

SCURRY-ROSSER ISD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN 2013-2014

Mission Statement

Our purpose is to enable students to pursue excellence, to be competitive in the workplace and in institutions of higher learning, and to make sound, informed, ethical decisions both now and during their future lives.

High School Campus Improvement Plan

CAMPUS DECISION-MAKING COMMITTEE

J.R. Proctor, Chairperson
Christian Reed, Assistant Principal
Chandra Babovec, Counselor

PROFESSIONAL STAFF

Les Harber
Shannon Mitchell
Brian Pierce

PARENTS

Lisa Anderson

BUSINESS/COMMUNITY

Pam McKinnon

Scurry-Rosser ISD Goal #1

Provide a safe and supportive environment for all students.

Safety & Security

GOAL: Provide a safe and supportive educational environment for all students.				COORDINATORS: JR Proctor		
PERFORMANCE OBJECTIVE: Develop programs that provide for a safe and supportive environment at schools and school related events.				APPROVED BY: Board: November 2013		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Conducting outside consultant led "Safety Audit" in order to ensure the integrity of safety procedures and guidelines	Outside consultant hired by district to provide critical feedback on facilities and procedures	All students, staff, and administrators	Administrators	October 2013	Resources to address areas of need identified by outside auditor	Auditors report
Provide campus personnel with Crisis Prevention and Intervention (CPI) training in order to avert confrontations and other crisis on campus.	Provide immediate intervention when conflict arises	Staff Administrators	Principal Assistant Principal	Nov. 2013	Region 10 Training Provided	Certification Documents
Develop, implement dating violence program to prevent the intentional use of physical, sexual, verbal or emotional abuse by a person to harm, threaten, intimidated or control another person in a dating relationship. In addition to working with students on their understanding of the issues associated with dating violence they will be led through discussions about bullying, which includes bullying hotline and the proper usage of such, sexual abstinence and the consequences of early sexual activity, and strategies for managing stress associated with the teenage life.	HB 121 compliance, Still Waters	Counselors Grade 9-12 students	Counselor/ Principal/Assistant Principal	2012-2013	Region 10 SDFS Curriculum Materials Still Waters	Counselor's log Survey, and student interaction reflecting absorption of material

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide structured ISS center.	ISS Daily report	Students in ISS Teachers ISS monitor	Principal ISS monitor Teachers	Daily	ISS instructions for all teachers	Student grades in ISS Discipline reports
Conduct required and special drills (fire/green and white, weather).	Drill reports	Students Staff	Principal	Monthly	Drill procedure manuals for all teachers and staff Time	Monthly log of drills
Develop emergency handbook.	Handbook review	Students	Principal Special Ed Director	August-May	Drill procedure manuals for all teachers and staff Time	Handbook posted in front office Monthly log of drills/Activity calendar
Access drug detection services. Drug dogs periodically but frequently sweep parking lot, classrooms, and lockers in order to ensure a drug free campus.	Drug detection reports	Students	Principal	August - May	Funds Drug testing	Test results
Register all vehicles on campus (staff and students).	Ensure student safety by requiring Vehicle inspection and registration	Students, staff, and visitors	Principal	August – May	Parking stickers, hang tags, and parking manuals	Vehicle Observations

Scurry-Rosser ISD Goal #2

Strive to effectively close the achievement gap as compared to the state standards and/or the No Child Left Behind Act to ensure effective instruction at the student expectation level of the Texas Essential Knowledge and Skills (TEKS).

ACADEMICS

GOAL: Strive to effectively close the achievement gap as compared to the state standards and/or the No Child Left Behind Act to ensure effective instruction at the student expectation level of the Texas Essential Knowledge and Skills (TEKS).				COORDINATORS: JR Proctor		
PERFORMANCE OBJECTIVE: Increase mastery of all students and student subgroups on the State of Texas Assessment of Academic Readiness (STAAR) in English I and II, Algebra, Biology, and United States History.				APPROVED BY: Board: November 2013		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Enroll students who did not pass State tests (TAKS/STAAR) into remediation workshops to help close the gap. Teachers have created an intense intervention to help struggling students.	STAAR scores	Students that failed TAKS or end of course (EOC)	Principal Teachers Counselor	August - July	STAAR remediation materials	Test results
Provide tutoring for all students as organized by departments	STAAR scores	All students	Principal Department Representatives	October - April	Testing materials ACED funds HS \$7601	Level II and Level III performance % increases
Examine STAAR item analysis data to use in planning classroom instruction strategies.	Aware Program Data Analysis, Curriculum and Instruction Monitoring	Staff	Principal/Asst. Principal Counselor	October-June	Aware packets Walk-Through Results	STAAR results
Profile results of campus benchmarks and STAAR results to adjust instruction to meet student needs.	Aware Program Data Analysis	Staff	Principal Counselor	January	Aware Bench -mark result ACED funds: Supplies \$3000 Travel \$950 Tutoring - \$4000 Odyssey - \$9000	STAAR results, Assessment results entered into AWARE academic monitoring system
Provide students w/special needs instruction in the least restrictive environment through accommodations and modifications of materials as indicated in IEP's.	IEPs	Students Staff	Principal Diagnostician	Daily	Special Education manuals and notebooks for all teachers	IEPs and modifications sheets

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide a DAEP for 6-12 grade students located in Mabank ISD.	Students that do not follow the code of conduct	Grade 6-12 students	Principal	August - June	ACED funds HS	Referral records PEIMS 425 report annual evaluation
Offer high school students a chance to recover credits in the Odyssey ware program providing services.	At-risk report Dropout records	At-risk students	Principal	August - June	ACED funds HS	Completion and current recovery rate
Enhance course offerings, continue to upgrade science program.	Science Survey	Students	Science teachers	Ongoing	Funds for lab equipment	Master Schedule and Student Graduation Plans
Integrate lab technology into instruction.	Equipment inventory	Students	Science teachers	Daily	Funds for lab equipment	Administrator assessment through formal and informal measures
Communicate with community the campus rating information at the beginning of the school year.	HB 3297	Students Parents	Principal	End of 1 st six weeks	AEIS report School report card	Report cards mailed, Web, Parent Letter
Educate teachers to address obesity, cardiovascular disease and Type 2 diabetes.	SB 42	Teachers	Principal	By Sept. 1, 2013	School nurse Region 10	Certificates
Add personal financial literacy to economic class for credit.	SB 42	Students	Principal Teacher	August - June	Region 10	TEKS
Provide Response to Intervention Training to improve special education referrals.	Response to Intervention/PBMAS	Students	Principal Diagnostician RTI Team	August - June	Diagnostician/RTI Team	Special Enrollment
Implement remediation options for students not meeting additional grade placement requirements.	Board Policy	Grade 9-12	Teachers Aides	October 2013 – June 2014	Student Aides	Tutorial sign in sheets
Implement S.M.A.R.T. Program	Student outreach	Grade 8 – 12	Principal Counselor	Ongoing	4 year plan and Achieve Texas	Graduation rate PBMAS
To encourage CTE students to complete the recommended or distinguish graduation plan.	PBMAS	Grade 8-12 students	Principal Counselor	On-going	4 year plan and Achieve Texas	Graduation rate PBMAS

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Encourage female students to explore all CTE course offerings, and work to develop richer offerings in courses that appeal to female students.	PBMAS	Grade 8-12 students	Principal Counselor	On-going	4 year plan and Achieve Texas	Graduation rate PBMAS

Advanced Courses:

(AP, Recommended & DAP Diplomas, SAT, ACT, etc.)

GOAL: Strengthen all core academic and elective curricula for all students, as well as extra-curricular and co-curricular activities.			COORDINATORS: JR Proctor			
PERFORMANCE OBJECTIVE: Increase the percentage of students in advanced academic courses.			APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide AP training for teachers in the summer. Provide AP training during school year. 30 hour GT training	Local GT/AP training Hour report GT population	Teachers GT students	Principal Teachers Curriculum Director	June – and August August - May	Funds for training ESC 10 GT Coop	Teachers becoming certified to teach AP/GT courses GT Certificate
Conduct survey of students to determine their AP/GT, Dual Credit course needs.	Survey tool	Students eligible for AP/GT courses	Counselor	Spring	Survey materials and evaluation process	Course enrollment
Plan and attend college days for juniors and seniors.	Increased access to information necessary to attend and be successful at the collegiate level Grade 11-12	Juniors and Seniors	Counselor Principal	August – May	Kaufman college day, Parent meetings to discuss college readiness	Agendas Sign in sheets, Parent feedback
Inform students of advantages of AP classes in preparation for college.	AP enrollment data	AP students	Counselor Principal Teachers	August - May	Time for assemblies and class visits	AP course rosters
Offer PSAT, SAT, and ACT preparation through tutorials and college prep classes. (Odysseyware. training).	Scores on all tests	College bound students	Counselor Principal Teachers	August – May	SAT/ACT preparation materials ACED funds: HS \$175	PSAT, SAT, ACT results

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Offer students time in computer lab for SAT and ACT preparation through computer programs tailored for this purpose.	Scores on all tests	College bound students	Counselor Principal Teachers	August – May	SAT/ACT preparation materials	SAT, ACT results
Hold college preparation meetings with students and parents. FAFSA workshops provided with resources to help students and parents secure funding for college	Increase student enrollment in Dual Credit classes as well as increase college attendance	College bound students	Counselor Principal Teachers	August – May	College preparation materials	Enrollment numbers for SRHS
Provide access to college prep web sites.	Scores on all tests	College bound students	Counselor Principal Teachers	August – May	SAT/ACT preparation materials	SAT, ACT results
Require daily warm-ups covering STAAR objectives for their core classes.	STAAR scores	All students	Principal Teachers	August – April	TAKS objective warm ups	STAAR results
Follow time lines to make sure teachers are on target for STAAR.	STAAR scores	All teachers	Principal Teachers	August – May	Timeline handbooks for all teachers	STAAR results

Scurry-Rosser ISD Goal #3

Maintain high attendance rate of 97% or better.

Attendance & Dropout Plan

GOAL: Maintain high attendance rates at 97% or better.			COORDINATORS: JR Proctor			
PERFORMANCE OBJECTIVE: Improve student attendance to 97% campus-wide.			APPROVED BY: Board: November 2013			
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Inform students and parents of the mandatory state attendance policy.	Attendance percentages	Students Parents Staff	Principal Counselor	August – May	State attendance handouts and assemblies	AEIS report and PEIMS data
Require teachers to keep accurate attendance records. Use electronic attendance software.	Attendance percentages	Students Parents Staff	Principal Counselor	August – May	State attendance handouts and assemblies	AEIS report and PEIMS data
Provide personal phone calls to each student who is not present as of 2 nd period each day.	Attendance records	Students Parents	Principal Counselor	August – May	Counselor File with Judge	AEIS report and PEIMS data
Recognize students with perfect attendance throughout the week with an announcement as well as an opportunity to have lunch off campus with a friend and a school employee each Friday. A weekly drawing will determine the student with perfect attendance that gets to attend the lunch off campus.	Weekly perfect attendance reports	Students	Counselor PEIMS coordinator	August-June	Funds for awards	AEIS report

GOAL: Maintain an annual dropout rate of less than 1%.				COORDINATORS: JR Proctor		
PERFORMANCE OBJECTIVE: Maintain an annual dropout rate of less than 1% for all students. Increase the completion rate for grades 9-12.				APPROVED BY: Board: November 2013		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Provide counseling to students that want to drop out of school.	Dropout report	Students	Counselor	August – May	Training for intervention strategies Counselor	AEIS report
Personal phone call made to each student who is not present as of 2 nd period each day.	Attendance rates	Students	Counselor, PEIMS coordinator, Principal, Assist. Principal	August – May	Training for intervention strategies	Attendance Records provided by PEIMS system
Provide before and after school tutoring.	At-risk list Failure reports	Teachers Students	Principal Teachers	August – May	Higher expectation of teacher tutoring	TAKS reports Report cards
Provide testing and Odysseyware software in order to accommodate students in need of remediation and credit recovery.	Dropout Report	At-risk students	Principal Teachers	August – May	Alpha Program Odyssey	Graduation Rate
Mandatory parent contact of students at-risk of failing a class.	Parent Contact Form	Parents	Teachers	Each Six Weeks	Phones in classroom	Teacher Contact Log

Scurry-Rosser ISD Goal #4

Maintain collaborative communication with all stakeholders within the community.

Parent Involvement

GOAL: Maintain collaborative communications with all stakeholders within the community.				COORDINATORS: JR Proctor		
PERFORMANCE OBJECTIVE: Establish a baseline for PK-12 parents participating in school or district activities which focus on improving their child's academic performance.				APPROVED BY: Board: November 2013		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Inform parents of access on Parent Portal. Online lesson plans.	Community awareness	Parents	Principal Teachers	August – May	Pamphlets	More parents using the Parent Portal at home
Open the library at night for community access.	Library activity report	Parents Students Community members	Library staff	August – June	Funds for library personnel and media	Check out log
Require teachers to keep accurate contact logs.	Contact logs	Parents	Teachers	Each six weeks	Telephone computer	Copy to principal at end of each six wks
Encourage parents to visit students' teachers during the year.	Teacher requests	Community stakeholders	Principal Teachers	August – May	Time	Parent conference log
Increase communication of student achievements to parents and community.	District Goal	Community stakeholders	Principal Teachers	Entire Year	Time Local Funds	Newsletters Email and text blasts from school
Provide extensive communications through district website, newsletters, marque announcements, informational mail-outs, and parent assemblies on a regular basis.	Communication methods	Parents and community members	School Community	Entire Year	Time/Computer Notify Me	Records of communication efforts

Scurry-Rosser ISD Goal #5

Maintain technology opportunities to enhance the quality of education for all teachers and students.

Integration of Technology

GOAL: Maintain technology opportunities to enhance the quality of education for all teachers and students.				COORDINATORS: JR Proctor		
PERFORMANCE OBJECTIVE: Integrate technology into teaching and learning experiences. Continue to upgrade technology.				APPROVED BY: Board: November 2013		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Implement the strategies from the District Long Range Plan for Technology.	Survey on teachers knowledge of technology	Teachers	Technology Coordinator Principal Teachers	Entire Year	Campus budgets	Online Lesson Plans

STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Develop assessment items for use with online tools such as Webcat, AWARE, C scope, USA Test-Prep, and Odyssey ware.	State assessment scores	Teachers Students	Teachers Principal	Ongoing	Time to develop	All assessments developed
Model and monitor acceptable use of technology.	Discipline log	Students	Teachers Parents Principal	Ongoing	Develop rules and consequences	Discipline referrals
Provide additional scanner sin classrooms in order to promote the integration of technology in the design of lessons and assessments aimed at student academic growth.	Teacher input	Students	Counselor Teachers	Fall 2013	Funds	Data used in AWARE system will be monitored to assess usage of scanners and software
Provide extended learning experiences with video conferencing and web-based learning that bring the real world into the classroom.	Number of video conferences from last year	Students	Technology Coordinator Counselor	As scheduled	As scheduled both video conferencing schedule room Project Share	Conferences scheduled and evaluation of sessions
Keep web page/Activities Calendar up-to-date.	Web page Review	Parents Students	Technology Coordinator Counselor	As needed	Time allotment for updating	All events posted two days in advance of event date
Use marquee at high school to inform the community of upcoming events.	Event log	Parents Students Community	High School secretary	As needed	Time allotment for updating	All events posted two days in advance of event date
Use e-mail within and outside district (parents). 24 hour policy requires all school personnel to respond to outside communications.	Communication report	Teachers	Principal	August – May	Daily checking expected from teachers	All teachers checking e-mail daily
Smart-board and AWARE training for all teachers.	Teacher survey	Classroom teachers	Principal Technology and Curriculum Director	As needed	Federal funds as they become available/Local Funds	Lesson Plans walk-through, weekly department meetings

GOAL: Increase technology opportunities to enhance the quality of education for all teachers and students.				COORDINATORS: Jan Thompson/Mark Sampson		
PERFORMANCE OBJECTIVE: Provide professional development for teachers to improve the quality of learning for all students.				APPROVED BY: Board: November 2013		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED:HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Model technology use in staff development sessions with clear directions and update information.	Staff development observations	Teachers Principal	All staff and trainers	Ongoing Real time to complete websites, lesson plans, etc.	Trainers' knowledge of technology	Design of training sessions; evaluation forms from training sessions
Provide training to new teachers to bring them up to district expectations for technology.	Technology Survey	Teachers	Technology Coordinator Curriculum Director	Ongoing	Training sessions New Teacher Orientation	Training sessions; Evaluation forms
Update computer lab with new hardware.	Observations Purchase Log	Students	Technology Coordinator	Ongoing	411 Funds	Purchased hardware
Integrate Applie iPads into the Algebra 1 classes.	Integration efforts and teacher input	Algebra 1 students	Principal Curriculum Director	Ongoing	Federal Funds as they become available Local Funds	EOC Scores and teacher feedback

Scurry-Rosser ISD Goal #6

Meeting the standards of the Financial Integrity Rating System of Texas (FIRST). (Recruitment and Retainment)

Recruitment and Retainment

GOAL: Provide salary, benefits, training, working conditions and staff development conducive to recruiting and retaining high quality, highly qualified professional and paraprofessional staff.				COORDINATORS: JR Proctor		
PERFORMANCE OBJECTIVE: 100% of all professional and paraprofessional personnel will meet the definition of “highly qualified” according to No Child Left Behind .				APPROVED BY: Board: November 2013		
STRATEGIES INCLUDING STAFF DEVELOPMENT	NEEDS ASSESSMENT	TARGET GROUP	STAFF/ OTHER PERSONS RESPONSIBLE	TIMELINE START/ END	RESOURCES NEEDED: HUMAN MATERIAL FISCAL	EVIDENCE OF MONITORING/ ATTAINMENT
Ensure all teachers are certified and highly qualified.	SBEC certificates	Teachers	Principal Administration	All year	Teachers involved in alternative certification	SBEC
Mentor teachers in their first year of service.	New teacher feedback	Teachers	Principal Administration	All year	Time to meet with new teachers during the year	Agendas Teacher observation
Encourage all teachers to volunteer for one extra curriculum committee.	Teacher feedback	Teachers	Principal Teachers	August – May	Committee sign-up sheets	Committee involvement
Continue teacher appreciation, teacher of the six weeks and of the year awards. These awards include a plaque as well as gifts donated from outside businesses wishing to participate in the celebration of teacher excellence.	Teacher feedback Salary Schedules	Teachers	Staff Parents	August – May	Teacher appreciation committee All funds	Teacher feedback
Encourage all staff in meeting highly qualified standards.	Staff continuity	Teachers Para-pro— fessional Staff	Campus Principals	Entire Year	All Funds	Certificate