

2015-2016 Aledo High School Strategic Plan

District Priority #1: Learning – Aledo High School shall provide an aligned, rigorous curriculum, preparing students to meet or exceed educational standards.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1.1 Aledo High School will align all curricula based on data to reflect appropriate rigor and maximize student success. Year at a glance documents will drive the core subjects.	Campus/District Administration, Core Departments Horizontal/Vertical team, Exec Dir. of Curriculum	Eduphoria, Success Maker, Scope & Sequence	2015-2016 school year; as data becomes available	STAAR Results, Data Tables, TAPR Lesson plans, School report card	Comparison of reports and objectives annually by sub groups	PD CNA A C
1.2 Aledo High School will provide a variety of diverse course offerings such as AP, Weatherford College dual credit, and TxVSN courses.	Campus/District Administration, Campus staff counselors	HQ Staff, College Prep & Dual Credit Classes, Technology TxVSN Transportation	Annual comparison of course and program offerings	Master schedule AP Scores Gold Performance Acknowledgement TAPR	Increased offerings/performance when compared annually	HQ C
1.3 Aledo High School will utilize instructional technology such as Camtasia to allow teachers to record lessons for absent students and review of lessons from home.	Campus/District Administration, Campus staff. Technology	Instructional Technology, All Classroom and Special Ed staff	August 2015 – June 2016	RtI Campus documentation, Progress Monitoring Data for Individual Students, Lesson plans, Professional Development	PDAS, Sign in sheets & agendas, Clarity BrightBytes	PD C
1.4 Aledo High School will provide a variety of co-curricular and extra-curricular activities for enrichment with a high level of student participation.	Campus/District Administration, Campus staff	Athletic and UIL coaches Booster clubs, Sponsors	August 2015- June 2016	Enrollment numbers in activities, Rosters from programs and classes	Increased attendance, academic achievements. UIL recognition at district, regional and state level	PI C R/R
1.5 Aledo High School will provide support programs that include EOC Bridge courses for struggling learners. Summer school will also be offered to struggling ELL learners and EOC failures.	Campus/District Administration, Campus staff	GT Specialists, SE Director & staff, ESL Director & staff 504, RtI Team Bridges courses	August 2015 – June 2016	GT Differentiation documentation forms, RtI Campus documentation, Progress Monitoring Data for Individual Students, Class Rosters	TAPR, Special Ed, 504, GT annual reports, TELPAS reports, RtI documentation Grade reports	C PI HQ

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Assessment: TAPR= Texas Academic Performance Report, PBMAS = Performance Based Monitoring Analysis System, SPP = State Performance Plan, STAAR = The State of Texas Assessments of Academic Readiness, TELPAS = Texas English Language Proficiency Assessment System

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1.6 Aledo High School will implement measures to ensure our participation standards meet the Federal requirements during EOC testing this year.	Campus/District Administration, Campus staff	TxEIS program, Attendance reports	August 2015 – July 2016	Reduction in absences during EOC testing in targeted areas	Higher attendance on testing dates and no system safeguard on participation	CNA, RS, PI
1.7 Aledo High School will focus on raising our attendance rate one percentage point (97 to 98) during this school year.	Campus/District Administration, Campus staff, Students, Attendance clerk	Parent Link system, Attendance policy	August 2015- June 2016	Reduction in instructional time lost due to absences	Higher attendance rate on attendance reports every six weeks	CNA, RS, PI

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District Priority #2: Safety – Aledo High School shall maintain a safe and orderly environment.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
2.1 Aledo High School will evaluate and update emergency communication systems so that employees and students are prepared to respond to an emergency situation at any time and maintain partnerships with local emergency preparedness agencies.	AISD Police, Campus/District Administration, Technology, Maintenance/Operations	AISD Police Local First Responders Local funds Grants Edwards Risk Management	June 2015 – July 2016	Written plans for each campus, Documentation of drills	Appropriate response if emergency occurs	CNA
2.2 Aledo High School will establish procedures for students and staff to report and respond to safety needs and concerns. Practice drills will be conducted so students and staff are familiar with the plans.	AISD Police, Campus/District Administration, Campus staff	AISD Police SHAC TASB resources Edwards Risk Management	June 2015 – July 2016	Written plans, Teacher handbooks Safety drill plans in each room	Teacher, Parent Survey Results	CNA
2.3 Aledo High School will ensure compliance with all governmental safety regulations.	AISD Police/Maintenance, Campus/District Administration	AISD Police/Maintenance TASB Resources Edwards Risk Management	August 2015 – July 2016	Written documentation demonstrating compliance and dates of drills	All buildings and procedures will meet regulations	CNA
2.4 Aledo High School will conduct a review and revision of the Student Code of Conduct including discipline data for trends on an annual basis.	Campus/District Administration, Campus Leadership Team (CLT)	TASB Legal Services PEIMS data Referral data	March 2015 – August 2016	Discipline data for each campus/district in PEIMS, CLT Agenda	Decreased discipline issues	CNA
2.5 Aledo High School will provide appropriate safety programs and professional development to ensure a safe environment for students, staff, and substitutes. Health class will utilize the P.A.P.A. & Worth the Wait program to discuss abstinence.	Campus/District Administration, Maintenance/Operations, Technology, Transportation, Child Nutrition	SHAC Title II \$18,274 Local funds AISD Police P.A.P.A. Edwards Risk Management	August 2015- June 2016	District/Campus Calendar of Events, Campus drill documentation	Lesson Plans for Digital Citizen Week, P.A.P.A., & Worth the Wait	CNA PD

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District Priority #3: Parents/Community – Parents and members of the community shall have meaningful opportunities to communicate and participate in the educational processes of the Aledo High School.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
3.1 Aledo High School will provide multiple platforms of communication for our community. Parent Link, Parent Portal, Naviance, and School Fusion will be utilized to keep parents and students informed during the year.	District/Campus Administration Technology Webmaster Communications Officer	IT Department District Website State funds Local funds	Aug 2015 – July 2016	Documentation of communication methodology, Web status Parent Link reports	Increased utilization of a variety of communication methods, Parent feedback Parent survey	PI PD
3.2 Aledo High School will provide multiple programs for parent and community volunteer involvement. Topics to include Senior Summit, College Fair, and Project Celebration.	District/Campus Administration	District Personnel SHAC State & local funds PTO Booster Clubs	Monthly 2015 – 2016	Sign in sheets, Campus/District calendars of events Meeting Agendas	Increased parental involvement at the campus and district level Community feedback Parent survey	PI
3.3 Aledo High School will be an involved supporter of PTO, AdvoCats, Center of Hope and other charitable organizations through various drives and providing volunteers.	District/Campus Administration	District Personnel Student Volunteerism	Monthly 2015-2016	Calendar of events	Continued local support of the community, Parent survey, Civic organization documentation	PI
3.4 Aledo High School will continue to build positive relationships with parent and school organizations. Administrators will be present and visible at all home games and activities on campus.	District/Campus Administration, Teacher/Campus Program Directors	PTO Booster Clubs SHAC Local funds	Aug 2015 – July 2016	Parent surveys	Increased results for parent survey	PI

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District Priority #4 Human Resources – Aledo High School shall recruit, hire, train, and retain a highly qualified staff.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
4.1 Aledo High School will maintain 100% fully certified and highly qualified staff.	Campus Administration	Title II \$18,274 & Title III \$12,000 funds, Local funds	August 2015- June 2016	Principal Attestation Report HQ District & Campus Reports	HQ District/Campus reports, Personnel records	HQ CNA R/R
4.2 Aledo High School will follow a consistent structure of professional development for all employees which includes a revised, new teacher mentor program.	District/Campus Administration, Mentor Teachers	Title II funds \$18,274, Local funds	Annual August orientation Follow-up meetings in Nov, Feb, April	Calendar of Events, Sign in sheets, Payments to mentors Mentor Agendas	New Teacher Survey results, Professional Progress results, Teacher turnover rate, Exit surveys	CNA PD R/R
4.3 Aledo ISD will refine and publish a coherent and consistent competitive pay structure for all employees of Aledo High School.	District Administration, Board of Trustees	TASB Legal Local funds	August 2015- June 2016	Published pay structure	TAPR/Teacher turnover rate	R/R
4.4 Aledo High School will continue to develop future leaders through internship and other learning opportunities throughout the year.	District/Campus Administration	Title II \$18,274 & Title III \$12,000 funding, Local funds	August 2015- June 2016	Professional Development Calendar, Sign in sheets, Agendas, Evaluations	Online Staff Development, PDAS evaluations and walk through data	PD R/R

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District Priority #5 Financial/Facilities – Aledo High School shall exhibit excellence in financial and facility planning, management, and stewardship.

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
5.1 AHS will monitor a long range replacement schedules for major cost items on campus.	Superintendent Maintenance Director CFO	Community Groups DWEIC Administrative Team Local funds Bond funds Demographer	Aug 2015 – July 2016	Written plan in place updated annually	Major cost items are replaced as needed on campus	PI CNA C
5.2 AHS will communicate to our parents information concerning federal, state, and local financial decisions and the resulting local impact through our website and parent meetings.	Superintendent CFO	Campus Staff Chamber of Commerce Business Partners PTO DWEIC	Aug 2015 – July 2016	Documentation of items communicated	Responses to customer survey satisfaction	PI C
5.3 Aledo High School will continue to utilize a conservative approach to financial management to ensure the best usage to tax dollars that is focused on student achievement.	Superintendent CFO	District/Campus Staff Financial Advisors TASB	Aug 2015 – July 2016	Annual audits FAST/FIRST data	Favorable bond ratings District fund balance	CNA C

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District Priority #6 Continuous Improvement – Aledo High School shall monitor and revise systems and processes to evaluate organizational effectiveness and stakeholder satisfaction.

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6.1 Aledo High School will annually evaluate the effectiveness of campus programs. (i.e. instructional, extracurricular, technology)	District/Campus Administrators	IT Department AD UIL Coaches/Sponsors Program Directors	Aug 2015 – July 2016	Annual Evaluation (i.e., survey meetings with stakeholders) Improvement Plans	Improvement in areas of concern as identified in evaluation process	CNA PD C
6.2 Aledo High School will utilize technology to improve and automate internal systems.	District/Campus Administrators	IT Department Program Directors	Aug 2015 – July 2016	Documentation of changes in automation to internal systems PayPal Transportation AESOP School Dude Parent Portal Employee Access System	Increase in Automated internal systems Increase ease of access to real time information.	CNA PD
6.3 Aledo High School will provide contacts for the annual parent satisfaction survey.	District Administration	IT Department Campus Administration	March 2016	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	PI CNA
6.4 Aledo ISD will conduct annual satisfaction surveys for parents and staff to evaluate the effectiveness of all service areas. (i.e. nutrition, security, maintenance)	District Administration	Program Directors IT Department	May 2016	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	PI CNA

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