroom Teacher
Shawna	Garcia	Teacher	Classroom Teacher

# Faculty Morale Committee

## Members

First Name	Last Name	Position	Committee Role
Joni	Patterson	Administrator	Member
Kody	Travis	Teacher	Member
Penny	Hamilton	Nurse	Member
Cristi	Mallory	Paraprofessional	Member
Lisa	Sierra	Teacher	Member
Judith	Ozuna	Teacher	Member

# Principal/Student Advisory Committee

## Members

First Name	Last Name	Position	Committee Role
Anthony	Guerrero	12th Grade Student	Member
Jacci	Pate	12th Grade Student	Member

Gideon	Webber	11th Grade Student	Member
Emily	Sierra	11th Grade Student	Member
Teagan	Kieson	10th Grade Student	Member
Sutton	Fishback	9th Grade Student	Member
Bella	Askew	9th Grade Student	Member
Joni	Patterson	Principal	Administrator
Reed	Trosper	Assistant Principal	Administrator

## CTE Campus Advisory Committee

### Members

First Name	Last Name	Position	Committee Role
Anisa	Coates	Principal	Admin
Jeremy	Oskins	Teacher - Automotive	Member
Danny	Lewis	Industry Partner	Member
Dana	Oskins	Teacher - Education & Training	Member
Michelle	Mcllvain	Industry Partner	Member
Kasey	Schwartz	Teacher - Ag	Member
Bailee	Buchanan	Teacher - Ag Mech	Member
Sydney	Deal	Industry Partner	Member
Betty	Molk	Teacher - Health Science	Member

## Campus Faculty Meeting

### Members

First Name	Last Name	Position	Committee Role
Anisa	Coates	Principal	Admin
Nathan	Turner	Classroom Teacher	Classroom Teacher
Courtney	Steed	Paraprofessional	Paraprofessional
Rachel	Constancio	Migrant/Office	Office Professional

Dana	Oskins	Classroom Teacher	Classroom Teacher
Judith	Ozuna	Classroom Teacher	Classroom Teacher
Kellie	Creech	Classroom Teacher	Classroom Teacher
Daisy	Scott	Paraprofessional	Paraprofessional
Ashton	Lopez	Classroom Teacher	Classroom Teacher
Jake	Escobar	Athletic Director	Administrator
Corey	Scott	Classroom Teacher	Classroom Teacher
Stacy	Murphy	Classroom Teacher	Classroom Teacher
Diana	Salinas	Classroom Teacher	Classroom Teacher
Christi	Mallory	Paraprofessional	Paraprofessional
Branda	Seider	Paraprofessional	Paraprofessional
Penny	Hamilton	Nurse	Office Professional
Della	Hicks	Counselor	Non-classroom Professional
Lindsay	Furlong	Counselor	Non-classroom Professional
Kasey	Schwartz	Classroom Teacher	Classroom Teacher
Jeremy	Oskins	Classroom Teacher	Classroom Teacher
Betty	Molk	Classroom Teacher	Classroom Teacher
Brad	Roberts	Classroom Teacher	Classroom Teacher
Meredith	Jones	Classroom Teacher	Classroom Teacher
Lisa	Sierra	Classroom Teacher	Classroom Teacher
Veronica	Garza	Classroom Teacher	Classroom Teacher
Brad	Whittlesey	Classroom Teacher	Classroom Teacher
Kody	Travis	Classroom Teacher	Classroom Teacher
Sarah	Potter	Classroom Teacher	Classroom Teacher
Patrick	Adams	Classroom Teacher	Classroom Teacher
Marty	Wyatt	Classroom Teacher	Classroom Teacher
Dylan	Riley	Classroom Teacher	Classroom Teacher
Michelle	Lancaster	Classroom Teacher	Classroom Teacher
Carrie	Kuklies	Classroom Teacher	Classroom Teacher
Heather	Cuellar	Classroom Teacher	Classroom Teacher





# **Policies, Procedures, and Requirements**

# Policies, Procedures, and Requirements

Title	Person Responsible	Review Date	Addressed By	Addressed On
Student Welfare: Discipline/Conflict/ Violence Management	Curtis Stahnke	4/30/2025	Curtis Stahnke	4/30/2025

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