

Gilmer High School
2005-2006
Campus Improvement Plan

Mission Statement: Producing self-reliant citizens who contribute to the success and strength of the community is the mission of Gilmer High School. This is accomplished by recognizing and educating each child as an unique individual through nurturing academic, social, and cultural differences.

Goal I: Gilmer High School will earn the highest rating as determined by TEA's accountability system.

Objectives:

1. 90% of each student sub-population will pass TAKS
2. Student attendance rate will be at least 95%.
3. The dropout rate will be at 1% or less.
4. 75% of all graduates will take a college admissions test, with 75% scoring at or above the state performance standard.
5. Staff development will equip teachers to teach the TEKS and prepare students for TAKS.
6. Gilmer High School will encourage parental involvement.
7. PLATO credit recovery program.
8. By their senior year, 80% of AP English students will take the AP exam

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Goal II: Special needs students are provided an appropriate education in the least restrictive environment.

Objectives:

1. Special Education students will be provided an appropriate education in the least restrictive environment.
2. ESL students are provided support services as determined by LPAC decisions.
3. GT students are offered extensions and enrichment activities through classroom collaborative opportunities.
4. Dyslexia services are provided for those students identified as in need of them.
5. 504 services are provided as per I.D.E.A. regulations.
6. Pregnancy related services are provided as required.
7. Homebound instruction is provided when necessary.

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Goal III: Gilmer High School will maintain a safe and orderly learning environment.

Objectives:

1. Parental involvement is solicited by teachers and administrators.
2. A school resource officer provides additional security on campus.
3. A crisis management plan is to serve as a guide during emergencies.
4. Discipline policies and procedures are in place and consistently followed.
5. Counseling is available for those with persistent discipline problems.
6. A peer helpers program will be instituted to provide an alternative source of guidance for students.
7. A crime stoppers program will be instituted to enhance safety on campus.
8. Texas Behavior Support Initiative training has been provided for all staff.
9. A drug dog monitors the campus.
10. In-school suspension keeps students on campus.
11. Virginity Rules curriculum will equip students to make better decisions.
12. HEART – Assigned mentors will monitor and encourage at-risk students.

Campus Improvement Plan
Goal I Objective I

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
1.1.1. Teach TEKS related materials across the curriculum	Regular Budgeted Salaries	Staff, Principal, Curriculum Director	TAKS Results	Each 6 weeks	90% of all students passing all portions of TAKS
1.1.2. Department meetings within the school day	R.B.S.	Department heads, principal	TAKS Results	Each semester	Aligned Instruction
1.1.3. Reading Improvement courses For 9 th graders who failed 8 th Grade TAKS.	21,480 State Comp Funds .5 FTE	Counselors Principal	TAKS Results	Each semester	90% of all students passing all portions of TAKS
1.1.4 Use of TAKS data to drive Instruction.	R.B. S.	Principals, curriculum director	TAKS Results	Each 6 weeks	Focused remediation of TEKS skills
1.1.5. Tutorials before and after school and during the day.	3,740.00 .11 FTE	Principal	Failure Rate	Each 6 weeks	Decrease in academic failures
1.1.6 Benchmark TEKS assessment	R.B.S.	Department Heads Principal	TAKS Results	Each 6 weeks	90% of all students passing all portions of TAKS
1.1.7 PLATO Credit Recovery allows students to pass classes and stay on track for graduation	9 th grade success grant	Lola Hollis	Report Cards	Each 6 weeks	Final Report Cards

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Goal 1 – Objective 3

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative
1.3.1. Teachers target and refer possible dropouts to administration and counselors	R.B.S	Faculty, Counselor, Principal	Campus dropout statistic	Each 6 weeks	Decrease dropout rate.
1.3.2. Counselors work to identify students with special needs.	Title I 50,226 1 FTE	Counselor	Campus dropout statistics	summer	Decrease dropout rate.
1.3.3. Pregnancy Related services	5000 SCF .14 FTE	Lola Hollis	Campus dropout statistics	Each 6 weeks	Decreased dropout rate
1.3.4. Place potential dropouts in Motivating electives	R.B.S	Counselor	Campus dropout statistics	Each 6 weeks	Decreased dropout rate
1.3.5. Offer credit recovery in PLATO lab before school, and on Saturdays	4,550 9 th grade initiative grant .13 FET	Counselor	Campus dropout statistics	Each 6 weeks	Decrease dropout rate
1.3.6. Develop a cooperative effort with local social services agencies to provide tutoring and Special skills for at-risk students.	ETCADA, Local law Enforcement	Principal	Decrease number of absences	Each 6 weeks	Decrease dropout rate
1.3.7. A student attendance incentive program will provide motivation for students	6,000	Attendance committee	Attendance statistics	Each semester	Increased attendance rate

Strategies	Resource	Person Responsible	Formative Evaluation	Time Line	Summative Evaluation
1.1.8 Individual TAKS tutoring pull - out . Program TAKS lab.	15,287 State comp Funds .5 FTE	Counselors	TAAS Results	Each 6 weeks	100% of final passing rate for TAAS
1.1.9 New Jersey Writing training for all English teachers	R.B.S.	Principal	Training Records	Each 6 weeks	90% of all students passing all portions of TAKS
1.1.10 Integrated curriculum/thematic Approach	Time	Principal	Six meetings per year	Each 6 weeks	90% of all students passing all portions of TAKS
1.1.11 Integrated planning & assessments Daily department meeting time as well as individual conference periods	Time	Principal	Weekly Assessments	Each 6 weeks	90% of all students passing all portions of TAKS
1.1.12 Technology integration to provide hands on training for at-risk Students. PLATO lab	9 th grade success initiative gra	Principal	Usage Records	Each 6 weeks	90% of all students passing all parts of TAKS
1.1.13 A writing lab provides enhanced opportunities for students	Title I 14,493 1 FTE	Principal	Usage Records	Each 6 weeks	90% of all students passing all parts of TAKS
1.1.14 Improve analytical & critical thinking skills through the use of technology & other hands-on materials	Data project Computers	English Department Head	Lesson Plans	Each 6 weeks	90 % of all students passing all parts of TAKS
1.1.15 A hands-on support course for Algebra I, A Squared E Squared, will be added to the math Curriculum	\$6,500	Principal	Report cards	Each 6 weeks	Test Scores
1.1.16 Summer school Algebra I will be provided For those needing extra help	\$ 4,500	Principal	Records	Each 6 weeks	Test Scores

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Goal 1 – Object IV

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
1.4.1. Administer PSAT to all Sophomores and Juniors	3000	Counselors	Testing Roster	October	Familiarization with testing format
1.4.2 Provide SAT/ACT preparation Seminars	2000	Department Heads Sigrid Yates	Curriculum Documents	Each semester	Higher Scores
1.4.3 Hold College Night to inform students of college opportunities, applications , procedures, etc.	None	National Honor Society Sponsors	College entrance reports	November	Students will know college requirements.
1.4.4 Hold parent seminar to fill out FAFSA forms	PTSO	PTSO president, Austin College Counselors	Attendance Sheets	February	Financial aid received
1.4.5 Train teachers in SAT/ACT Preparation	8000	Curriculum director	Preparation to teach course	Summer	Successful training sessions
1.4.6 Pre-AP and AP training for Teachers	AP Seminars	Curriculum	Teach AP Strategies in all classes	Summer	Increase enrollment in AP classes

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
1.5.1 Use of Region VII consultants	Sub Pay	Principal	Test Scores	Each semester	More aligned curriculum targeted teaching
1.5.2. ILD training for new teachers	3,612.50 Title I .103FTE	Principal	Test Scores	Summer	90% of all students passing all portions of TAKS parts
1.5.2 Cooperative Learning training and other district-wide training	District Budget	Sigrid Yates	In-service records	Summer	90% of all students passing all parts of TAKS
1.5.3 Regularly scheduled dept. meetings	R.B.S.	Principals	Test Scores	Each semester	90% of all students passing all parts of TAKS
1.5.3 TEX-TEAM modules for science and math teachers	Region VII	Principal	Report Cards	Each semester	90% of all students passing all parts of TAKS
1.6.1 Teachers are required to contact parents for academic & behavior issues	R.B.S	Teachers	Phone logs	Each 6 weeks	Phone logs
1.6.2 Counselor / Parent / Student conference for all students.	R.B.S.	Counselors	Records	Spring	Records
1.6.3 Counselor Newsletters mailed home with report card	R.B.S.	Counselors	Newsletter	Each 6 weeks	Newsletter
1.7.1 A PLATO Recovery lab allows students to recover lost credit	R.B.S	Lab Aide	Records	Each semester	Graduation rates
1.8.1 AP students will be expected to take AP exams	R.B.S.	AP teachers	Records	May	Records

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Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
2.1 Special Education students will be provided appropriate education in the least restrictive environment.	Special Ed Budget	Juanez Fuller	Report Cards	Each semester	Annual Review
2.2 ESL students are provided support services as per LPAC decisions 2.2.1 “ Sheltered English “ training will be to teachers from each department	ESL funds	Glenda White	Report Cards	Each semester	LPAC Meeting
2.3 Gifted and Talented students are offered extension and enrichment activities in the classroom, collaborate during pull-out time, and participate in individual projects.	GT funds	Katie Manck	Projects	Each semester	End-of –Year Report
2.4 Dyslexia services are provided for students identified as in need of them	R.B.S	Sharon Putman	Report Cards	Each semester	End-of-Year Report
2.5 504 services are provided as per I.D.E.A. regulations	R.B.S.	Kathy Musick	Report Cards	Each semester	Final Grades
2.6 Pregnancy related services are provided as required	State Funds	Lola Hollis	Records	Each semester	Graduation Rates
2.7 Homebound instruction is provided As necessary	9,349.76 .27 FTE	Juanez Fuller	Records	Each semester	Graduation Rates

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
3.1 Parental involvement & support is Solicited by teachers and administrators.	Title I 348 time .01 FTE	Teachers & Principals	Discipline Records	Each semester	A safe and orderly learning environment
3.2 A school resource officer provides additional security on campus	14,176 .40 FTE	SRO, Principal	Discipline Records	Each semester	A safe and orderly learning environment
3.3 Crises management plans in place to serve as guides during emergencies	R.B.S.	Principals	Plan Review	Each semester	Incident Review
3.4 Discipline management policy procedures are in place and consistently followed.	R.B.S.	Principals	Discipline Rewards	Each semester	A safe and orderly learning environment
3.5 Counseling services are available for those with persistent discipline problems	R.B.S.	Counselors	Counseling logs	Each semester	Discipline records
3.6 A peer helpers program will be instituted to provide an alternative source of guidance for students	Time	Sponsors	Meeting Records	Each semester	A safe and orderly learning Environment
3.7 A Crime Stoppers program will enhance safety on campus	Donations	SRO	Incident Reports	Each semester	A safe and orderly learning environment
3.8 Texas Behavior Support Initiative training	R.B.S.	Juanez Fuller	Training	Each semester	A safe and orderly learning environment
3.9 Monitoring of campus by drug dog	Title IV Southwest Drug 2,673	Principal	Number of Alerts	Each semester	A save and orderly learning environment
3.10 In-school suspension keeps students on campus	Title I 13,179.55 1 FTE	Principal	Discipline Records	Each semester	A Safe and orderly learning environment

Goal I obj. I

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Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
4.1 Career and Technology education will Provide training for students to participate in the work force.	CATE	Russell Thomas, CATE Director	Report Cards	Each semester	Student will be able to participate fully in the economic opportunities of Texas and the nation
4.2 Air Force Junior ROTC will provide students with the opportunity to explore military careers.	Air Force and R.B.S.	Captain Mack Board	Report Cards	Each semester	Students will develop leadership skills, self-discipline, and become acquainted with military career opportunities.
4.3 P.T.S.O. seminars will serve as a Resource for parents and students	P.T.S.O.	P.T.S.O. President, Principal	Attendance Sheets	Each semester	P.T.S.O. will provide parent and student education seminars, FAFSA workshops, and opportunities for parental involvement
4.4 College Night will provide students and parents access to college recruiters	Resources Time	Person(s) Responsible NHS Sponsors	Formative Evaluation Attendance Sheets	Time Line Fall	Summative Evaluation College Night will allow students and parents to learn about college requirements and opportunities
3.11 A Virginy Rules curriculum will be taught to all students	Time	Kathy Musick	Surveys	Spring Semester	Surveys, Pregnancy records
4.5 U.I.L. academic competition will offer students enrichment opportunities	Time	U.I.L. Academic	Participant rosters	Each semester	Students will have opportunities to compete in academic skills contests
3.12 HEART mentors will be assigned to at-risk students	Sponsors, R.B.S.	Sponsors Kathy Musick	Report Cards and Discipline Records	Aug- May	Report Cards and Discipline Records

Strategies	Resources	Person(s) Responsible	Formative Evaluation	Time Line	Summative Evaluation
4.6 Student clubs and service Organizations will provide leadership and service opportunities for students	Fundraisers, Time, R.B.S	Club Sponsors	Club Rosters	Each semester	Students will have opportunities for community service
4.7 A 9 th grade success initiative grant will provide opportunities for credit recovery	Grant	Principal	Student Transcript	Each semester	On-time graduation
4.8 A fine arts program will provide cultural enrichment opportunities for students	R.B.S.	Fine Arts Teachers	Report Cards	Each semester	Increased graduation rates
4.9 An athletic program will provide Competitive outlets for students	Athletic Budget	Jeff Traylor	Report Cards	Each semester	Increased graduation rates
4.10 AVID will equip students for a rigorous curriculum	Title I 11,069.75 .32 FTE	Paula Power	Report Cards	Each semester	Increased number of college bound students

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Goal IV: Gilmer High School will provide enhanced opportunities for students success.

Objectives:

1. C.A.T.E will provide training for students to participate in the economic and educational opportunities of Texas.
2. Air Force ROTC will provide students with the opportunity to explore a military career.
3. PTSO seminars will serve as a resource for parents and students.
4. College Night will provide students and parents access to college recruiters.
5. U.I.L. academic competition will offer students enrichment opportunities.
6. Student Clubs and service organizations will provide leadership and service opportunities for students.
7. A 9th grade success initiative grant will provide opportunities for credit recovery.
8. An exemplary fine arts program provide cultural enrichment opportunities for students.
9. An exemplary athletic program will provide competitive outlets for students.
10. AVID will equip students for a more rigorous curriculum.