



2010 – 2011 CAMPUS IMPROVEMENT PLAN

**ALEDO HIGH SCHOOL
1000 Bailey Ranch Road
Aledo, TX 76008**

THE ALEDO HIGH SCHOOL 2010 – 2011 CAMPUS IMPROVEMENT PLAN COMMITTEE MEMBERS ARE:

Dan Peterson - Principal (Chair) _____

Tessa Maurer – Teacher _____

Doug Funk – Assistant Principal _____

Jennifer Williams – Teacher _____

Cheryl Jones – Assistant Principal _____

Robert Boehler – Teacher _____

Julie Baker – Librarian _____

Jim Moody – Business Member _____

Rebecca Stewart – Counselor _____

Jeanan Paul - Business Member _____

Gloria Andrews – Teacher _____

Catherine Hart – Community Member _____

Melissa Vowell – Teacher _____

Betty Scott – Community Member _____

Christy Collard – Teacher _____

Kittie France – Parent _____

Rhiannon Liddell – Teacher _____

Stacy Linn – Parent _____

Faculty members were selected by nomination and elected by Aledo High School faculty. Parent, community, and business representatives were selected by the principal.

Committee met, reviewed, and reached consensus on revisions and additions to Campus Plan on September 27, 2010.

Aledo High School Campus Goals:

- 1. Student Achievement**
- 2. Safe School Environment**
- 3. Technology**
- 4. School/Parent/Community Involvement**
- 5. Personnel**
- 6. Resources and Facilities**

MOTTO:

ASPIRE TO EXCELLENCE

MISSION STATEMENT:

ALEDO HIGH SCHOOL IS COMMITTED TO EXCELLENCE IN EDUCATION BY SETTING THE STANDARD FOR EXCEPTIONAL CHARACTER, ACADEMICS, AND COMMUNITY.

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

Demographics

Narrative: Aledo High School student population continues to change each year. Our total student population is 1443.

- **White-1255** **87%**
- **Hispanic-142** **10%**
- **American Indian-10** **1%**
- **African American-16** **1%**
- **Asian-20** **1%**
- **Economically Disadvantaged-129** **9%**
- **Completion Rate-355 (2009)** **98.9%**
- **Dropouts-4** **1.1%**
- **Discipline referrals-552**

Aledo High begins our Campus Needs Assessment each spring and finalizes the plan during September. All of the data listed at the end of the narrative section is reviewed by our Campus Advisory Team (CAT) which includes AHS staff, parents, business and community members.

Strengths:

AHS has a veteran staff that does an excellent job of tracking student's progress during the year. They monitor benchmark data to adjust curriculum needs as they become evident and adjust content to meet campus needs. Excellent curriculum plans and guidelines are utilized by the staff to maintain the level of excellence that is expected at AHS.

Needs:

Continue to target sub populations (Hispanic and Eco-Disadvantaged) related to assessment system and student needs.

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

School Context & Organization

Narrative:

Aledo High School is a 10th through 12th grade campus for the first time, due to the opening of the Aledo Freshman campus. We pride ourselves on our excellence in Academics, Fine Arts and Athletics. We provide a wide range in instruction from remedial courses and credit recovery to AP and College level dual enrollments classes. Our faculty has been busy since August adjusting to the campus schedule change from the modified block to a traditional 7 period day. We will watch this transition closely through our failure rates at the end of each six weeks. We revised the grading policies at the start of the year to make sure everyone was on the same page within the departments. We will continue to use our campus planning group and department chairs along with faculty meetings to gather and disseminate information during the year.

Strengths:

Staff collaboration

Commitment to our students

Parent/Community support

Needs:

Monitor transition of the staff and students due to the new schedule

Increase communication between staff and parents

Increase communication between administration and staff

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

Student Achievement

Narrative:

AHS staff and students worked tirelessly to show the gains on TAKS last year. The campus received a Recognized status just missing Exemplary. We disaggregated the data in August and discussed the targeted areas for the 2010-2011 year. AHS also received 7 of 14 Gold Performance Acknowledgments last year.

AHS will continue to work towards improving student achievement through staff development and program changes as needed after observing benchmark data and other assessments during the year. We will also work on improving student attendance, lowering discipline referrals, and building connections with students.

Strengths:

**ELA and Social Studies were above 90% in all subpopulations
Growth in 16 indicators on TAKS last year with no losses**

Needs:

**Target economically disadvantaged students in Math and Science on TAKS
Target Hispanic subpopulation in Science on TAKS
Increase completion rate for economically disadvantaged students**

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

Curriculum, Instruction & Assessment

Narrative:

With the transition to the traditional schedule, we will be monitoring failure rates, test scores, and other assessments to make sure that we make a smooth change to the new schedule. We will implement the new Eduphoria program to allow teachers to quickly access their student's benchmark data and other critical information. We will continue to use our RtI team to identify and support our struggling students.

Strengths:

Most staff members seem to like the 7 period day

District curriculum guides along with the scope and sequence

Needs:

More time to plan both vertically in department and horizontally by subject

Continue to provide research based staff development to improve student achievement

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

School Culture & Climate

Narrative:

Aledo High School is a campus that is full of supportive staff members that focus on helping students thrive during their three years at our campus. We have experienced great success in Fine Arts, Student Organizations, Academics, and Athletics over the years and it is a tradition that each group wants to continue to build upon. The staff morale is upbeat and we will remain conscious of times that we need to focus on maintaining that energy. Our student body is full of involved and caring students that are preparing themselves for their time in college or their chosen careers.

Strengths:

Great tradition of excellence in Academics, Fine Arts and Athletics

Caring staff

Commitment to our students and fellow staff members

Needs:

Be aware of recognition that is due to all groups during the year

Continue to monitor the transition to a 7 period schedule through six week failure rates

Monitor our at-risk students for signs of increased need for intervention

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

Technology

Narrative:

The installation of the SmartBoards into the classroom has been an excellent addition to our use of instructional technology. Document cameras are also a tool that is used daily in most classrooms at AHS. Smart response systems are available to gather instant feedback and data for the teachers and students. Each classroom also has a minimum of four Extenda computers for student use during the day.

Strengths:

Excellent classroom resources

Rebekah McPherson is an excellent resource in the instructional technology needs of our campus

On-line training provided by the district

Needs:

Possibly adding more staff to meet the needs of the increased technology

Time for additional training on the technology

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

Family & Community Involvement

Narrative:

Aledo High School is fortunate to have great community support for all our students. Our business members are quick to provide support and our families attend our Athletic, Fine Arts and Academic events in great numbers. We have our Open House each year in September along with an enrollment meeting in February to keep out parents informed. We need to work towards improving our communication with our stakeholders through our website, Alert Now phone system and other methods available to the campus.

Strengths:

Parent Portal for grading status and attendance of students has been very helpful

Supportive community members and businesses

Active student involvement in the community through service projects

Aledo ISD COMMUNICATOR Newsletter

Needs:

Update District and campus web pages more frequently

Strengthen PTO support for our campus

Advertise college awareness programs to parents

**Aledo High School
Comprehensive Needs Assessment
2010-2011 School Year**

Staff Quality, Recruitment & Retention

Narrative:

Aledo High School has a professional staff of 74 teachers and 5 paraprofessionals. The AHS staff is a group of veteran teachers along with some newer staff members that are committed to student excellence. We will continue to utilize our Title II funds (\$20,249) to provide our staff with researched based training throughout the school year. We will make use of the district offered training session along with the Region XI opportunities to strengthen our staffs' expertise. The staff has been very open and supportive during the transition.

Strengths:

100% highly qualified staff

Experienced staff

Low teacher turnover rate

Needs:

Continue to provide staff development for technology implementation in the classroom

Continue to recruit highly qualified candidates for the hiring pool

Comprehensive Needs Data Sources

The following data sources were used to verify the comprehensive needs assessment analysis:

- **AEIS data**
- **AYP data**
- **PBMAS data**
- **Texas Assessment of Knowledge and Skills (TAKS), TAKS Accommodated, TAKS M, and TAKS Alt**
- **TELPAS results**
- **District goals**
- **Campus goals**
- **Previous year's campus plans**
- **Attendance records**
- **Completion rate**
- **Non-Mastery reports**
- **Benchmark results**
- **Student, Staff and parent surveys**
- **Staff development surveys and evaluations**
- **Discipline records**
- **Federal and State planning information**
- **Campus and Department meeting**

Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #1: Student Achievement.

Objective #1: To have all students pass EXIT - Level TAKS by projected graduation date (4 year completers), and to maintain scores. To have all students pass EXIT - Level TAKS by projected graduation date (4 year completers), and to maintain scores needed for the highest accountability rating on the state and federal standards (AEIS and AYP).

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Continue to focus instruction on TEKS in Math, English, Science and Social Studies to prepare for TAKS.	Core Subject Teachers	TEKS, Team Plan, ESC Workshops, Curriculum Guides	August 2010 June 2011	Benchmark data Eduphoria reports TAKS results	Admin. and Dept. Chairs through observation, team planning and syllabus review. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C
2. Continue to align curriculum for Math, English, Science and Social Studies vertically and horizontally for coverage of 9-11 TEKS in preparation for TAKS.	Core Subject Teachers, Department Chairs, Campus and District Administration.	TEKS, District Curriculum Writing, Release Time, District Administration	August 2010 June 2011	Benchmark data Eduphoria reports TAKS results	Completion of revisions to Curriculum Guides, evaluation by all core staff in relationship to TAKS results. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C
3. Continue to implement software program (Read 180) for reading improvement of identified students reading below grade level.	Read 180 Teacher, Administrators	Campus Budget, AHS Allotment \$8,000	August 2010 June 2011	Read 180 reports TAKS ELA results	Year end test results and Lexile scores. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C
4. Further implement Plato, Study Island, and USA Test Prep software as preparation material for TAKS Math, ELA and Science Bridge classes.	Department Chairs, Core Subject Teachers, Administration	Instructional Budget, AHS Allotment \$30,000	August 2010 June 2011	Software report to show student progress P.O. for software	Dept. review and recommendations at end of the year. Tests results. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C

Last Updated: 10/11/10

Title I Schoolwide Components: CNA = Comprehensive Needs Assessment, RS = Reform Strategies, HQ = Highly Qualified Staff, PD = Professional Development, R/R = Recruitment and Retention, PI = Parent Involvement, T = Transition, A = Teacher Involvement in Assessment, M = Assistance for Mastery, C = Coordinate Programs

Assessment: AEIS = Academic Excellence Indicator System, AYP = Adequate Yearly Progress, PBMAS = Performance Based Monitoring Analysis System, SPP = State Performance Plan, TAKS = Texas Assessment of Knowledge and Skills, TELPAS = Texas English Language Proficiency Assessment System, LAT = Linguistically Accommodated Testing

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5. Continue to familiarize students with TAKS terminology and question format using TEA samples.	All Faculty	Released TAKS, Study Guides	1/2011 6/2011	Benchmark testing results in Eduphoria	Review after each TAKS Benchmark. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C
6. Utilize Benchmark testing to determine areas in need of remediation.	Faculty, Administration, RtI Committee	Eduphoria Data	August 2010 June 2011	Benchmark results in Eduphoria	Analyze after each Benchmarking. 2010 - 2011 school year	CAN, RS, HQ, PD, M, C, A
7. Continue to implement TAKS remediation activities in Math, ELA, Science and Social Studies for students who are in need based on Benchmark scores and class performance.	Core Subject Teachers, All Classes, RtI Committee	Eduphoria Data, Released TAKS, ESC Workshops Title II \$ 20,294	August 2010 June 2011	Lesson Plans Benchmark results TAKS results Budget Master Schedule	Rosters for Bridge and CRAWG . RtI plans will reflect interventions. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C, A
8. Needs of individual sub-groups will be addressed toward the goal of passing the 9th, 10th and 11th grade Exit-Level TAKS.	All Staff	TAKS Scores Benchmark Scores	June 2011	Benchmark data Eduphoria reports TAKS results	Students will demonstrate improvement each year on TAKS. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C, A
9. Utilize the Eduphoria Program to better plan remediation for students and the enrollment in TAKS Bridge classes.	Faculty & Staff	Eduphoria	1/2011 6/2011	Benchmark data Eduphoria reports TAKS results	Test performance scores. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C, A
10. Student participation in TAKS-Alt, TAKS-M, and TAKS will meet ARDC guidelines/graduation requirements.	ARDC	ARD documents	June 2011	IEP documents Assessment results	Testing will reflect passing scores. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C, A

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Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
11. Prioritize and address needs of migrant and LEP students who are at risk of failing core subjects and/or TAKS.	All Staff	Instructional Budget, TAKS Scores, Benchmark, Region XI SSA Title III \$1,000	1/2011 6/2011	AEIS report Failure report	Students will demonstrate improvement in grades and test scores. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C, A
12. Maintain support classes concentrating on remediation will prepare students who have not demonstrated sufficient skills in the past or met minimum expectations on Benchmarks (Bridge Math, Science, and ELA).	Department Chairs, Administration	TAKS Scores, Benchmark Scores	1/2011 6/2011	Class rosters Benchmark data Eduphoria reports TAKS results	Students will demonstrate improvement. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C, A
13. Further develop and implement pull-out programs to prepare for TAKS testing (Calculator workshop, Test Taking Strategies, Test Anxiety, Science Workshop, Individual small group testing).	Faculty, Counseling, Administration	Math and Science Staff, Tutors, AHS Allotment \$8,000	June 2011	Benchmark data Eduphoria reports TAKS results	Students will demonstrate improvement. Review all related data. 2010 - 2011 school year	CNA, RS, HQ, M, C, A
14. Continue to implement credit retrieval classes utilizing software for math, science, and ELA in order to assist students in staying on track to graduate on time with 4 x 4 requirements.	Administrators, Plato Teachers	Staff, AHS Allotment, Master Schedule	1/2011 6/2011	Passing rate Graduate rate	Students will retrieve credits in core classes. 2010 - 2011 school year	CNA, RS, HQ, M, C

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Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
15. Continue to implement a "Credit Retrieval as We Go" program utilizing an "8th" hour class slot and software to help address needs of failing students in core subjects.	Administration, Faculty, Plato Teachers	Flexible Scheduling, Campus Budget and Personnel, AHS Allotment	End of each 6 weeks	Plato reports Failure reports Completion rates	Students will demonstrate credit recovery and result in fewer year failures. 2010 - 2011 school year	CNA, RS, HQ, M, C
16. Continue to seek out and implement research-based strategies by non-core subject teachers to assist in TAKS preparation for core subjects.	Administration, All Teachers	Staff, Instructional Budget, Staff Development Title II \$20,294	1/2011 6/2011	Purchase Orders	Students will demonstrate improvement. 2010 - 2011 school year	CNA, RS, HQ, PD, A, M, C
17. ESL students will make one year's growth on TELPAS in listening, speaking, reading and writing.	Administration, Teachers	10/11 Instructional Budget Title III \$4,000	6/2011	TELPAS results	TELPAS scores will reflect one year's growth. 2010 - 2011 school year	CNA, RS, HQ, PD, A, M, C

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Aledo High School Campus Improvement Plan
2010-2011 School Year
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Goal #1: Student Achievement.

Objective #2: Meet or exceed Gold Performance Acknowledgement Standards for the percent of examinees scoring at or above commended performance on TAKS (AEIS).

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Enrich instruction in Math and ELA with College Board curriculum.	English and Math Teachers, Administration	College Board, 10/11 Budget,	Daily	AEIS report AP results	Comparative gains from last year during the 2010 - 2011 school year	CNA, RS, HQ, PD, A, M, C
2. Utilize Eduphoria software to focus on "value added" measures for students who are already passing TAKS but moving towards commended.	Grades 9, 10, 11	Eduphoria, AHS Allotment	June 2011	AEIS report	Comparative gains from last year during the 2010 - 2011 school year	CNA, RS, HQ, PD, A, M, C

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Aledo High School Campus Improvement Plan

2010-2011 School Year

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Goal #1: Student Achievement.

Objective #3: The results of SAT and ACT will continue to improve while remaining above state and national averages and the number of students qualifying for NMSQT will increase.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. PSAT/NMSQT will be given to all sophomores and interested juniors.	Counselors	PSAT, NMSQT	October 2010	Test taker numbers and results	Record and assess the results of the PSAT for the 2010 - 2011 school year.	CNA, RS, HQ, PD, M, C, A
2. ACT/SAT/THEA review materials and computer prep programs will be made available to students through counseling, office and library.	Librarian, English and Math Teachers, Counselors	College Board, Internet	1/2011 6/2011	Program reports	Record and assess the results of each test for the 2010 - 2011 school year.	CNA, RS, HQ, PD, M, C, A
3. Use SAT/THEA format in classroom testing.	English & Math Departments	Staff, College Board	1/2011 6/2011	Lesson Plans	ELA And Math Dept. chairs provide format, teachers will evaluate student improvement in written form. 2010 - 2011 school year	CNA, RS, HQ, PD, M, C, A
4. Remain a SAT and ACT testing site.	Counseling Staff	Staff College Board	June 2011	SAT/ACT site listing	Review at end of year for participation.	C
5. Continue to implement PSAT/SAT Prep class for interested students outside of school hours.	Administration, English & Math Teachers, SAT Prep Coordinator	AHS Allotment \$2,500	September 2010 June 2011	Class enrollment records	Assess results of test; analyze improvements for individual students during the 2010 - 2011 school year.	RS, C, A, M
6. Continue to implement a targeted 11th grade group for PSAT Prep Class to increase National Merit Qualifiers.	SAT Prep Coordinator, Teachers & Administrators	Staff & PSAT Prep Class	September 2010	Merit scholar numbers and test results	Access results of PSAT scores for targeted group before and after Prep Class.	RS, C, A, M

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Aledo High School Campus Improvement Plan

2010-2011 School Year

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Goal #1: Student Achievement.

Objective #4: The AP exam participation will increase with scores above state average in all subjects offered.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Increase number of students enrolled in and completing Advanced Courses.	All Staff	Staff	1/2011 6/2011	Teacher rosters AEIS report	AEIS and PEIMS info. 2010 - 2011 school year	CNA, RS, C
2. Continue to facilitate vertical alignment of Pre-AP courses with AP courses.	District & Campus Administration, Pre-AP & AP Teachers	Staff, College Board	1/2011 6/2011	Teacher lesson plans AP scores Failure reports	Curriculum for grades 9-12 in Pre-AP to AP will reflect alignment.	CNA, RS, HQ, PD, C, A, M
3. Continue to review AP curriculum and teaching strategies.	Administration, Pre-AP and AP Teachers	Staff, College Board	June 2011	AP scores	Pre-AP & AP results	CAN, RS, HQ, PD, C, A, M
4. Encourage GT students to enroll in Pre-AP and AP classes.	Counselors, Faculty, Media	Staff	1/2011 6/2011	Class Rosters	Enrollment numbers will increase for 2010 - 2011 school year.	RS, PI, A, M, C
5. Conduct AP information night for parents as part of college guidance preparation by counselors prior to June registration targeting GT services, graduation requirements and the importance of class rank and advantages of finishing in the top 10%.	AP Testing Coordinator, Media, Counselors	Staff, Media, College Board	June 2011	Meeting agenda Calendar date	Calendar will reflect night was held, and documentation of the agenda during the 2010 - 2011 school year.	RS, HQ, PI, M, C
6. Continue to provide College Board training for teachers of PAP and AP courses.	Administration, AP & PAP Teachers	District Budget, State Reimbursement Title II \$20,294	Summer 2011	Teacher Certificates P.O's for training	Records of teacher training for the 2010 - 2011 school year.	HQ, PD, C

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Objective #4: The AP exam participation will increase with scores above state average in all subjects offered.

7. Continue to submit AP Course Syllabi for AP audit to validate appropriate content of courses.	Administration, AP Teachers	Staff	September 2010	College Board report	Audit Report from College Board for the 2010 - 2011 school year.	HQ, PD, C
8. Recognize student achievement on AP tests.	AP Testing Coordinator, Media	Staff, Media, Press Releases from College Board	Summer 2011	Senior awards program and newspaper release	Students who excel on AP test will be given recognition in local news.	C
9. Broaden course offerings to include academic rigor of depth, complexity and creativity.	Administration, Department Chairs	Staff, 10/11 Budget	1/2011 6/2011	Course offering booklet	Elective course offerings will reflect. 2010 - 2011 school year	HQ, PD, C

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Goal #1: Student Achievement.

Objective #5: To enhance student opportunities in Vocational/Electives/Technology/Career Guidance.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Explore areas for programs designed to provide greater CTE opportunities for all students.	Campus Administration, CTE Teachers, Counseling	Staff, ESC XI, Weatherford College, Tarrant Co. College, Weatherford ISD SSA	June 2011	Meeting agendas	Scheduled meetings during the 2010 - 2011 school year.	T, C
2. Utilize labs and COWS made available for class use.	All Staff	10/11 Budget, Facility, Tech. Directory	Daily	SharePoint calendar	Data review of use for 2010 - 2011 school year.	M, C
3. Allow for staff development opportunities where teachers will incorporate technology into lessons.	Trained Staff	Title II finds \$20,294 Staff	Throughout the 2010-2011 year	Sign in sheets and agendas	Sign-in sheets, in-service evaluations.	PD, M, C
4. Continue to conduct Career Fair at AHS to acquaint students with professional and vocational careers.	Administration	Staff, Community	11/2010	Evaluation forms	Written evaluations from student and speakers.	T, C
5. Continue to expand Distance Learning opportunities for staff.	Administration	ESC XI	1/2011 6/2011	Class rosters and course description book	Data review at end of the year.	PD, C
6. Continue to offer and expand Distance Learning Classes/Dual College Credit.	Administration, Counseling, DLC Coordinator	ESC XI, Weatherford College H.A.S. \$44,700 (1 FTE)	1/2011 6/2011	Class rosters and student transcripts	Review participation at year end.	RS, C, T
7. Increase enrollment in Dual Credit while in high school.	Administration, Counseling, DLC Coordinator	ESC XI, Weatherford College H.S.A. \$44,700 (1 FTE)	1/2011 6/2011	Class rosters and student transcripts	Review participation at year end.	RS, C, T
8. Continue to conduct a College Fair in the fall semester for 11th and 12th grade.	Administration, Counseling	Staff, Facility, Colleges and Universities	12/2010	College campus sign in forms	Review participation after fair.	T, RS, C

Last Updated: 10/11/10

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Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #1: Student Achievement.

Objective #5: To enhance student opportunities in Vocational/Electives/Technology/Career Guidance.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
9. Notify and encourage attendance at other local College Fairs or University Open Houses.	Administration & Counseling	Advisory Staff	October 2010	Student survey	Review participation at year end. 2010 - 2011 school year	T, PI, C
10. Continue staff development and implementation of Instructional Technology utilizing Smart Boards.	Administration & Teachers	Instructional Technology, Support Personnel Title II \$20,294	1/2011 6/2011	Staff survey Faculty agendas	Review participation and implementation of use at year end. 2010 - 2011 school year	PD, C
11. Explore on-line college course opportunities for students.	Administration & Counseling	State Universities, Staff	6/2011	Counselor meeting agendas	Review progress at end of 2010 - 2011 school year.	T, C
12. Increase awareness and participation of vocational course studies in cooperation with Weatherford High School.	Administration & Counseling	Weatherford High School, Co-op, Carl Perkins Funds	1/2011 6/2011	Class roster for CTE course	Review progress at end of 2010 - 2011 school year.	CNA, RS, T, C

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Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #1: Student Achievement.

Objective #6: To identify and solve special needs of all students to promote acceptance and academic achievement.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Utilize a collaborative process for continuous transition planning with input from parents, students, and community agencies. Transition Planning.	District and Campus Administration, Special Education Teachers, Diagnostician	Staff, Community Agencies	Each annual ARD meeting through June 2011	ARD paperwork and transition plans	SPP # 13 & 14 data Scheduled ARD meetings.	T, PI, HQ, PD
2. Utilize a district wide pre-referral process that focuses on team problem solving including a variety of support services for students. Initial Assessment Component.	Faculty, Counseling, Administration, RtI	Conference Time with RtI Committee	Each 6 weeks	Annual DNQ report for the 2010 - 2011 school year RtI meeting agendas	Improved student performance as indicated through testing and grades.	RS, HQ, PD, PI, M, C
3. A team of professionals and parents will consider a continuum of placement options, supplementary aides and services based upon the student's needs and IEP which results in the least restrictive placement of the student. Least Restrictive Environment.	Faculty, Counseling, Diagnostician, Administration	IDEA Funds for Related Service & Speech Staff Positions, Equipment & Supplies	Each annual ARD meeting through June 2011	Special education report PBMAS report	Students will be in least restrictive setting. 2010 - 2011 school year 125% report	RS, HQ, PD, PI, M, C
4. A team of qualified personnel and parents will appropriately use a revised re-evaluation process and focus assessment results in instructional implications. Re-evaluation.	Faculty, Counseling, Diagnostician, Administration	Variety of Schedules and Modifications	Each annual ARD meeting through June 2011	Failure reports	Students will receive appropriate instructional adjustments as indicated in test results and grades.	HQ, PD, PI, A

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Aledo High School Campus Improvement Plan
2010-2011 School Year
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Goal #1: Student Achievement.

Objective #6: To identify and solve special needs of all students to promote acceptance and academic achievement.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
5. Work towards acceptance of diversity and the incorporation of more diverse students in activities and organizations.	All Staff	Advisory, Sponsors	Daily	Discipline report in PEIMS PBMAS report	Improved participation and fewer discipline referrals over tolerance issues.	RS, HQ, PD, C
6. Appropriate staff will be train in the identification of homeless students including enrollment procedures and staff referrals.	All Staff	Homeless Liaison, Administration, Counselors Title I \$1,183	August 2010	Meeting agendas Sign in sheets	Written evaluation of procedures and services by Counseling and Homeless Liaison.	RS, HQ, PD, C
7. Provide assistance in the assimilation of migrant or ESL students without compromising their diversity.	All Staff	Advisory, Sponsors	Each 6 weeks	Discipline report in PEIMS PBMAS report	Improved participation and fewer discipline referrals over tolerance issues.	RS, HQ, PD, C
8. Appropriate services will be provided for homeless students including free/reduced lunch, tutoring, clothing, supplies and medical referrals.	All Staff	Homeless Liaison, AdvoCats Clothes Closet, PTO, Counseling, Administration, Title I Funds \$	Each 6 weeks	P.O's for supplies Advocats forms Tutoring lists	Written evaluation of procedures and services by Counseling and Homeless Liaison.	RS, C
9. Content Mastery will continue to be offered to all students.	CM Teachers, Administrators	Staff	Daily	CM sign in sheets or logs	Written evaluation at year end and data regarding number of students served.	CNA, RS, HQ, PD, M, C

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Aledo High School Campus Improvement Plan

2010-2011 School Year

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Goal #1: Student Achievement.

Objective #6: To identify and solve special needs of all students to promote acceptance and academic achievement.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
10. RtI (Response to Intervention) Committee will continue to operate to address the needs of struggling students and referrals to the district alternative campus to prevent dropouts.	Administration, RtI Committee	Staff	Midpoint and end of each 6 weeks	RtI meeting agendas RtI students rosters	Written evaluation by RtI Committee members, counseling staff. Drop out and Completion rate	RS, HQ, PD, PI, A, M, C
11. Continue to develop, clearly articulate and monitor sequential tiers of intervention for students at risk of school failure. (RtI)	Administration, RtI Committee	Staff, Campus Budget	Midpoint and end of each 6 weeks	RtI meeting agendas RtI students rosters	Evaluation of established tiers, utilization and success.	CNA, RS, HQ, PD, M, C
12. Related services are considered for each student with disabilities through a team approach and provided in a variety of service delivery options. Related services.	Faculty, Counseling, Diagnostician, Administration	OT, PT, Speech Therapist, Autism Team, AT Team, IDEA Funding	Each annual ARD meeting through June 2011	IEPs Related service logs	Related services reported by appropriate personnel as needed.	RS, HQ, PD, PI, T, A, M, C
13. Monitor ESL performance on the TELPAS in grades 9-12 to maintain continuous improvement.	All Staff & Administration	District Coordinator, TELPAS Test, IDEA Funding	1/2011 6/2011	TELPAS results	Increase in TELPAS scores.	CNA, RS, HQ, PD, A, M, C
14. Students will be referred to alternate settings such as TLC and GED to prevent drop outs.	Administration, Counselors	TLC, GED	Monitored daily	List of students in need referred to and involved in the programs will be monitored by counselors.	Completion rate AEIS data TLC enrollment list	RS, PI, A, C, M

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Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #1: Student Achievement.

Objective #6: To identify and solve special needs of all students to promote acceptance and academic achievement.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
15. The number of students completing the Recommended High School Program will increase encouraging student achievement not only in core subjects, but vocational and electives as well.	All Staff, Texas Scholars Program	Parents, Community Members, Texas Scholars, Counselors	6/2011	PEIMS report	PEIMS data will show increase in RHSP graduates.	CNA, RS, M, C
16. Identify and provide appropriate differentiation learning opportunities for students who are performing above grade level or who benefit from different methods of instruction.	All Staff	Staff Development, Staff	Daily	Failure reports AP results	Semester and year end documentation.	CNA, RS, HQ, PD, A, M, C
17. Increase college readiness as indicated by scores on TAKS - Texas Success Initiative.	All Staff	Staff, College Prep Classes	6/2011	AEIS report	Gains in scores compared from one year to the next.	CNA, RS, HQ, PD, A, M, C
18. Continue to implement Mentoring Program for At Risk Students.	All Staff	Staff, Community Mentors, Eduphoria Data	8/2010 1/2011 6/2011	Completion report Dropout numbers	Evaluate with participants at year end.	CNA, RS, PD, M, C
19. Continue to expand course offerings as needed and able to enhance student achievement.	Administration	District Budget	2/2011	Class rosters Course description book	Student pre-registration and surveys for the 2010 - 2011 school year.	CNA, RS, HQ, PD, M, C

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Aledo High School Campus Improvement Plan
2010-2011 School Year
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Goal #1: Student Achievement.

Objective #6: To identify and solve special needs of all students to promote acceptance and academic achievement.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
20. Continue to establish clearly defined campus coordinators responsible for the over-all implementation of services for students identified in special programs.	Administrators, Coordinators	Staff	8/2010 1/2011 6/2011	PBMAS report TAKS results	End of year evaluation by special education department.	CNA, RS, HQ, P, M, C, PI
21. Continue to establish proactive approach to assist students who are likely to experience academic, behavioral, and social difficulties in school. (RtI)	Administrators, At Risk Counselor, Staff	Staff	Midpoint and end of each 6 weeks	RtI rosters	Increase in assessment results for At Risk students.	CNA, RS, HQ, PD, M, C, PI

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Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #1: Student Achievement.

Objective #7: To emphasize the need for prompt attendance as it relates to student achievement and life-long habits.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Staff will contact parents when students are in danger of failing due to non-attendance.	All Staff	Staff	End of each 6 week period	Teacher records Administration records	Teachers will record parental contacts in grade book or other appropriate log.	PI, M
2. Attendance will be recorded each period and parents contacted by school staff when a student is absent.	All Staff, Attendance Clerk	Staff	Daily	Attendance reports Discipline records	Student absences and report log will be maintained by Attendance Clerk.	PI, M
3. Truancy referrals will be filed with appropriate court when warranted.	Administration	Parker County	End of each 6 week period	Attendance reports Discipline records	Referral process, number of referrals and results will be reviewed at year end.	PI, C
4. Tardy policy and unexcused absence policy will be enforced by all personnel.	All Staff	Staff	Daily	Attendance reports Discipline records	Data determining number of tardies and unexcused absences will be reduced for year.	T, C, M
5. To continue average attendance rate at 96% or better.	All Staff	Staff	End of each 6 week period	Attendance reports	Review attendance through PEIMS reports.	CNA, RS, PI, C
6. Utilize exemption policy from semester exams as a positive motivator for attendance.	All Staff	Staff	1/2011 6/2011	Attendance reports	Review data at year end.	C
7. Continue to implement parking lot security procedures for students leaving campus early.	Administration, AISD Police Department	Staff, District Budget, Parking Permit Proceeds	Daily	Discipline records	Review data at year end.	CNA, C
8. Continue to explore other options of positive motivators for good attendance.	Administration, All Staff, Principal's Student Advisory Group	Staff, Campus Budget, Media	1/2011 6/2011	Attendance reports	Review data at year end.	CNA, C

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2010-2011 School Year
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Goal #1: Student Achievement.

Objective #7: To emphasize the need for prompt attendance as it relates to student achievement and life-long habits.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
9. Expand use of district police department for home visits on truancy.	Administration, AISD Police Department	Staff	Every six weeks	Truancy reports	Review data at year end.	CNA, C

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Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #2: Safe School Environment.

Objective #1: To maintain a safe school environment and prevent violence, with a focus on drug and alcohol awareness and healthy lifestyle.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Maintain and enforce the Student Code of Conduct.	All Staff	Staff	Daily	Discipline records	Review records at end of year.	CNA, C
2. Maintain security equipment (surveillance cameras).	Police & Administration	10/11 Budget	Daily	Maintenance records	Review records at end of year.	CNA
3. Assemblies related to drug and violence prevention.	Counseling & Administration	SHAC, Campus Budget, Donations	June 2011	SharePoint calendar Agenda Discipline records	Reduction in drug related incidents on campus.	CNA, C, PI
4. School-wide behavior support program will be continued in all Special Education classes.	Administration, Counseling, Staff	Staff, 10/11 Budget, Campus Funds, Advisory	1/2011 6/2011	2010-2011 budget Staff meeting agendas	Review records at end of year.	CNA, C
5. Provide for preventative education concerning unwanted physical or verbal aggression, sexual harassment, and other forms of bullying.	All Staff	Staff, 10/11 Budget, Campus Funds, Advisory	June 2011	PEIMS records Discipline reports	Review records at end of year.	CNA, C
6. Continue to maximize utilization of DAEP as deterrence for violent acts.	Administration & Police	DAEP, Staff	Daily	PEIMS records Discipline reports	Review records at end of year.	CNA, C
7. Provide up to date training for staff regarding drug awareness.	Administration	District Budget, State Agencies	8/2010	Staff Development agenda	Increased awareness of drug types and slang terms.	CNA, PD, C
8. Continue to implement parking lot security and monitor individuals leaving campus or entering campus during the day.	Administration, AISD Police Department	District Budget, Parking Permit Revenues	Daily	Discipline records	Review records at end of year.	C
9. Continue to conduct FitnessGram and share information with students, parents, physical education teachers, and SHAC	Administration, Staff	Fitness Gram Program and Staff	June 2011	Fitness Gram reports SHAC minutes	Documentation of assessment and SHAC report.	RS, A, C

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Aledo High School Campus Improvement Plan

2010-2011 School Year

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Goal #3: Technology.

Objective #1: Enhance instruction, services and communication through technology for students, teachers and parents.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Continue utilization of Parent Portal in give parents access to their student's grades and attendance.	Teachers, Technology staff	District Technology staff Local funds	By 8/10	Survey results	District parent survey.	PI
2. Continue to offer Distance Learning Classes	Melinda Hale ESC XI	High School Allotment 44,700	By 8/10 & 1/11	Class rosters	Review participation at year end.	RS, C, T
3. Continue involvement in the Cyber Smart week to increase student, staff and parent awareness of risks involved with technology usage.	Gregg Holbert Rebekah McPherson Teachers	District technology staff, campus administration and teachers	By 10/10	Cyber Smart week on SharePoint	AISD Staff resource available along with staff feedback.	PI, PD
4. Continue the development of the technology committees and campus technology leaders to assist with the integration of technology in the classroom	Gregg Holbert Rebekah McPherson Teachers	District technology staff, campus administration and teachers	1/2011	Meeting sign in sheets Meeting agendas	District staff survey	C, PD

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Aledo High School Campus Improvement Plan
2010-2011 School Year
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Goal #4: Parental and Community Involvement.

Objective #1: To encourage and improve opportunities for parental and community involvement.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Continue to conduct information night for parents (including 8th grade parents) prior to June registration covering graduation requirements and the importance of class rank and advantages of finishing in the top 10% of the class, PSAT opportunities for 9th and 10th graders.	Administration, Counselors, Department Chairs	Counseling, Administration, PTO	Winter 2011	Meeting agenda SharePoint calendar	Calendar will reflect night was held, and documentation of the agenda.	PI
2. The community will be encouraged to participate in activities at the high school.	All Staff, Students, PTO, Local Newspaper	Media, Website	Daily	District survey results	Parent survey at end of the year.	PI, C
3. Notification through media, report cards, web page, AlertNow system and letters home of all school events.	All Staff	Staff, Media, Website	Each six weeks	District survey results	Parent survey at end of the year.	PI, C
4. Continue to establish webpage's for individual teachers linked to campus website to better communicate to parent's course information.	All Staff, Campus Webmaster	Technology, Staff	September 2010	District survey results	Parent survey at end of the year.	PI, C
5. Continue and increase community business leaders' participation in Texas Scholars and other high school activities.	Administration	Staff, Central Office, Administration	February 2011	District survey results	Parent survey at end of the year.	PI, C
6. Continue to provide Career Day to inform students about occupational choices in their future	Administration	Community Members, Staff, and Administration	November 2010	Occupation Student survey, speaker sign in sheet	Increased student occupation understanding.	PI, T, R/R

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Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #4: Parental and Community Involvement.

Objective #2: To provide character education, good role models, and to foster a sense of community within the school.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Special activities will be planned to showcase fine arts and foreign language departments with an emphasis on multiculturalism.	Fine Arts, Foreign Language Department	Staff, Campus Budget	November 2010	RSCCC rosters	Increased number of students participating in fine arts.	PI, C, T, CNA
2. Student participation will increase in school sponsored organizations and clubs.	All Staff	Staff, Advisory Period	6/2011	Club and organization rosters	Teachers will evaluate at year's end in written form and student survey.	C, T, CNA
3. Advisory scripts will address self-esteem.	Counselors and Teachers	Character Ed. Material	6/2011	Advisory agendas and handouts	Teachers will evaluate at year's end in written form.	CNA, T, C
4. Student participation will increase in all U.I.L. activities, academic and athletic	All Staff	UIL Coordinator, 10/11 Budget	6/2011	RSCCC rosters Club rosters	Comparison of previous year U.I.L. student involvement.	T, C
5. Organizations will utilize community service time to support area programs.	All Staff	Staff, Community	6/2011	Staff and Student survey results	Student/Staff survey at end of year.	T, C
6. Increase availability of student activities to encourage involvement.	Administration, Staff	Staff	September 2010	Student/Teacher survey results	Student/Teacher survey at year end.	T, C
7. Opportunities will be provided for intercampus activities.	All Staff	District Staff	September 2010	Student/Teacher survey results	Student/Teacher survey at year end.	C
8. Students will be encouraged to participate in individual voluntary service projects.	All Staff	Community, Staff	6/2011	Student/Teacher survey results	Student/Teacher survey at year end.	T, C
9. Character Education including conflict resolution to be included in Advisory curriculum.	Administration, Counseling, Advisory Teachers	10/11 Campus Budget, All Staff	March /2011	Advisory agendas and handouts	Review at year end.	CNA, T, C

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2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #4: Parental and Community Involvement.

Objective #2: To provide character education, good role models, and to foster a sense of community within the school.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
10. Continue to implement a Principal's Advisory Committee comprised of students.	Administration	Administration, Students	6/2011	Survey results	Participant survey at end of year.	T, C
11. Students will be encouraged to participate in school-wide service projects.	Administration, Principal's Student Advisory, Student Council, NHS	Administration, Students, Campus Funds	6/2011	NHS records Student organizations records	Review at year end.	T, C
12. Continue and expand Teen Leadership Course offering.	Administration	Administration, District Budget	8/2010 1/2011 6/2011	Course roster	Review at Pre-registration.	CNA, T, C

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Aledo High School Campus Improvement Plan

2010-2011 School Year

All Strategies/Action Steps are scheduled to be completed during the 2010-2011 school year.

Goal #5: Personnel.

Objective #1: To provide quality, relevant staff development opportunities on an on-going basis for all staff.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Professional development funds will be made available for teachers to attend events on a pre-approved basis.	Principal	Campus Budget, Title II Funds \$20,249, IDEA Funding	Throughout the school year	Purchase Orders (P.Os) Campus request forms	Record of teacher attendance at various professional events. 2010 - 2011 school year	CNA, RS, HQ, PD, A, C, M
2. Continue to train teachers, administrators, and counselors in the area of G/T according to the requirements in the Texas GT State plan, with faculty being advised on an on-going basis of certification status and opportunities to achieve training.	Administration, G/T Coordinator	Staff, 10/11 Professional Development Budget, Title II Funds \$20,249, State Rebate for AP Exam Scores	By 12/2010	Training certificates GT campus documents	Records maintained on campus regarding G/T and Pre-AP/AP certification status.	RS, HQ, PD, A, C, M
3. Provide continued training for Pre-AP and AP courses (with minimum update of once every 3 years with College Board).	District & Campus Administration	State Rebate, District Budget, Title II \$20,249	Summer 2011	Teacher training certificates P.Os for training	Documentation will reflect training occurred.	RS, HQ, PD, A, C, M
4. Implement opportunities for campus professional development through mini staff development sessions and book studies.	Campus Administration	Campus Professional Development Budget	Before 5/2011	Faculty agenda and sign in sheets	Documentation will reflect training occurred.	RS, HQ, PD
5. Provide training for professional staff concerning special education issues including ARD decision making for testing, modifications, legal issues, CAP training.	District & Campus Administration	District Staff, IDEA Federal Funds \$2,000	September 2010	Faculty agenda and sign in sheets	Documentation will reflect training occurred.	PD, HQ, C
6. ESL Team Training for core subject areas. (SIOP)	District ESL Coordinator, Campus Administration	Title III funds \$5,787	September 2010	Faculty agenda and sign in sheets	Documentation will reflect training occurred.	PD, HQ, C

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7. TAKS/TEKS training in core subject areas.	Campus Administration	Title II funds \$20,249, Professional Development Budget	1/2011 6/2011	TAKS training agenda Teacher oaths Sign in sheets	Documentation will reflect training occurred.	PD, HQ, C
8. Conduct Needs Assessment Survey with teachers for staff development plans.	Administration	Staff	June 2011	Survey results	Survey results to be utilized in planning staff development for the following school year.	PD, C
9. Continue to train professional staff in Capturing Kids Hearts and Teen Leadership.	Administration	Title II \$20,249, AHS Allotment	1/2011	P.Os for training Certificate for staff	Documentation will reflect training occurred.	PD, RS, C
10. Continue to train professional staff on implementation of RtI.	Administration	Title II \$20,249, Professional Development Budget	September 2010 June 2011	RtI agendas Sign in sheets	Documentation will reflect training occurred.	RS, PD, HQ, C, M, A
11. Staff development for ESL-certified TELPAS raters.	Teachers, Administration	Title III funds \$5,787	June 2011	Agendas Training sign in sheets	Documentation will show all staff serving as TELPAS Raters have been trained.	RS, PD, HQ, C, M, A

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Goal #5: Personnel.

Objective #2: To improve recruitment, screening, hiring, and training of qualified personnel.

Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1. Maintain 100% of highly qualified core academic subject area teachers.	Principal, Deputy Superintendent, Certification Specialist, Assistant Superintendent of Special Programs	Certification Specialist	8/2010	HQ report	100% of staff will be highly qualified - personnel records, highly qualified campus report/principal attestation for the 2010 - 2011 school year.	HQ, R/R
2. Maintain 100% of core academic subject area classes taught by highly qualified teachers.	Principal, Deputy Superintendent, Certification Specialist, Assistant Superintendent of Special Programs	Teacher Schedules, Certification Specialist	8/2010	HQ report	100% of core academic subject areas taught by highly qualified teachers - personnel records, highly qualified campus report.	HQ, R/R
3. Increase the percentage of core academic subject area classes taught by highly qualified teachers on high poverty campuses to meet 100%.	Principal, Deputy Superintendent, Certification Specialist, Assistant Superintendent of Special Programs	Teacher Schedules, Certification Specialist	8/2010	HQ report	100% of core academic subject areas taught by highly qualified teachers - personnel records, highly qualified campus report.	HQ, R/R

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Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
4. Maintain the percentage of teachers receiving high quality professional development.	Principal, Deputy Superintendent, Certification Specialist, Assistant Superintendent of Special Programs, District ESL Coordinator	Title II funds \$20,249, Local Funds, IDEA Federal Funds \$2,000	8/2010 6/2011	Staff development sign in sheets SavyCats records	Documentation of professional development sessions on file.	PD, R/R, C
5. Ensure low income/minority students are not taught at higher rates than other student groups by inexperienced, out of field, or non-highly qualified teachers.	Principal	Campus Schedule	8/2010	HQ report	100% of staff will be highly qualified as shown in personnel records.	HQ, R/R
6. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies on multiple sites and maintaining active webpage.	Deputy Superintendent, Webmaster, Campus Principal	Budget Recruiting Schedule, Certification Specialist, Central Administration	3/2011 Through 5/2011	HQ report	100% of staff will be highly qualified - personnel records, salary/benefit packages.	HQ, R/R
7. Continue an effective teacher mentoring system in order to retain highly qualified staff.	Superintendent, Deputy Superintendent, Campus Principal, Teacher Mentors	Local Funds	8/2010	Professional Progress reports	Mentor assignments. New Teacher Professional Progress Reports.	HQ, R/R, PD

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Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
8. Assist any late hire teachers to meet highly qualified requirements in a timely manner.	Deputy Superintendent, Campus Principal, Certification Specialist	Local Funds	September 2010 June 2011	Human Resource Records HQ report	Highly Qualified worksheets. TExES Registration & Results.	HQ, R/R, PD
9. Attract and retain highly qualified teachers.	Deputy Superintendent, Campus Principal, Certification Specialist	Local Funds	June 2011	Teacher turnover rate	Recruiting Schedule, AISD Website. 2010 - 2011 school year	HQ, R/R
10. Analyze and review data from current core subject teachers' transcripts, certifications, testing, staff development, in-service records to ensure that all meet highly qualified status.	Certification Specialist	Local Funds	August & September 2010	AHS course lists and teacher schedules HQ report	Teacher Schedules. Personnel Records. Highly Qualified worksheets. 2010 - 2011 school year	HQ, R/R
11. Analyze and review data from prospective core subject teachers' transcripts, certifications, testing, staff development and service records to ensure that each one meets highly qualified status.	Deputy Superintendent, Certification Specialist, Campus Principals	Local Funds	As teachers are recommended for hiring	AEIS report HQ report	Personnel Records. Highly Qualified worksheets. 2010 - 2011 school year	HQ, R/R
12. Report annually to stakeholders the status of the District and all campuses toward meeting the state's HQ target goal.	Assistant Superintendent of Special Programs, Campus Principal	Local Funds	December 2010	School Board minutes	HQ Public Report. Principal's Attestation. NCLB Compliance Report. 2010 - 2011 school year	HQ, R/R

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Strategies/Action Steps	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
13. Train/provide updates to professional staff regarding: *504 policies/procedures *Dyslexia policies/procedures, MTA (Multi-Teaching Sensory Approach) *Identification, recruitment, and services for homeless and migrant students *Assessment *ESL certified TELPAS raters *Professional Development Appraisal System (PDAS) *ELPS training, ESL methodologies, and strategies	District Administration, Campus Administration	504 Coordinator, Dyslexia Coordinator, Dyslexia Staff, District Homeless/Migrant Liaison, Counselors, PEIMS Clerk Staff, Training Materials	8/2010 Through 6/2011	Documentation of staff development (i.e., sign-in sheets, agendas, evaluations)	All staff will be proficient in their instructional needs for the 2010 - 2011 school year.	CNA, PD, C

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14. Require staff development as a condition for employees: *Aledo Writing Process (all elementary staff and secondary ELA and social studies staff) *Professional Development Appraisal System (PDAS) Training *Texas Behavioral Support Initiative (TBSI) *New Teacher Orientation *ESL Certification *TELPAS Certification *Crisis Prevention Intervention (CPI) *Gifted & Talented Training	Deputy Superintendent, Special Services Director, ESL Coordinator, Campus Principal, Campus Administration	Local Funds, District/Campus Trainers, On-Line Training Modules, Region XI	8/2010 Through 6/2011	Documentation of staff development (i.e., sign-in sheets, agendas, evaluations)	All staff will be proficient in their instructional needs for the 2010 - 2011 school year.	PD, R/R, C

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