

2003-2004
Campus Improvement Plan

Goal 1: Promote a school climate that develops positive attitudes, outstanding citizenship, and lifelong learning

Objective 1: Develop positive citizenship qualities to promote a productive learning environment that generates success for all students and staff

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Evaluate 9 th grade transition program to determine effectiveness	TAKS scores	CHS students	9 th Counselors and administrators	Spring 2004	None	Documentation
Students/staff will wear ID's to promote a safe and orderly environment	Students	CHS staff and students	CHS staff	All year	CHS funds	
Establish new tardy policy to help develop student responsibility		CHS students	CHS staff	All year	None	Documentation
GIP- Grounds Improvement Program Implementation of a new "detention" program that focuses on giving back to the school	Discipline referrals	CHS students	CHS administration	All year	None	PEIMS reports
Continue monthly character trait theme. Identify students who display these characteristics (horse, rider award)	Build climate of respect, positive environment	CHS students	CHS staff and Public Correlate	All year	CISD calendar and CHS activity account	Evaluation
Establish partnership with parents and develop open line of communication during open house (each trimester)	Staff/parent relationships	CHS staff	Public Correlate	2003-2004 school year	None	Documentation
Provide certificates for students who display monthly character trait	Citizenship goal	CHS students	CHS staff	2003-2004 school year	Materials for certificate	Documentation of certificate awarded

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Develop mentor program outline to meet current needs of faculty, staff, and students. Evaluate 9 th grade transition program to determine effectiveness	How can we better meet the needs of our faculty and students in developing the mentor relationship	Current mentor groups along with possible reassignments and combined groupings	C. Tiehen and sub-committee of Leadership Correlate	2003-2004 school year	2003 senior surveys & short end-of-year program evaluation & initial program & entrance survey for incoming 9 th graders	Short end-of-year assessment compared/contrasted against future program assessment with particular interest in next 4 years
Conflict resolution techniques taught through Teen Leadership program each trimester to address violence intervention	PEIMS report for grades 8-11 for 2002-2003	Teen Leadership	Teen Leadership teachers & Leadership	2003-2004 school year	Teen Leadership curriculum	PEIMS report for 9-12 for 20003-2004 as well as Assistant Principal evaluation
Review PEIMS data for 2002-2003 discipline report – review patterns and account for discipline referrals in each categories	PEIMS 425 record of incidents	CHS students	CHS Assistant Principal	2003-2004 school year	PEIMS data	PEIMS report and Assistant Principal evaluation – Decrease in incidents
Address patterns of referrals and consequences given throughout school year	Discipline referrals	CHS students	CHS Assistant Principal	2003-2004 school year	Materials based on need	Decrease in PEIMS 425 incident rates
Develop strategies to address incident rates related to disruptive behavior and violence prevention	PEIMS 425 record of incidents	Identified students	CHS Assistant Principals	2003-2004 school year	Materials based on need	Implementation of strategies
Implement Red Ribbon Week program	CISD strategic plan	CHS students	CHS students	2003	District funding	Evaluation and meetings

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Review and evaluate the effectiveness of the Shattered Dreams program	Needs awareness	CHS staff and students	CHS StuCo, SADD, Counselors, & Assistant Principals	2005	City, District and campus funds, donations	Evaluation and meetings
Communicate to staff changes and current status of district and campus crisis management plan	Needs awareness	CHS staff	Principal	2003	Distribution of plan	Documentation
Meet with area business community members to develop school-community relationship and partnership	Need to build a stronger connection between community	Community businesses owners, managers and employees	Leadership Correlate and Climate Correlate	2003	List of past business participants, prizes donate, and target business for program growth	Evidence shown in the number of business involved and the amount of donations
Build a sense of community/family within the CHS staff	Building strong ties within the staff	CHS staff	Climate Correlate	2003-2004 school year	Campus activity	Survey documentation of staff
Improve the effectiveness of the sunshine fund in meeting the needs of the staff	Improved communication	CHS staff	Climate Correlate	2003-2004 school year	Activity account	Survey documentation of staff
Peer tutoring continued with Key Club, Student Council, and NHS	None	CHS students	Teen Leadership, Key Club, StuCo & NHS	September-May 2004	None	Attendance at sessions

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Fish Camp round robin with Key Club and Student Council promoting getting involved in clubs and organizations	None	CHS students	Key Club and Student Council	Freshman orientation	CHS funds	Event
2 nd annual CHS Expo sponsored by Key Club promoting clubs, organizations, and booster clubs	None	CHS students	Key Club	August 2003	None	Increase in club and organization memberships
Newcomer's breakfast to give new students a chance to meet class officers, Student Council officers, and CHS administration	None	CHS students	Student Council and CHS administration	September and October 2003	Student Council members bring in items	Event
Project for Key Club members to recognize students showing good citizenship	None	CHS students	Key Club	October and November 2003	Gotcha coupons	Number of coupons turned in by members
Gotcha Program	None	CHS students	CHS staff	2003-2004 school year	Community donations	Number of coupons, cokes and lunches awarded
Foreign Exchange student Thanksgiving dinner	None	ESL students	StuCo, Foreign exchange students & CHS administration	November 2003	Event	Event

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Work with PTSO in developing other activities for the staff and students	None	CHS students and staff	Leadership Correlate and PTSO	November – May 2004	To be discussed	Plan and sponsoring of combined efforts on events
Teacher of the Month	None	CHS staff	Students and Student Council	First of every month	Balloons, donations and parking spot	Prize patrol awarding teacher with balloons and goodies
Teacher birthday celebration	None	CHS staff	Student Council	First of every month	Cake purchased at Sam's	Cake for faculty
Conflict management techniques	None	CHS students	Teen Leadership and all staff	2003-2004 school year	None	Less referrals and hallway problems
Develop more interactive agenda items for mentor	Survey	CHS students	Leadership Correlate	November-May 2004	None	Some of the faculty that are not as comfortable gaining different skills
Look at overall development of service learning for our students and combine some activities with faculty and staff	Strategic Plan	CHS staff and students	Leadership Correlate	November – May 2004	None	Work with our graduate profile closely with thinking/planning involved

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STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Staff profile – develop a process for hiring staff members that match the CISD staff profile	CISD strategic plan	CHS staff	CHS administration	Spring 2004	None	
Retention – strive to maintain a 15% retention rate each year	Data	CHS staff	CHS administration	2003-2004 school year	None	Data
Recruit and hire minority staff to help support the increased number of minority students		CHS students	CHS administration	2003-2004 school year	None	
Modify the mentor program to increase student interaction, pride and mentorship with their teacher	Mentor program	CHS students	Purpose Correlate	Spring 2004	CHS funds	List of activities
Proactive in professional organizations at state and national levels (both general educator and course specific organizations)	Pre-survey to determine extent of current participation	CHS staff	Staff Development Correlate	On-going	Funding for reimbursement for dues	Post-survey comparison. Documentation of membership Evidence of training
Staff development specific to new/new-to-district teachers	Number of new hires	New teachers	Teachers with CISD experience Master teachers	On-going	Qualified CISD teachers	Agendas

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Content area specific staff development	CISD strategic plan	All departments	All Staff	Yearly	Department chairs	Agenda and minutes
Develop an incentive program for those sophomores willing to take the PSAT exam	Number of 10 th grade students	Any 10 th grade student	Assessment Correlate	2003-2004 school year	CHS funds and/or PTSO funds	Increase in number of Sophomore students taking the PSAT
Continue Pre-AP/AP information, Higher ed. Admissions and financial aid meetings	CISD strategic plan	Parents, students grades 6-12	Associate Principal	2003	Information packet	Meetings
Increase awareness of Pre-AP/AP courses through counselor meetings, flyers, teacher recommendations, etc.	CISD strategic plan	CHS students	Director of Guidance & Counseling	2003-2004 school year	Reports/data	Increase the number of students enrolled in Pre-AP/AP courses
Provide information to students regarding the advantages of taking AP exams	Report	CHS students	Director of Guidance & Counseling	June 2004	Reports/data	Increase number of students taking AP exams by 10%
Increase number of teachers attending AP institutes	College Board	CHS staff	Associate Principal	August 2004	AP funding	Increase numbers of Pre-AP/AP teachers

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Post to CHS website the graduation recommendations and what CATE courses are needed to meet the requirements		CATE	Counselors	2003-2004 school year	Staff time	See website and counselor information
Annual meeting of CATE committee to review/evaluate program	CATE data	CHS staff	CATE committee & Technology Committee	2003-2004 school year	Staff time	Goals, review of long range plans
Provide staff development for intervention strategies	Failure study	CHS staff	Assoc. Principal and Staff Dev. Correlate	2003	Staff & CHS budget	Failure rates study
Identify students at the end of 1 st trimester who are potential at-risk candidates	Course of study	At-risk students (all)	CHS staff & counselors	2003	Staff time	List of failures for 1 st trimester
Implementation of strategies to assist students – tutorials, proper placement in Reading and Math, other courses of study, etc.	Report card	At-risk students (all)	Counselors	2003	Staff time	List of strategies
Continue monthly character trait theme. Identify students who display these characteristics (horse/rider award)	Build climate of respect, positive environment (CISD strategic plan)	CHS students	CHS staff	2003-2004 school year	Materials, calendar for staff and CHS activity account	Evaluation

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Review and provide guidelines to maintain accurate records for all budget and activity accounts	News awareness and audit	CHS staff	Principal and financial secretary	2003-2004 school year	Time and template	Documentation of records
Submit budget that addresses campus and district goals	Proposed budget	CHS staff	Principal	Spring 2004	Proposed budget	Documentation of budget submitted

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Goal 2: Incorporate differentiated instructional strategies through the use of conceptual based integrated curriculum

Objective 1: Implement TEKS strategies leading to an increase academic growth in all tested areas

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Identify to teachers “at-risk” students, both globally and within core subjects	TAKS scores	At-risk students (all)	Assessment Correlate	October 2003	To be determined	List of “at-risk” students
Develop a TAKS review program in Reading, Math, Writing, Science, and Social Studies to enable students to master the TAKS	TAKS scores	CHS students	Assessment correlate	Sept 2003-Jan. 2004	SCE	TAKS scores
Train the CHS Staff and prepare for the TAKS in Reading, Math, Writing, Science, and Social Studies	Teachers in need of TAKS training	CHS staff	Assessment correlate	Sept. 2003-Jan. 2004	Staff development training sessions	Staff attendance records and TAKS scores
Review current tutorial program for CHS students and make needed adjustments	On-going	CHS students	Assessment Correlate	Sept. 2003-Jan. 2004	To be determined	Posting of teachers’ tutoring schedules
Identify to teachers those students that are qualified or may become qualified to apply for DAP. Develop incentives to increase % of DAP students (CISD strategic plan)	Students qualifying for DAP	11 th and 12 th students	Assessment correlate	2003-2004 school year	To be determined	List of DAP qualified students
Develop incentives for those students to take AP exams (CISD strategic plan)	Number of students taking AP exams	CHS students	Assessment Correlate	2003-2004 school year	To be determined	Increase in the number of students taking AP exams

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Identify to teachers areas of concern within the core subjects. Focus on target areas where student performance was low	TAKS scores	CHS students	Assessment Correlate	Sept. 2003-Jan. 2004	To be determined	TAKS scores
Review and audit of CHS Science dept. (Dana Center)	TAKS Science Curriculum	CHS staff	CISD administration CHS staff Science teachers	Fall 2003	CISD-CHS funds	Evaluation and data/records
Dual credit- increase the number of course offerings for students and work with area colleges in the DCCC district to provide numerous opportunities	Current data	CHS students	CHS counselors	2003-2004 school year	None	Documentation
Assessment – Provide additional staff development sessions on authentic assessment		CHS students	CHS/CISD staff	2003-2004 school year	None	Documentation
Curriculum alignment – continue process with all disciplines		CHS students	CHS staff	2003-2004 school year	None	Documentation
Quality presenters to work with departments on topics of importance and need	Conduct needs assessments with depts. ASAP	CHS staff	SDC survey, admin. Books speakers & set calendar	Immediately and on-going	SDC, admin. And \$\$\$ to pay	Lesson Plans and TAKS scores

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DAP – continue with district plans; informing teachers as needed	CISD strategic plan	AP, G/T others aspiring to DAP status	Administration	On-going	Administration	DAP rates
AP- Continue program but extend training to all teachers either by scheduling summer sessions at CHS or rotating teachers to attend training out of district	Conduct needs assessment to determine teachers in need	AP, G/T	SDC can survey, administration schedules	On-going	SDC, admin., and \$\$\$ to pay	Lesson plans, TAKS scores, AP scores
Dual Credit – Investigate potential and include staff compensation. Consider also target populations and specific needs/motivation	Conduct needs assessment with students, staff and parents	AP, G/T , seniors with flex, at-risk population	Admin. Should survey and gather data	On-going until program in place	Admin. And \$\$\$ to compensate staff for extra time/prep	# enrolled in courses successful completion of course
Assessment- staff training by departments on alternative assessments		CHS staff	Admin	ASAP	Admin to train	Lesson plans
Curriculum alignment – complete process with user friendly document for all departments		CHS staff	Current structures	On-going; but document ready ASAP	Current structures and budgets	Lessons plans, student TAKS results
Compliance issues – how can we prepare all kids (except the 1% exempt) for TAKS?	Needs assessment to Sp. Ed. and other dept with issues	All areas with compliance issues	Admin.	On-going, but start ASAP	Admin.	Compliance documentation, success in sub-groups and all TAKS

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Develop strategies and implement an action plan that focuses on increasing the number of commended students on the TAKS test	TAKS data	CHS students and staff	CHS leadership team & assessment correlate	Fall 2003	None	TAKS data
Develop strategies to increase student achievement on TAKS test to 90% in all subject areas	AEIS IT	CHS students and staff	CHS staff	Fall 2003	None	Lesson plans, TAKS scores
Implement strategies to increase SAT/ACT scores	Student data Research new SAT test	CHS students and staff	CHS staff	Summer 2004	Superintendent Scholar's Program	SAT/ACT Scores
Increase the number of students identified as "Commended" on the TAKS test by 10% each year until the state standards are set.	AEIS IT	CHS students and staff	CHS staff	Fall 2003	None	
						Lessons plans, student TAKS results

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Goal 2: Incorporate differentiated instructional strategies through the use of conceptual based integrated curriculum

Objective 2: Integrate technology application throughout all instructional operations to positively impact student achievement

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide staff development in TAKS in curriculum areas (Reading, Math, Writing, Science, Social Studies)	TEA data TRACK program AEIS IT	CHS staff	Departments and correlates	2003	Department chairs, Associate Principal, CHS budget sessions	TAKS scores
Analyze instructional needs based on 2004 TAKS administration by department	TAKS scores AEIS IT	All groups	ELA, S.S., Science, Math depts.	May 2004	TAKS scores	Evaluation results and recommendations for 2004-2005 action on CIP and staff development needs
Develop a tutorial program that focuses on specific student populations which identifies objective, target areas, etc. for each student to ensure success on TAKS	TAKS data / AEISIT	CHS students	CHS staff	Fall 2003	SCE funds	TAKS data

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Provide input for “defining of the CISD’s User Proficiency Standards” and help create an assessment instrument for measuring user proficiency/strategic plan; strategy 1, plan 3	None	CHS staff	Sub-committee of Technology Correlate	Per district	None	Documentation
Continue “just-in-time” technology training for faculty/staff – strategic plan, strategy 1, plan 3	Informal survey indicates staff wants to continue TTTT training	CHS staff	Technology correlate committee	Fall, 2003 - May 2004	Use of labs and/or LMC facilities/technology correlate members as instructors	Documentation
Implement a program (technology support group) in order to mentor teachers who need help with all technology including Blackboard (Blackboard buddies) stra.1,pl.3	Informal survey by Tech. Cor. Of who can help and who needs help	CHS staff	Sub-committee of technology correlate	Fall, 2003- May, 2004	None	Documentation
Use CHS funds and PTSO funds to apply towards district matching funds for technology	Technology review	CHS staff	CHS	Dec. 2003	CISD matching funds	Documentation
Staff websites will be up and running by Dec. 2003 – provide better communication tool for the students and parents	Staff training	CHS staff	CHS staff	2003-2004 school year	None	Documentation
Geometer sketchpad	Staff training	Math dept.	CHS staff	Fall 2004	Money for conference	Program integration

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Technology tips and treats	CHS staff	All teachers attend 3 sessions a year	CHS staff	Fall 2004	CHS funds	Student Application
Test generators	Staff training and test generator	CHS staff	CHS staff	ASAP	Test generator	Application of software
SAT/SCT application prep questions and answers	Training and software/access online	CHS staff	CHS staff	Fall 2004	SAT/ACT software	Application of software

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Goal 2: Incorporate differentiated instructional strategies through the use of conceptual based integrated curriculum

Objective 3: Meet all the compliance guidelines related to programs for students with special needs

STRATEGIES/STRATEGIC PLAN CORRELATIONS	NEEDS ASSESSMENT	SPECIAL PROGRAM/ POPULATIONS	WHO	TIME FRAME START/END	RESOURCES HUMAN/MATERIAL/ FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Develop a tutorial program that focuses on specific student populations which identifies objectives, target areas, etc. for each student to ensure success on TAKS	TAKS data AEIS IT	CHS students	CHS staff	Fall 2003	SCE funds	TAKS data
Provide staff development regarding needs of special services areas (Sp. Ed., GT, ESL, C&T, Dyslexia, SCE)	Cycle of review	All special service programs	Campus facilitators	Aug. 8, 2003	Campus facilitators	Completion
Review procedures for coding on CATE courses to ensure proper funding	Carl Perkins	C & T	Associate Principal & CHS Counselors	2003-2004 school year	Carl Perkins fund	PEIMS coding
Review criteria for qualification in Gifted and Talented program to ensure proper identification of GT student	Procedure assessments	Gifted and Talented	Associate Principal, GT teachers & CHS counselor	2003-2004 school year	Packet information	PEIMS data
Review LPAC meetings, process, criteria, scoring, method of communication to determine reasons for parental denial of services	LPAC meeting minutes & criteria scoring & communication	ESL	Associate Principal & CHS counselors	2003-2004 school year	Packet of information	PEIMS data
Review testing procedures, ARD minutes to determine ethnic distribution for students receiving special education services	ARD minutes	Special Ed.	Assoc. Prin. & Sp. Ed. dept. chair & CHS counselors	2003-2004 school year	Packet of information	PEIMS data

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Provide staff training LRE and related services	CAP	Sp. Ed staff	Sp. Ed. training staff	2003	District information and procedures on LRE and related services	Attendance certificates
Assess dropout data and, if needed, develop strategies to address this concern	Dropout data PEIMS	At-risk	Principal	End of each trimester	Dropout data	Strategies to address need developed and implemented
Train appropriate campus personnel of PEIMS coding procedures	Knowledge of procedures – current PEIMS practices	CHS clerical staff, CATE, Sp. Ed. ESL, dyslexia, econ-disability, GT	Sherry Welch	2003-2004 school year	Coding forms	Corrected PEIMS submission 100% accuracy
Establish DAP goals for special needs students	Investigate current % on recommended plan	SPED, 504, ESL, at-risk	Teachers, counselors, admin.	Completed by April 2004	Current structures and budgets	Written goals for DAP expectation for special needs students
Determine curriculum needs to enable special needs students to participate in DAP	Survey students/teachers to determine.....	SPED,504,ESL, at-risk	Teachers, counselors, admin.	Completed by April 2004	Admin., counselors, teachers and \$\$ to fund new classes/curriculum	Courses added
Provide in-service on making modifications/accommodations for students with special needs	Conduct needs assessment with regular and Sp. Ed. teachers	SPED, 504, ESL, at-risk	Teachers working with special needs	Beginning of 04-05 school year	Current structures and budgets	Sessions conducted at in-service and teacher surveys

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Provide TAKS remediation for special needs students who fail to meet standards	TAKS data	SPED, 504, ESL, at-risk	Teachers, counselors, admin.	Spring 2004	Staff and \$\$ for remediation programs	TAKS scores and logs of students attending remediation program
Review and evaluate percentage of CATE students identified as Special Education	PAS/DAS	Special Education	Association Principal, counselors, Sp. Ed. staff	Fall 2003	None	PAS/DAS data
Review procedures for selecting CATE courses. Focus on minority populations	PAS/DAS	CHS Students	CHS counselors	Fall 2003	None	PAS/DAS data