

A&M Consolidated High School

Campus Improvement Plan 2014-2015

“To educate the hearts and minds of students for life”

Abbreviations used in

A&M Consolidated High School

2014-2015 Campus Improvement Plan

ADM – ASE- Resource Data Management

AEIS – Academic Excellence Indicator System

AEP – Alternative Educational Placement

AMCHS – A&M Consolidated High School

AP – Advanced Placement

API – American Preparatory Institute

AYP – Adequate Yearly Progress

AVID – Advancement Via Individual Determination

BIM- Business Information Management

BPA – Business Professionals of America

CAT – Curriculum Alignment Team

CAP – Comprehensive Analysis Plan

CATE – Career & Technology

CIP – Campus Improvement Plan

CSISD – College Station Independent School District

DAEP – Discipline Alternative Educational Placement

DEIC – District Educational Improvement Council

EOC – End of Course

Campus Improvement Plan
ESL – English as a Second Language
GT – Gifted & Talented
HECE – Home Economics Cooperative Education
IC – Instructional Coach
IFT – Instructional Focus Team
ISS – In-School Suspension
NCLB – No Child Left Behind
PBMAS – Performance-Based Monitoring Analysis System
PDS – Professional Development School
PEP – Parenting Education Program
PEIMS – Permanent Education Information Management System
PGP – Personal Graduation Plan
PTO – Parent/Teacher Organization
RTI-Response to Intervention
SBOE – State Board of Education
SBEC – State Board of Education Certification
TAAS – Texas Assessment of Academic Skills
TAKS/EOCS – Texas Assessment of Knowledge & Skills
TAMU – Texas A&M University
TEKS – Texas Essential Knowledge and Skills
UIL – University Interscholastic League
USDE – United States Department of Education
VICA – Vocational Industrial Clubs of America

KEY COMPONENTS

AVID

Goal 2 Unique Needs	Objective 2.3.1, 2.3.2, 2.3.3
Goal 3 Scientific Research	Objective 3.3.3
Goal 4 Parent & Community	Objective 4.4.2

ACHIEVE TEXAS

Goal 3 Scientific Research	Objective 3.2.4
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STUDENT HEALTH

Goal 5 Safe, Supportive Environment	Objective 5.3.7, 5.4.1, 5.4.3, 5.5.1, 5.5.3, 5.5.5, 5.1.12
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COMMUNITY & UNIVERSITY PARTNERSHIPS

Goal 3 Scientific Research	Objective 3.8.1, 3.8.2, 3.8.3, 3.8.4, 3.8.5, 3.8.6, 3.8.7
Goal 4 Parent & Community	Objective 4.1.1, 4.1.2, 4.1.3, 4.1.4, 4.2.1, 4.2.2, 4.2.4, 4.2.5, 4.2.6, 4.2.7, 4.2.8
Goal 5 Safe, Supportive Environment	Objective 5.1.1, 5.1.10, 5.4.2

COORDINATED BEHAVIOR MANAGEMENT PLAN

Goal 1 Academic Success	Objective 1.1.4, 1.1.11
Goal 5 Safe, Supportive Environment	Objective 1.1.8, 5.1.5, 5.1.11, 5.1.12, 5.3.3, 5.5.5, 5.6.5
Goal 7 Assessment for Instruction	Objective 7.1.3, 7.2.2, 7.2.3

CULTURE OF HIGH EXPECTATIONS

Goal 1 Academic Success	Objective 1.3.1, 1.3.2, 1.3.3, 1.3.4, 1.3.7, 1.4.3
Goal 2 Unique Needs	Objective 2.3.1, 2.3.2
Goal 6 Increase Completion Rates	Objective 6.1.1, 6.1.2, 6.1.3, 6.3.1, 6.3.2, 6.3.3
Goal 8 Effective Instructional Practices	Objective 8.1.1, 8.1.2, 3.10.8

DESIGN QUALITIES/STUDENT ENGAGEMENT

Goal 1 Academic Success	Objective 1.3.6
Goal 3 Scientific Research	Objective 3.6.1, 3.6.3, 3.10.3, 3.10.6
Goal 8 Effective Instructional Practices	Objective 8.1.1, 8.1.2

DROPOUT PREVENTION

- Goal 1 Academic Success Objective 1.3.5
- Goal 2 Unique Needs Objective 2.1.5
- Goal 6 Increase Completion Rates Objective 6.1.1, 6.1.2
- Goal 7 Assessment for Instruction Objective 7.1.3, 7.2.1, 7.2.2, 7.2.3, 7.3.1

DUAL CREDIT

- Goal 3 Scientific Research Objective 3.8.4, 3.8.5

EVALUATE STUDENT ACHIEVEMENT

- Goal 1 Academic Success Objective 1.5.3, 1.5.4, 1.5.5
- Goal 2 Unique Needs Objective 2.1.1
- Goal 3 Scientific Research Objective 3.5.1
- Goal 7 Assessment for Instruction Objective 7.1.1, 7.1.2, 7.1.3, 7.2.1, 7.2.2, 7.2.3, 7.3.1

INSTRUCTIONAL TECHNOLOGY

- Goal 1 Academic Success Objective 1.4.1, 1.4.2, 1.4.4, 1.4.5, 1.4.6, 1.4.7, 1.4.8, 1.4.9
- Goal 7 Assessment for Instruction Objective 7.1.2, 7.2.1

INTERVENTION

- Goal 1 Academic Success Objective 1.2.1, 1.2.3, 1.2.5, 1.2.6, 1.2.7, 1.2.12, 1.2.13
- Goal 2 Unique Needs Objective 2.1.1, 2.1.2, 2.1.4, 2.1.5, 2.1.6, 2.3.3
- Goal 3 Scientific Research Objective 3.5.3, 3.7.1
- Goal 6 Increase Completion Rates Objective 6.2.1, 6.2.2
- Goal 7 Assessment for Instruction Objective 7.1.1, 7.1.2, 7.1.3, 7.2.1, 7.2.2, 7.2.3, 7.3.1

MONITOR CURRICULAR MATERIAL

- Goal 3 Scientific Research Objective 3.2.1, 3.2.2, 3.2.3, 3.2.4, 3.3.3, 3.6.3, 3.9.1, 3.9.3
- Goal 8 Effective Instructional Practices Objective 8.2.2

NTI/EEI UPDATE

- Goal 3 Scientific Research Objective 3.6.1, 3.10.1, 3.10.2

OUTREACH INITIATIVES

- Goal 1 Academic Success Objective 1.1.5, 1.4.4
- Goal 2 Unique Needs Objective 2.3.1
- Goal 4 Parents & Community Objective 4.1.1, 4.1.2, 4.1.3, 4.1.4, 4.1.5, 4.1.6, 4.1.7, 4.1.8, 4.1.9, 4.2.1, 4.2.2, 4.2.3, 4.2.4, 4.2.6, 4.2.7, 4.2.8, 4.3.1, 4.3.2, 4.3.3, 4.3.4, 4.3.5, 4.3.6, 4.4.3

SCHOOL SAFETY

- Goal 1 Academic Success Objective 1.1.4, 1.1.11
- Goal 5 Safe, Supportive Environment Objective 5.1.1, 5.1.2, 5.1.3, 5.1.4, 5.1.5, 5.1.8, 5.1.9, 5.1.10, 5.1.11, 5.1.12, 5.3.3, 5.3.4, 5.3.5, 5.3.6

STAFF DEVELOPMENT FOR SPECIAL PROGRAMS

- Goal 1 Academic Success Objective 1.2.1, 1.2.4
- Goal 2 Unique Needs Objective 2.4.1, 2.4.2, 2.4.3
- Goal 3 Scientific Research Objective 3.4.2, 3.4.3, 3.9.2

STAFF DEVELOPMENT & TRAINING

- Goal 1 Academic Success Objective 1.1.4, 1.4.1, 1.4.5
- Goal 2 Unique Needs Objective 2.1.3
- Goal 3 Scientific Research Objective 4 3.3.1, 3.3.2, 3.3.3, 3.4.1, 3.6.1, 3.10.1, 3.10.2, 3.10.3, 3.10.4, 3.10.5, 3.10.6
- Goal 5 Safe, Supportive Environment Objective 5.1.1, 5.1.8, 5.2.3
- Goal 6 Increase Completion Rates Objective 6.2.1, 6.2.2, 6.2.3
- Goal 8 Effective Instructional Practices Objective 8.1.1, 8.1.2, 8.2.1, 8.2.2, 8.2.3

STUDENT INVOLVEMENT

- Goal 1 Academic Success Objective 1.1.1, 1.1.3, 1.4.3
- Goal 2 Unique Needs Objective 2.2.1, 2.2.2, 2.2.3
- Goal 5 Safe, Supportive Environment Objective 5.5.5

A &M Consolidated High School

Campus Improvement Plan

2014-2015

Executive Summary

In considering the campus goals for AMCHS, the CIP team and the Campus Leadership Team chose to adopt the district goals and align to them the campus goals for the 2014-2015 school year. Representatives from each department met to review, update, and address the needs of each of the students on our campus.

- The CSISD School Board Priorities:
 - 1 Actively communicate to the community, staff, and students the district's strengths and challenges in an environment that promotes trust;
 - 2 Provide a safe learning environment that results in academic, social, and emotional success while promoting a healthy lifestyle for each student; and
 - 3 Maximize resources in order to create highly successful students.
- CSISD data is gathered through the state accountability system, PEIMS data, and program evaluations.

Based on the above information, DEIC recommended that the CSISD School Board adopt the following goals for the 2014-2015 school year:

- All students will achieve academic success.
- Educational opportunities will meet the unique academic, social, and emotional needs of all students.

- Educational practices will be predicated on scientifically based research.
- Parents and community members will be actively engaged.
- A safe and supportive environment will be provided for all students.

The campus goals for A&M Consolidated are the following:

- Provide opportunities for all students to achieve academic success.
- Educational opportunities will meet the unique academic, social, and emotional needs of all students.
- AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.
- Parents and community members are actively engaged throughout the campus.
- AMCHS provides a safe and supportive learning environment for students and staff.
- AMCHS will increase the completion rate of students from the previous school year.
- AMCHS will support teachers, students, and parents in interpreting assessment of students on an individual basis in order to develop an understanding of skills needed for their success.
- AMCHS will provide ongoing professional training for effective instructional practices.

The No Child Left Behind Act (NCLB) has required that all school districts in the nation align goals and objectives with the United States Department of Education (USDE). Performance goals for all districts under the USDE are the following:

- Performance Goal 1: By 2014-2015, all students will reach high standards at a minimum proficiency or better in reading/language arts and mathematics.
- Performance Goal 2: All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Performance Goal 3: All students will be taught by highly qualified teachers.
- Performance Goal 4: All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Performance Goal 5: All students will graduate from high school.

Also, the Texas State Board of Education (SBOE) has adopted goals with which each district must align. These goals are the following:

- Goal 1: The students in the public education system will demonstrate exemplary performance in reading and writing of the English language.

- Goal 2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- Goal 3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- Goal 4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

The five USDE Performance Goals and the four goals adopted by the SBOE have been incorporated into CSISD's goals and objectives of the District Improvement Plan. Specifically, goal one in CSISD's Improvement Plan calls for the academic success of all students in the areas tested by the Texas Assessment of Knowledge and Skills: English/language arts, math, science, and social studies. Goal five of the CSISD plan calls for all students to be taught in a safe and supportive learning environment. The CSISD District Plan specifically states that CSISD teachers will receive staff development in order to better meet the needs of its ESL students, and the plan states that the district will provide support for those students at risk of dropping out of school. CSISD has a history of employing and retaining highly qualified teachers, and the District Improvement Plan calls for more training, based on scientifically based research, for the staff in the areas of differentiated instruction and the alignment of our curriculum. These efforts will help us to retain the highly qualified staff we have, while recruiting new staff members who are highly qualified.

Because of State Assessment data, along with the success and failure of various students and student groups, A&M Consolidated High School realizes the importance of the programs and opportunities that State Compensatory Education (SCE) funds afford. The focus of our SCE services for the 2014-2015 school year include State Assessment remediation tutorials, night school program, and funding for Student Success Lab teaching assistant salary. We will continue to monitor, adjust, and evaluate the needs and progress of our SCE funded programs. SCE funds and programs are highlighted with an asterisk () throughout this Campus Improvement Plan.

The CSISD District Improvement Plan, the USDE's Performance Goals, and the SBOE's Goals align to provide academic success in a supportive and safe environment for CSISD students, particularly those being served at A&M Consolidated High School.

Campus Improvement Planning Committee

Name	Representing	Term Ends
Malave, Gina	Parent	2015
Cooper, Trineka	Community Member	2015
	Business Representative/Parent	2015
Mann, Chase	Professional Staff Health/PE/Athletics	2014
Hord, Paul	Professional Staff Counseling	2015
Carraway, Freda	Professional Staff Language Arts	2015
Krinhop, Samantha	Professional Staff Social Studies	2014
Williamson, Randal	Professional Staff Fine Arts	2015
Smith, Chelsea	Professional Staff Special Education	2015
Templeton, John	Professional Staff Career Tech	2014
Salvato, Linda	Professional Staff Foreign Languages	2015
Schneider, Glenda	Professional Staff Science	2014
Keyes, Sheri	Professional Staff Mathematics	2014
Ramos, Celina	Professional Staff ARR	2015
Elder, Gwen	Principal Ex-Officio Member	Ongoing
Anz, Nathan	Assistant Principal Ex-Officio Member	Ongoing
Espitia, Omar	Assistant Principal Ex-Officio Member	Ongoing
Hickman, Stormy	Assistant Principal Ex-Officio Member	Ongoing
Hogan, Aaron	Assistant Principal Ex-Officio Member	Ongoing
Cheshire, Christi	Counseling Ex-Officio Member	Ongoing
Hester, Chrissy	Central Office Adm. Ex-Officio Member	Ongoing
Lange, Debbie	Data Coordinator Ex-Officio Member	Ongoing

**Departments will stagger their representative elections in 2014-2015 in order to establish a continuum of representatives and maintain continuity in the process and programming

A&M Consolidated High School

Goals and Objectives

2014-2015

Goal 1: Provide opportunities for all students to achieve academic success.

Objectives:

1. AMCHS will improve attendance to a 97% attendance rate and reduce the number of discipline referrals from 2013-2014.
- * 2. AMCHS will provide multiple opportunities for enrichment and remediation including summer and evening opportunities.
3. AMCHS will incorporate a wide variety of courses to address our dropout rate and keep students engaged in school.
4. AMCHS will provide instruction with the utilization of the latest technology available in the classroom.
5. AMCHS students will achieve a 90% passing rate on all state-mandated tests in every ethnic or other subgroup identified and will meet the requirements of adequate yearly progress (AYP) as mandated by No Child Left Behind (NCLB) legislation.
In all tested grade levels and subject areas, each AA, Hispanic, ESL, SPED, and economically disadvantaged student group will exceed the state average on state mandated assessments in their respective student groups.

* Compensatory Education Funding

Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of all students.

- Objectives:
1. AMCHS will monitor equity in all special programs.
 - 1 The overall number of students participating in school-sponsored activities will increase.
 - 2 The percentage of African-American, Hispanic, and economically disadvantaged students enrolled in advanced classes will be representative of the population of AMCHS.
 - 3 Interventions for all students will be provided before making a referral for special education testing.

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objectives:

1. AMCHS will adjust the curriculum by department and level using TEKS and state assessment objectives. .
2. AMCHS will integrate TEKS from core subject areas into CATE courses.
3. AMCHS will provide focused professional development on strategies to improve achievement for African-American, Hispanic, and economically-disadvantaged students and to insure AYP specifications are met in each subgroup.
4. AMCHS will work at the department, district, and state levels to incorporate certification renewal hours into the staff development plan.
5. The IFT (Department Heads) will continue to disaggregate all data to ensure Equity in Excellence for all children.
6. The Effective School Correlates will guide decision-making and planning at AMCHS.
7. AMCHS will continue to support existing grants, and staff will continue to write grant requests to support their innovative practices.
8. AMCHS staff will continue to develop partnerships with local universities.
9. AMCHS will work with and support all teachers, new and current, by providing instructional strategies for effective teaching.

Goal 4: Parents and community members are actively engaged throughout the campus.

Objectives: 1. AMCHS will provide information to parents that will facilitate student success both in high school and beyond high school.

- 1 AMCHS will communicate to parents about opportunities to become involved in student activities and in decision-making processes at the high school.
- 2 AMCHS will utilize technology to communicate with parents and the community.
- 3 Parent surveys will show at least a 90% approval rating in the area of communication.

Goal 5: AMCHS will provide a safe and supportive learning environment for students and staff.

Objectives:

1. AMCHS will comply with the district Crisis Management Plan, Code of Conduct, and Education Code ensuring that procedures and safeguards are in place and staff is trained.
2. In order to decrease ISS and AEP placement number, the discipline data will be continuously reviewed and disaggregated.
3. The culture at AMCHS will ensure that all students and staff, regardless of race, age, mental, social, or economic status, feel supported.
4. AMCHS counselors will continue to provide activities that support all students in every aspect of school life.
5. Administrative Team at AMCHS will work closely with each other and the staff to be consistent and equitable in dealing with disciplinary referrals.

Goal 6: To increase the completion rate of students at AMCHS from the previous year.

Objectives:

- 1 To create an environment that supports high expectations of all students.
- 2 Provide staff development to assist teachers in working with diverse and at-risk students.
- 3 To assist in every manner to decrease teacher absences that always impacts student performance.

Goal 7: To support teachers, students, and parents in interpreting assessment of students on an individual basis, to develop an understanding of skills needed for their success.

Objectives:

1. All stakeholders will continue to evaluate CBM's, State Assessments, and formal assessments to make decisions to support success.
2. Administrative Team and instructional leaders will analyze student assessments to support instructional decisions by our teachers.
3. Counselors will assist in reviewing/understanding of scores and will develop a support system with the Administrative Team.

Goal 8: To provide ongoing professional training for effective instructional practices.

Objectives:

1. To utilize teachers and district personnel who will provide professional development throughout the school year.
2. Encourage ongoing personal professional development for teachers.

Goal 1: All students will achieve academic success.

Objective # 1: AMCHS will improve attendance to a 97% attendance rate and reduce the number of discipline referrals.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
1.1.1	AMCHS utilizes the Student Council in an advisory capacity.	Student Council Sponsor Student Council Members Principal	-0-	Ongoing	Student and Teacher climate survey results reflect Student Council influence on students. Monthly feedback in Principal’s Student Advisory Committee Meetings.
1.1.2	AMCHS allows exam exemptions for attendance with 3 or fewer excused absences.	All teachers	-0-	Semester exemptions	Plan in handbook No. of Exemptions
1.1.3	AMCHS continues to encourage both extra-curricular and co-curricular activities. (Community Based Accountability – Drop Out Prevention)	All teachers/staff	-0-	Ongoing	Increased participation evident through membership rosters Welcome to the Jungle Fish Camp
1.1.4	AMCHS will participate in Staff Development Training to address discipline issues.	Administrative Team	-0-	Ongoing	Disaggregated discipline data Staff Development feedback data (training for online referral professional development)
1.1.5	AMCHS will engage in Community Outreach Projects to train staff on building positive relationships.	All staff	-0-	Ongoing	Attendance data Disaggregated discipline data
1.1.6	AMCHS will conduct attendance committee hearings to discuss and hear	Administrative Team	-0-	Semester	Attendance data

	attendance appeals.				
1.1.7	AMCHS will utilize the juvenile justice system to enforce compulsory attendance laws.	Administrative Team	-0-	Each occurrence of violation	Improved attendance for chronic truancy
1.1.8	AMCHS will utilize Character, Integrity, and Accountability reward system to reward students with perfect attendance (monthly). (Community Based Accountability – Dropout Prevention)	Administrative Team Staff Attendance Clerks	High School Funds	Monthly	End of Year Survey Attendance data C.I.A. Awards Recognitions Success Time Trainings
1.1.9	AMCHS will utilize the campus Student Resource Officer to make home visits.	SRO Administrative Team Counselors	-0-	Ongoing	Improved attendance for chronic truancy
1.1.10	AMCHS will provide opportunities to join clubs and organizations.	Club Sponsors	Club Budget	Ongoing	Attendance data
1.1.11	Continue Foundations behavior program	Administrators	Title II Part A Funds; ARRA funds	Ongoing	Reduction of discipline referrals

Goal 1: All students will achieve academic success.

Objective #2: AMCHS will provide multiple opportunities for enrichment and remediation including summer and evening opportunities.

	Activity	Person Responsible	Resource/ Cost	Time Frame	Evaluation
1.2.1	Train all teachers to meet the needs of GT students. (Community Based Accountability – Educational Programs for Gifted/Talented Students)	All teachers Administrative Team	AP \$ Campus Budget	Ongoing	Hours turned in to Administrative Team; notebook updated
1.2.2	Meet with 504 Committee to review students in need of remediation.	Dean of Students Administrative Team Counselors Teachers Dyslexia Specialist	-0-	Ongoing	Files reviewed & students properly placed
1.2.3	ESL teacher tests, places, and serves all ESL students. (Community Based Accountability – Second Language Acquisition)	ESL Teachers	Title II ESL Funds	Ongoing	Students tested & being served
1.2.4	Provide staff development regarding service for ESL/Special Education students.	ESL Teachers Administrative Team Special Education Coordinator	Title II ESL Funds	Ongoing	Students tested & being served Staff Development feedback form Teacher Climate survey results
1.2.5	Provide State Assessment tutorials	IFT	*State Comp Ed	Before	state assessment testing results

*	and remediation for those failing one or more sections of state assessment. (Community Based Accountability – Dropout Prevention)	Administrative Team	\$10,000	each testing date	Pre-test and Post-test for tutorials Pull out tutorials during Academic Success Time
1.2.6 *	Evaluate and continue night school for remediation for qualifying students needing to make-up credits. (Community Based Accountability – Dropout Prevention)	Counseling Staff Night School Staff	*State Comp Ed \$5,650 Students pay	Each semester	Night School in place Students earning credit Edgenuity
1.2.7 *	Continue Learning Labs for credit recovery. (Community Based Accountability – Dropout Prevention)	Learning Lab Teachers Counselors	Don Adam Grant, *State Comp Ed for one FTE Teaching Assistant /\$14,000	Ongoing	Lab in place Students earning credit
1.2.8	Provide tutorials and remediation for students failing their math or science class. (Brown Bag Science/math tutorials) (Community Based Accountability – Dropout Prevention)	Staff	* State Comp. Ed. fund	Ongoing	state assessment scores Passing rates for math and science classes
1.2.9	Identify needs for individual students and focus intervention efforts through the RtI process. (Community Based Accountability – Dropout Prevention)	Teachers Counselors Administration	Campus Budget *State Comp. Ed. fund	Daily beginning August 2013	state assessment scores Failure rates Graduation rates Academic Success Time feedback RtI Specialist
1.2.10	Provide remedial summer instruction for any student who has not passed exit level state	Principal IFT	*State Comp. Ed fund	Summer 2013	state assessment scores Sign-In Sheets for Tutorials

	assessment(Community Based Accountability – Dropout Prevention)				
1.2.11	AMCHS will provide enrichment opportunities through credit by exam and placement tests. (Community Based Accountability – Dropout Prevention)	Counselors		Ongoing	Test scores
1.2.12	AMCHS will offer enrichment opportunities for college credit.	Counselors Blinn Staff Teachers		Ongoing	Test scores Student enrollment
1.2.13	AMCHS will make a list of tutors available to parents in the counselors' office	Counselors Teachers	-0-	Ongoing	Test scores
1.2.14	Offer Tier 2 RtI interventions for students identified by teachers who need extra academic support in core areas including MAPS, MAPS II, advocate tutorials in small groups, and small group targeted reading comprehension instruction. (Community Based Accountability – Dropout Prevention)	Teachers Data Coordinator Administrators	-0-	Ongoing	Improvement in grade and testing data for identified students.
1.2.15	AMCHS will make available a school wide tutorial initiative/Academic Success Time(Community Based Accountability – Dropout Prevention)	All teachers Administrators Students	-0-	Ongoing	Credits earned Grade data

Goal 1: All students will achieve academic success

Objective #3: AMCHS will incorporate a wide variety of courses to address our dropout rate and keep students engaged in school.

	Activity	Person Responsible	Resource/Cost	Time Frame	Evaluation
1.3.1	Provide instruction for information technology students to earn industry standard licenses such as A+, N+, Security+. (Community Based Accountability – Digital Learning Environment)	Information Technology Teacher CATE Director	Career Tech \$	Each School year	Certification program in place Students enrolled
1.3.2	Provide integrated classroom and clinical instruction for Health Science Technology students to experience real-life healthcare settings while earning the following certifications: Certified Nurses Aide (CAN), Certified Pharmacy Technician (CPhT). Students also have the opportunity to complete classroom hours towards earning Emergency Technician-Basic (EMT-B) certification. Clinical hours for EMT-B will be completed the summer after graduation. Students also earn their CPR/AED/First Aid and Basic Life Support for Healthcare Providers certification. (Community Based Accountability – 21 st Century Workforce Development)	Health Science Technology Teacher	Career Tech \$	Each year program is in place	Clinical performance evaluations done by HST faculty and clinical facility personnel; percentage of students earning CNA and/or CPhT certifications
1.3.3	Provide instruction in Media Tech, Animation, and Architectural Drafting. Students are placed in both paid and unpaid job sites using their knowledge	CATE Teachers	Career Tech \$	Each School year	Programs in place at school and placements made at TV Station

	from these courses. (Community Based Accountability – Digital Learning Environment) (Community Based Accountability – 21 st Century Workforce Development)				
1.3.4	Provide instruction for Veterinary Technician I students to earn a Veterinary Tech I certification. (Community Based Accountability – 21 st Century Workforce Development)	Veterinary Technician Teacher	Career Tech \$	Each School year	Certification program in place Students enrolled
1.3.5	Track and provide individual counseling for students who are at-risk of dropping out of school through the RTI process (Community Based Accountability – Dropout Prevention)	Administrative Team/Data Coordinator Counselors	-0-	Ongoing	Dropout rates Graduation rates
1.3.6	Provide staff development for teachers that focuses on Differentiated Instruction for diverse learners	Administrators ICs	Title II Part A Local Funds Title III State ESL/Bilingual State G/T funds	Ongoing	Lessons utilizing differentiated instruction will be observed in the classroom Reduced number of Special Ed. Referrals/SIT meetings
1.3.7	Provide instruction for BIMM II students to earn MOS certifications from Microsoft Office (Community Based Accountability – Digital Learning Environment)	CATE Teachers	CATE funds	Each School Year	Program in place and students enrolled
1.3.8	Provide a variety of instructional presentations including flipped instruction and project based learning for select courses and online coursework for select courses	Teachers/ Administrators		Each school year	Courses offered and students enrolled

Goal 1: All students will achieve academic success.**Objective # 4:** AMCHS will provide instruction with the utilization of the latest technology available in the classroom.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
1.4.1	Assess staff needs on technology and provide professional development based on those needs and on the district technology plan. (Community Based Accountability – Digital Learning Environment)	Technology Facilitators	-0- Utilize AMCHS staff	Ongoing	Assessment Developed and training designed
1.4.2	Provide use of technology by students in various disciplines through science, English, media tech, Fine Arts programs, math, computer labs, special education, foreign language, social studies, health, and library. (Community Based Accountability – Digital Learning Environment) (Community Based Accountability – Fine Arts)	All teachers, Campus Librarians	DELL contract Dept. Budget Grants -- AP & Foundation	Ongoing	Teachers trained & ready to share Training of staff ongoing
1.4.3	Encourage participation in Computer Programming, Web Mastering, Applications, and Digital Art Competitions. (Community Based Accountability – Digital Learning Environment)	UIL Computer Teachers Computer Maintenance Teacher Art Teachers	UIL Budget Career Tech \$	Ongoing	Students compete in area, regional, state, and national UIL, TCEA and Skills USA/VICA and BPA Competitions CODE week
1.4.4	Enhance the use of campus Web Page for homework assignments and club activities and provide access to library resources.	Programming Teacher Web mastering Team Librarians	-0-	Ongoing	Student and Parent climate survey results Library website survey results 24/7

		Computer Maintenance Teacher			
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1.4.5	Provide Smart Board Training opportunities to all teachers	Teachers	AP\$ Curriculum \$ Grant\$	Ongoing	Evidence of Smart Board use in daily lessons Professional Development
1.4.6	Utilize EDUPHORIA in collecting data and analyzing across all core disciplines.	Technology Facilitators Teachers	EDUPHORIA contract	Ongoing	Teachers trained and ready to share Training of staff ongoing
1.4.7	Utilize Edgenuity on line curriculum during summer school, learning labs, and night school. (Community Based Accountability – Digital Learning Environment)	All teachers	-0- Utilize AMCHS staff	Ongoing	Teachers trained and ready to implement
1.4.8	Continue Read 180	All teachers	Read 180 contract Utilize AMCHS staff	Ongoing	Assessment Teachers trained & ready to share
1.4.9	Apply Safari Montage online resource center and home access piece	Librarians All teachers	Safari Montage contract Utilize AMCHS staff	Ongoing	Training of staff ongoing
1.4.10	Allow students to utilize the Bring Your Own Device (BYOD) policy in classes to enhance engagement and instruction. (Community Based Accountability – Digital Learning Environment)	Teachers		Ongoing	Incorporation of personal technological devices in lesson plans and instruction in a variety of classes

Goal 1: All students will achieve academic success.

Objective #5: AMCHS students will achieve a 90% passing rate on all state-mandated tests in every ethnic or other subgroup identified and will meet the requirements of adequate yearly progress (AYP) as mandated by No Child Left Behind (NCLB) legislation.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
1.5.1	Coordinate the alignment of TEKS and state assessment objectives across the curriculum in each core area.	Level Leaders and Department Heads of core classes	Campus Budget	Ongoing	state assessment scores Evidence of alignment in lesson plans
1.5.2	A Personal Graduation Plan (PGP) will be developed for every student who does not pass any state assessment test or is at risk of not graduating in 4 years. . (Community Based Accountability – Dropout Prevention Strategies)	Dept. Heads Counselors IFT Administrative Team	-0-	Ongoing	PGP’s in place; Parents and students have signed off.
1.5.3	IFT will monitor AYP data and provide updated student information for teachers so they may adjust the curriculum as needed.	IFT All staff	-0-	Ongoing	AYP scores acceptable or exceeds expectations.
1.5.4	CATE Teachers will analyze state assessment data and work with core areas as needed to adjust curriculum.	CATE Teachers Core Area Teachers	-0-	Ongoing	state assessment Scores PBMAS Evidence in lesson plans

1.5.5	Offer tutorials for students who have not performed satisfactorily on state-mandated tests. (Community Based Accountability – Dropout Prevention Strategies)	All teachers	-0-	Ongoing	state assessment scores
1.5.6	Provide research based instructional strategies to enhance differentiated instruction.	Administrative Team All teachers	-0-	Ongoing	state assessment scores
1.5.7	Provide support and enhance reading comprehension through a Read 180 Program. (Community Based Accountability – Dropout Prevention Strategies)	Reading teacher	Campus Budget	Ongoing	State Assessment Scores
1.5.8	Coordinate with the Department Heads' successes and failures to guide meeting AYP and advanced status.	All teachers Data analysis team	-0-	Ongoing	Benchmark tests
1.5.9	Continue to align curriculum to state standards in Special Education classes.	SPED teachers	-0-	Ongoing	Benchmark tests Evidence in lesson plans
1.5.10	Develop a systematic approach to align vertically and horizontally all academic disciplines.	All teachers Administrators Curriculum Directors	-0-	Ongoing	Benchmark tests Evidence in scope and sequence and lesson plans

Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of *all* students.

Objective # 1: AMCHS will monitor equity in all special programs.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
2.1.1 *	AMCHS will disaggregate state assessment data by ethnicity and other subgroups such as economically disadvantaged and will provide tutorials for all students who do not master TEKS. (Community Based Accountability – Dropout Prevention Strategies)	IFT Data Coordinator Administrative Team	District funds	Ongoing	IFT calendar prepared and tutorials scheduled by Objectives
2.1.2	Hold tutorials and provide transportation (late buses).	All Staff Receptionist IFT	Campus Budget	Ongoing	Use of late bus evident; evidence of teacher tutorials being held
2.1.3	Train all teachers to use Eduphoria, Content Mastery, Learning Lab, and Venture Center to support programs and ensure student success.	Learning Lab Teachers Content Mastery Teacher Venture Center Teacher Data Coordinator	-0-	Ongoing	Staff development feedback forms
2.1.4	Provide mentoring to individual students to ensure attendance at state assessment tutorials.	IFT	-0-	Ongoing	Evidence of student attendance at tutorials through sign-in sheets Mentoring Program (T.N.T.)
2.1.5	The counselors and staff will identify and monitor at-risk students	All counseling staff Administrative	CATE \$ Special Ed \$	Ongoing	Students identified & monitored

	(Community Based Accountability – Dropout Prevention Strategies)according to district plan.	Team	Counselor \$		
2.1.6 *	Provide supplies to economically disadvantaged students. (Community Based Accountability – Dropout Prevention Strategies)	Administrative Team	\$3000 State Comp. Ed.	Ongoing	Student use of supplies evident Food Pantry
2.1.7	Provide teachers with training based on data in regards to the discipline of disproportionate number of referrals of various subgroups.	Administrators	District Funds	August 2014	Reduced discipline referrals

***State Compensatory Education Funds**

Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of *all* students.

Objective #2: The overall number of students participating in school-sponsored activities will increase.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
2.2.1	Sponsors of extra-curricular and co-curricular activities will actively recruit student participation. (Community Based Accountability – Dropout Prevention Strategies)	Club Sponsors Coaches Student Participants	-0-	Ongoing Welcome to the Jungle, and Open House	Evidence of increase in student participation Southern Association Review
2.2.2	Students involved in extra and co-curricular activities will go to feeder schools to explain importance of clubs and to recruit new members.	Club sponsors Student participants	-0-	Ongoing	Evidence of club meeting dates, agenda, and sign-in sheets
2.2.3	Offer clubs that address the many unique academic, social, and emotional needs of all students.	Principal Club Sponsors	-0-	Ongoing	Club and Activities Handbook will reflect the types of clubs available to students.

Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of all students.

Objective #3: The percentage of African-American, Hispanic, and economically disadvantaged students enrolled in advanced classes will be representative of the population of AMCHS.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
2.3.1	Personally contact students and parents of socially & economically disadvantaged subgroups to explain and encourage enrollment in advanced classes. (Community Based Accountability – Community and Parental Involvement)	All AMCHS Staff AVID Site Team	-0-	Ongoing	Students enrolled in courses PSAT Test Prep Course
2.3.2	AMCHS will support the AVID Program to encourage enrollment in advanced classes for socially and economically disadvantaged students. (Community Based Accountability – Dropout Prevention Strategies)	AVID Site Team	AVID funds Campus Funds	Ongoing	Student Enrollment Data
2.3.3	Support programs will provide individualized assistance to at-risk students. (Community Based Accountability – Dropout Prevention Strategies)	Administrative Team Staff	Campus funds	Daily	Failure rates state assessment data Attendance rates Graduation rates Dropout rates

Goal 2: Educational opportunities will meet the unique academic, social, and emotional needs of all students.**Objective #4:** Interventions for all students will be provided before making a referral for special education testing.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
2.4.1	The 504 team will be identified and trained to research educational needs of all students. (Community Based Accountability – Dropout Prevention Strategies) (Community Based Accountability – Educational Programs for Gifted/Talented Students)	Dean of Student Services Administrative Teams	-0-	Ongoing	Team identified and trained
2.4.2	504 Team will train AMCHS staff on identifying behaviors of concern and how to get help for students.	504 Team Dean of Student Services	-0-	Fall 2014 Ongoing	Ongoing Staff Development
2.4.3	Provide training on accommodations for all special needs students (ESL, Dyslexia, Sp. Ed., RtI) to all AMCHS staff. (Community Based Accountability – Dropout Prevention Strategies)	504 Team ESL Teacher Dyslexia Teacher Special Ed. Dept.	-0-	Ongoing	Staff Development evaluation data Teacher Climate Survey results
2.4.4	Provide staff development for teachers that focuses on differentiated instruction for diverse learners. Work with unmotivated students. All SPED students will develop four year plans prior to entering high school. (Community Based Accountability – Educational	Administrators Select teachers ICs Dir SPED Counselors Transition Coord.	Title II Part A Local Funds Title III State ESL/Bilingual State G/T funds	June-July 2014 August 2014 and ongoing throughout the year Summer	Lessons utilizing differentiated instruction will be observed in the classroom Reduced number of Special Ed. Referrals/SIT meetings Staff Development ARD Committee will

	Programs for Gifted/Talented Students)				review graduation plans at least annually in order to ensure that students with disabilities graduate on time.
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Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #1: AMCHS will adjust the curriculum by department and level using TEKS.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.1.1	Teachers will create individual lesson plans to ensure alignment of curriculum objectives and instructional practices	Teachers Dept. Heads Administrators	-0-	Ongoing	Lesson plans turned in to administrators Evaluations given to teachers by dept. heads and administrators
3.1.2	AMCHS will continue reviewing and adjusting curriculum by department and by level within each dept.	Level Leaders Dept. Heads Principal	Campus Budget	Ongoing	Updated curriculum state assessment results Evidence in lesson plans
3.1.3	AMCHS teachers will work with curriculum to develop strategies that will increase the number of advanced performance students on all state assessments.	Level Leaders Dept. Heads	Campus Budget	Ongoing	state assessment advanced performance students' results Evidence in lesson plans

3.1.4	Support will be provided for curriculum development and alignment.	District Curriculum/Instru ction Director Department Heads Administrative Team	-0-	Ongoing	Departmental Feedback
3.1.5	Curriculum based measures will be administered and the data reviewed each six weeks. <i>(pending legislative review)</i>	Teachers	Campus Budget	Each six week	state assessment scores Failure rates EDUPHORIA Data
3.1.6	AMCHS will strive to incorporate the elements of Rigor, Relevance and Relationships as well as Choice, Customization, and Creativity into the instruction provided to our students to enhance their learning. Workshop approach, ELPS, AVID, Differentiated Instruction models. (Community Based Accountability – Dropout Prevention Strategies)	Teachers Administrators	-0-	Ongoing	Administrative evaluations Improved performance on state assessment for English Language Learners Reduce number of SIT Meetings Reduced number of SPED referrals

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #2: AMCHS will integrate TEKS from core subject areas into CATE courses.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.2.1	CTE classes will integrate English writing skills; media tech class will use these skills in producing their shows and newscasts. . (Community Based Accountability – Digital Learning Environment)	CTE Teachers	CATE Funds Campus Budget	Ongoing	Evidence of written response in lesson plans Walk-through feedback
3.2.2	CTE staff will meet with counselors, AP’s and other teachers to discuss how CATE can enhance core curriculum.	CTE Teachers	-0-	Ongoing	Turn in reports to CTE Director and CTE Assistant Principal based on collaboration with core teachers
3.2.3	CTE staff will utilize TEKS instructional strategies to provide writing-enhanced major grades.	CTE Teachers	-0-	Ongoing	State Assessment Scores
3.2.4	CTE courses will be offered in a structured sequence so students can investigate areas of interest from introductory to capstone levels. . (Community Based Accountability – 21 st Century)	Director of CTE Counselors	-0-	Ongoing	Students enrolled in Achieve Texas career courses.

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #3: AMCHS will provide focused professional development on strategies to improve achievement for African-American, Hispanic, SPED and economically disadvantaged students and to insure AYP specifications are met in each subgroup.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.3.1	The staff will gain an understanding of the requirements of AYP and design strategies to achieve it in each sub group. (Community Based Accountability – Dropout Prevention Strategies)	District/Campus Level Data Support Administrative Team	-0-	Ongoing	Acceptable and improved scores
3.3.2	AMCHS staff will be provided opportunities to discuss and implement strategies for improving achievement for various subgroups. <i>*specifically writing and reading initiatives.</i>	Administrative Team AMCHS staff AVID Site Team	-0-	Ongoing	Acceptable and improved scores
3.3.3	Provide staff development for teachers that focuses on differentiated instruction for diverse learners(Community Based Accountability – Dropout Prevention Strategies) (Community Based Accountability – Educational Programs for Gifted/Talented Students)	Administrators ICs Select Teachers	Title II Part A Local Funds Title III State ESL/Bilingual State G/T funds	June-July 2014 August 2014 and ongoing throughout the year	Lessons utilizing differentiated instruction will be observed in the classroom Reduced number of Special Ed. Referrals/RtI meetings

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #4: AMCHS will work at the department, district, and state levels to incorporate certification renewal hours into the staff development plan.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.4.1	AMCHS will design all staff development to provide renewal hours as required by SBEC.	Principal	-0-	Ongoing	Staff development training hours evidenced with district transcript
3.4.2	All teachers will continue to be provided training to meet expectations for state required GT training hours.	Principal	Campus Budget	Ongoing	Certificate hours completed
3.4.3	AP teachers will continue to receive AP training in order to stay current in their field of study and to comply with College Board requirements.	AP Team	State AP \$'s	Ongoing	All AP teachers trained as evidenced through AP conference documentation

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #5: The IFT will continue to disaggregate all data to ensure equity in excellence for all children.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.5.1	IFT will disaggregate test data and research successful students by ethnicity.	IFT Level Leaders Administrative Team Data Coordinator	Campus Budget	Ongoing	Ongoing— following receipt of data after all formal Tests

3.5.2	AMCHS will provide tutorials before each state assessment Exit retesting date. (Community Based Accountability – Dropout Prevention Strategies)	Teachers Administrative Team Data Coordinator IFT Dept. Heads	Principal discretionary fund	Ongoing	Test Scores
3.5.3	Curriculum will align with curriculum based measures and state assessments in core areas.	Level Leaders Administrative Team Data Coordinator Dept. Heads	Campus Budget	Ongoing	state assessment Test results and alternate testing

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #6: The Effective School Correlates will guide decision-making and planning at AMCHS.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.6.1	The ICs will continue to train the staff on differentiated instruction, student engagement and model instructional strategies that impact learning. (Community Based Accountability – Dropout Prevention Strategies) (Community Based Accountability – Educational Programs for Gifted/Talented Students)	District Instruction Dept. Instructional Coaches Coaching Crew	-0-	Ongoing	Training scheduled for staff development staff development surveys
3.6.2	Teachers will be evaluated using the ‘Texas’ Professional Development	Administrative Team	-0-	Ongoing	End-of-year teacher evaluations

	Appraisal System and walk-through evaluations, Portfolio reviews, and/or Annual Teacher Reviews				observation
3.6.3	Lesson Plans will be written by individual teachers and submitted electronically to designated administrators and staff members on a designated timeline.	Asst. Administrative Team Administrative Team Principal Approved Staff	-0-	Ongoing	Frequent reviews by administrators End-of-year teacher evaluations and observations

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #7: AMCHS will continue to support existing grants, and staff will continue to write grant requests to support their innovative practices.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.7.1	AMCHS will continue to support the success of all 9 th -12 th grade students through the Learning Lab. (Community Based Accountability – Dropout Prevention Strategies)	Learning Lab Teachers	District Funds	June to June	Number of credits earned by students
3.7.2	AMCHS teachers will be encouraged to apply for CSISD Education Foundation Grants.	Education Foundation Director	-0-	Ongoing	Grants received

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #8: AMCHS staff will continue to develop partnerships with local universities.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.8.1	AMCHS will continue to partner with Universities to place observers and student teachers.	Administrative Team	TAMU \$ SHSU	Ongoing	Observers, student teachers & partner professionals will be in place
3.8.2	Health tech classes will collaborate with TAMU Medical School to make presentations, assist with career planning, and help with training of HOSA competitions. (Community Based Accountability – 21 st Century Workforce Development)	Health Technology teacher	-0-	Ongoing	HOSA competition results
3.8.3	AMCHS will continue to work with Universities regarding summer internship programs.	AMCHS Teachers	-0-	Ongoing	Student teachers utilized
3.8.4	Students will have the opportunity to enroll in dual-credit English, Government and Economics, Computer Maintenance, and Web	Principal English teacher CATE Teachers Govt/Eco	-0-	Ongoing	Student enrollment in dual-credit courses

	Design offering both high school and college credit.	Teachers			
3.8.5	AMCHS will continue to investigate additional dual credit course offerings.	Administration Counselors	-0-	Ongoing	Additional dual-credit course offerings

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.8.6	Students will have an opportunity to work with College representatives to guide them in selecting courses and making career decisions. (Community Based Accountability – 21 st Century Workforce Development)	Teacher College Representative	-0-	Ongoing	Students enrolled in TAMU and other major universities
3.8.7	AMCHS will continue to partner with universities to provide space and assistance to recruiters and financial aid officers in guiding students through the application process.	Counselors Counselor’s Receptionist	-0-	Ongoing	Students enrolled in universities

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #9: AMCHS will continue the vertical alignment process in preparation for End of Course Exams.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.9.1	Each department will develop a comprehensive scope and sequence for each level of instruction.	Department heads Administrators	-0-	Ongoing	Scope and Sequence in place
3.9.2	Special Education teachers will meet with feeder schools to discuss and prepare for transition from middle school to high school.	Special Education Coordinator Special Education Director	-0-	Ongoing	Student climate survey results
3.9.3	All core departments will have a representative serving on the IFT (Instructional Focus Team) to review scope and sequence and insure district vertical curriculum alignment to state assessment/TEKS objectives.	Superintendent Campus Reps	-0-	Ongoing	District sign-in sheets state assessment student grades

Goal 3: AMCHS expects all staff to incorporate innovative educational practices predicated on student need and current scientifically based research in order to promote student success.

Objective #10: AMCHS will work with and support all teachers new and current by providing instructional strategies for effective teaching.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
3.10.1	ICs and Coaching Crew will continue to assist teachers new to the district.	ICs	Central Office Stipend	Ongoing	Successful teachers returning
3.10.2	AMCHS will plan New Teacher Induction and assign mentors for the first year teachers.	ICs Director of Curriculum & Instruction	-0-	Summer 14	Successful teachers returning
3.10.3	ICs will work with district team to plan staff development focused on effective teaching strategies and student engagement.	ICs	-0-	Ongoing	Staff development activities reflect presentation of instructional strategies for effective teaching
3.10.4	Information on level-specific professional development opportunities both nationally and statewide will be disseminated and attendance encouraged.	Dept. Heads Level Leaders	Campus Budget	Ongoing	Successful teachers returning and sharing training
3.10.5	ICs will provide training to eliminate achievement gaps between demographic groups. (Community Based Accountability – Dropout	ICs	-0-	Ongoing	state assessment scores

	Prevention Strategies)				
3.10.6	Teachers will receive professional development based on identified needs of students (ie., AP institutes, subject area, grade level training, meeting the needs of diverse groups, cultural awareness, technology integration, research-based instructional strategies, classroom management skills, differentiated instruction). (Community Based Accountability – Dropout Prevention Strategies) (Community Based Accountability – Educational Programs for Gifted/Talented Students)	Campus Administrative Team, District Administration	District, Campus Funds	Ongoing throughout the year	Teacher Surveys, state assessment Scores, Discipline Records
3.10.7	Administrators will meet with department heads on a regular basis to hear concerns/issues/needs	Administrative Team	-0-	At least Bi-Monthly	Teacher Surveys
3.10.8	Teachers will be recognized by departments and their work featured throughout the school on a monthly basis	Administrative Team PTO	-0-	Monthly	Department Head Recommendations

Goal 4: Parents and community members are actively engaged throughout the campus.

Objective #1: AMCHS will provide information to parents that will facilitate success both at the high school and beyond high school.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
4.1.1	AMCHS will hold various information nights for parents and students: College 101 (all grades), Senior Information Night (Grade 12), Financial Aid Meeting. (Community Based Accountability – Community and Parental Involvement)	Counselors	-0-	Fall 2014	Scheduled meetings Senior exit survey results parent climate survey results
4.1.2	AMCHS will join with local high schools to host College Night at the Brazos Center. Information will be provided by 100 colleges, trade schools, banks, and the armed forces. (Community Based Accountability – Community and Parental Involvement)	Counselors	Local high schools Counselors’ Budget	Fall 2014	Scheduled Senior exit survey results parent climate survey results
4.1.3	AMCHS will host “Welcome to the Jungle” for all students and parents to explain the registration process, new courses, and extra-curricular activities. (Community Based Accountability – Community and Parental Involvement)	Counselors Administrative Team Department Heads Staff	Campus Budget	Jan. 2015	Reduced number of student schedule changes Increased number of students in extra-curricular activities
4.1.4	AMCHS will provide the Senior Newsletter to seniors and their parents.	Counselor’s Secretary	Campus Budget	Ongoing	Newsletters printed & distributed and available online

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
4.1.5	AMCHS will continue to utilize communication methods such as the campus website, postcards, principal newsletter, outdoor marquee and school messenger.	Principal Webmasters Staff	Campus Budget	Ongoing	Increased parent/community participation and involvement parent climate survey results
4.1.6	AMCHS will communicate with the Concerned Black Men organization regarding school events. (Community Based Accountability – Community and Parental Involvement)	Administrative Team	-0-	Ongoing	Increased parent/community participation and involvement parent climate survey results
4.1.7	AMCHS will continue to call the parent/guardian of any student who is absent if they have not called the school after 3 consecutive days	Administrative Team Attendance Clerks Staff	-0-	Daily	Parent Climate Survey
4.1.8	AMCHS will mail home attendance letters on a regular basis	Administrative Team Attendance Clerks	Postage	When a student accumulates more than 5 absences	Attendance Rates Parent Climate Survey
4.1.9	AMCHS will utilize the caller system to notify parents of student attendance.	Administrative Team	Campus funds	When a student is absent from any class	Attendance Rates Parent Climate Survey

Goal 4: Parents and community members are actively engaged throughout the campus.

Objective #2: AMCHS will communicate to parents the opportunities to become involved in student activities, decision-making processes, booster clubs, and advisory councils at the high school.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
4.2.1	Volunteers will be recruited and training will be provided for volunteers (Community Based Accountability – Community and Parental Involvement)	PTO President Principal Secretary	PTO Funds	Fall 13	Volunteers trained & actively working Volunteer Table at Schedule Pickup
4.2.2	Parent representatives of our school population will be asked to serve on various campus and district-wide committees. (Community Based Accountability – Community and Parental Involvement)	Principal	-0-	Ongoing	Parent climate survey results
4.2.3	PTO will develop and distribute “Tiger Tales” to all parents and staff.	PTO Representative Teachers Principal	PTO Funds	Ongoing	Letter distributed 4 times annually
4.2.4	AMCHS will encourage parent involvement from diverse and low SES families. (Community Based Accountability – Community and Parental Involvement)	Administrative Team PTO All staff	-0-	Ongoing	Diverse attendance at all events parent climate survey results Home visits
4.2.5	AMCHS will ask parents to serve on advisory councils for courses and activities.	CATE Staff Administrators, Counselors CATE Director	-0-	Ongoing	Active Advisory councils

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
4.2.6	AMCHS will ask parents and community leaders to make presentations and to volunteer in classes. (Community Based Accountability – Community and Parental Involvement)	Individual Staff	-0-	Ongoing	Presence in classrooms
4.2.7	AMCHS will ask parents to chaperone field trips, school dances, and other school activities. (Community Based Accountability – Community and Parental Involvement)	All staff	Campus Activity Fund	Ongoing	Approved volunteer list will reflect parent involvement
4.2.8	Parents/Community members will be informed of school activities and performances through the school website, phone master, post cards and parent emails. (Community Based Accountability – Community and Parental Involvement)	Administrative Staff	Parent email system costs Mass call system	Monthly	Website Tracking Parent Climate Surveys

Goal 4: Parents and community members are actively engaged throughout the campus.

Objective #3: AMCHS will utilize technology to communicate with parents and the community.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
4.3.1	AMCHS activities will be displayed on the outdoor marquee.	Receptionist Assistant Principal	-0-	Ongoing	Parent climate survey results
4.3.2	AMCHS will maintain an updated web page including student activities and achievements.	Designated Technology Personnel	CATE Funds	Ongoing	Parent climate survey results
4.3.3	All levels will be required to maintain a webpage with course information for parents.	Web Mastery Teacher Web Mastery Team	-0-	Ongoing	Increase in number of departments/teachers utilizing the web page for lesson posting
4.3.4	AMCHS will post school activities on the district's television channel.	Public Information Director Wired Ranch	-0-	Ongoing	Parent climate survey results Southern Association Review
4.3.5	AMCHS will provide and advertise parent access to student grades through the Home Access Center system(Community Based Accountability – Community and Parental Involvement)	Central Office Administrative Team	District data processing budget	Ongoing	Parent climate survey results Southern Association Review
4.3.6	AMCHS will utilize the CSISD Facebook page to engage parents and the community. (Community Based	Technology Department	District data budget	Ongoing	Parent climate survey Southern Association Review

	Accountability – Community and Parental Involvement)				
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Goal 4: Parents and community members are actively engaged throughout the campus.

Objective #4: Parent surveys will reflect a 90% or better approval rating of AMCHS in the area of communication

4.4.1	Parents and community members will be included in the campus improvement planning committee(Community Based Accountability – Community and Parental Involvement)	Principal Associate Principal Assistant Principal	Campus Funds as needed	Four times per year	Meeting Sign In Sheets
4.4.2	Utilize parents/community involvement in the AVID program to assist in meeting the needs of the AVID student population(Community Based Accountability – Community and Parental Involvement)	Administration Counselors Staff	Campus funds as needed	When needed by staff	Personal Graduation Plans for AVID students
4.4.3	AMCHS will survey parents to analyze parent concerns and issues. (Community Based Accountability – Community and Parental Involvement)	Principal	Google Forms	Ongoing	Data disaggregated and changes in place Google Forms

Goal 5: AMCHS will provide a safe and supportive learning environment for students and staff.

Objective #1: AMCHS will comply with the district Crisis Management Plan, Code of Conduct, and Education Code ensuring that procedures and safeguards are in place and staff is trained.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
5.1.1	AMCHS will discuss, utilize, and train for the implementation of the Crisis Management Plan in faculty and staff development meetings.	Crisis Management team Nurse Principal Secretary Counselors Administrative Team Student Resource Officer	District Budget	Fall	All staff understands district plan staff development feedback forms sign in sheets from meetings
5.1.2	AMCHS will discuss, utilize, and train for its own emergency plan of action within district guidelines.	Administrative Team Dept. Heads Crisis Management Team	Campus Budget	Fall	All staff understands emergency procedures for high school sign in sheets from meetings
5.1.3	AMCHS will execute fire drills on a monthly basis. Disaster drills and safe shelter in place drills will be executed periodically.	Administrative Team	Campus Budget	Ongoing	Emergency drill reports completed & turned in
5.1.4	AMCHS will develop emergency intruder procedures, train staff in	Administrative Team	Campus Budget	Ongoing	Faculty meeting sign-in sheets

	these procedures, and require visitors to acquire a name badge after signing in at the front office.				visitor sign in sheets no reports of unregistered visitors
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	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
5.1.5	During advocate, AMCHS will use the school-wide network to present discipline management procedures which are aligned with district policies.	Administrative Team Teachers	Campus Budget	Fall	Student Handbook information reflects alignment reduced number of discipline referrals
5.1.6	Freshmen will have an additional preview of rules at Fish Camp.	Administrative Team Student Council Counselors	-0-	Fall	Student evaluation of Fish Camp results
5.1.7	AMCHS will require parent and student signatures stating receipt of the Student Code of Conduct.	Advocate teachers	-0-	Fall 14 Ongoing	100% return of signature pages in all advocate classes
5.1.8	AMCHS administrators and school resource officers will attend Crisis Management training.	Crisis Management Team	-0-	Ongoing	Team trained Proper procedures followed in case of emergency
5.1.9	AMCHS will require all staff and students to display an ID badge.	All teachers Administrative Team Students	Campus Budget Student Fees	Ongoing	Display of ID Badges
5.1.10	Local K-9 Unit will provide canine	Administrative	-0-	Monthly	Local Records

	drug detection at AMCHS monthly	Team			
5.1.11	AMCHS will consistently enforce and implement the discipline plan for the school campus.	Administrative Team Staff	Campus Funds	Ongoing	End of year and six weeks reports
5.1.12	Develop and/or implement positive proactive intervention strategies that address offenses such as bullying, harassment, and violence (dating and/or sexual abuse)	Administrative Team	Campus Funds	Ongoing	Campus discipline referrals decrease from the 13-14 school year.

Goal 5: AMCHS will provide a safe and supportive learning environment for students and staff.

Objective #2: In order to decrease ISS and AEP placement numbers, the data will be continuously reviewed and disaggregated.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
5.2.1	AMCHS will use data from referrals, including bullying incidents, to drive staff development in classroom management procedures.	Administrative Team Principal Secretary Teachers	-0-	Ongoing	Staff gain understanding of discipline procedures Sign-in sheets
5.2.2	AMCHS will review ISS and Venture Center (DAEP) placement data.	ISS Teacher Administrative Team	-0-	Ongoing	Expectations shared with staff & training provided Sign-in sheets
5.2.3	AMCHS will review gender and ethnicity in categories of referrals. Staff development will address these needs.	Administrative Team	-0-	Ongoing	Staff gain understanding of discipline procedures And equity needs Sign-in sheets

Goal 5: AMCHS provides a safe and supportive learning environment for students and staff.

Objective #3: The culture at AMCHS will ensure that all students and staff, regardless of race, age, mental, social, or economic status, feel supported.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
5.3.1	Classroom management procedures will be consistently in place and submitted to the office.	Administrative Team Teachers Dept. Heads	-0-	Turn in each fall, update as needed during year	Level leaders and department heads will turn in classroom rules to front office.
5.3.2	Staff evaluation procedures will be known, fair, and consistently utilized.	Administrative Team	-0-	Ongoing	Teacher climate survey results walk-through PDAS forms teacher/principal end-of-year conferences
5.3.3	Security officers will be on site and available for assistance.	Student Resource Officers Security Officer After school patrol	Campus Budget	Ongoing	Officers visible on campus during and after school hours
5.3.4	Emergency cards will be required for all teachers and students.	Nurse	Campus Budget	Ongoing	100% of emergency cards on file with nurse's office
5.3.5	Teachers will report to their assigned duty locations, including the hallways between classes.	Administrative Team Teachers Foundations Team	-0-	Ongoing	Teachers are visible at duty stations.
5.3.6	Continue to use and maintain video	Administrative	Campus	Ongoing	Principal feedback and

	security cameras on campus.	Team Foundations Team	Budget		maintenance request records
5.3.7	AMCHS will provide individual counseling and student support groups, including conflict resolution, for at-risk students	Counselors Nurses Administrative Team Foundations Team	-0-	Weekly	state assessment scores Dropout rates Discipline reports

Goal 5: AMCHS provides a safe and supportive learning environment for students and staff.

Objective #4: AMCHS counselors will continue to provide activities that support all students in every aspect of school life.

	Activity	Person Responsible	Resource/Cost	Time	Evaluation
5.4.1	Counselors will address specific student needs by establishing groups. (Community Based Accountability – Dropout Prevention Measures) (Community Based Accountability – Educational Programs for Gifted/Talented Students)	Counselors	Campus Budget	Ongoing	Student survey results
5.4.2	Foreign exchange and other transfer students will be supported in their adjustment process.	Counselors	-0-	Ongoing	Student survey results
5.4.3	AMCHS counseling staff will provide support when a crisis situation arises.	Counselors District level support	-0-	Ongoing	Student survey results

Goal 5: AMCHS provides a safe and supportive learning environment for students and staff.

Objective 5: *Administrative Team* at AMCHS will work closely with each other and staff to be consistent and equitable in dealing with disciplinary referrals.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
5.5.1	Administrative Team will meet regularly to discuss how they follow up on referrals.	Administrative Team	-0-	Ongoing	Staff Survey Data from Administrative Team, ISS, and DAEP
5.5.2	Administrative Team will train teachers on campus rules & procedures.	Administrative Team Foundations Team	Campus Budget	Fall 14	Staff following procedures
5.5.3	Administrative Team and staff will consistently support teachers in enforcing Student Code of Conduct rules.	All staff, Administrative Team Foundations Team	-0-	Ongoing	Teacher, student, and parent climate survey results
5.5.4	Administrative Team will meet regularly with designated personell to review discipline referrals.	Administrative team ISS/DAEP Staff	-0-	Ongoing	Reduce discipline referrals
5.5.5	Maintain and Improve Foundations behavior program	Administrators Foundations Team	Title II Part A Funds; ARRA funds	Ongoing Fall 2014	Reduction of discipline referrals

Goal 6: To increase the completion rate of students at AMCHS from the previous school year.

Objective # 1: To create an environment that supports high expectations for all students.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
6.1.1	Clearly define and enforce attendance policies.	Administrators	-0-	Ongoing	Decrease in absenteeism
6.1.2	Provide career academic/career counseling for all students	Counselors	-0-	Ongoing	Student climate survey results

Goal 6: To increase the completion rate of students at AMCHS from the previous year.

Objective # 2: Provide staff development to assist teachers in working with diverse and at-risk students.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
6.2.1	Provide professional development to support staff on interpersonal skills with diverse populations of students(Community Based Accountability – Dropout Prevention Measures) (Community Based Accountability – Educational Programs for Gifted/Talented Students)	Administrators	-0-	Ongoing	Decrease in referrals from 2013-2014
6.2.2	Provide staff development on early identification of at-risk students and providing available interventions in regard to RtI(Community Based	Administrators	-0-	Ongoing	Increased documentation of student interventions

	Accountability – Dropout Prevention Measures)				
6.2.3	Provide professional development on data interpretation and utilization using the Eduphoria AWARE program.	Administrators Teacher Leaders	Campus Budget	August 2014	Increased utilization of AWARE software by teachers.

Goal 6: To increase the completion rate of students at AMCHS from the previous school year.

Objective # 3: To assist in every manner to decrease teacher absences which always impact student performance.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
6.3.1	Provide an incentive drawing and recognize teachers who have perfect attendance each 6 weeks.	Administrators PTO	Campus Budget/PTO Funds	Each 6 weeks	Decrease in teacher absences
6.3.2	Provide an incentive drawing and recognize teachers who have perfect attendance for each semester	Administrators PTO	Campus Budget/PTO Funds	Each Semester	Decrease in teacher absences
6.3.3	Provide an incentive drawing and recognize teachers who have perfect attendance for each 6 Weeks	Administrators PTO	Campus Budget/PTO Funds	Every 6 Weeks	Decrease in teacher absences

Goal 7: To support teachers, students, and parents in interpreting assessment of students on an individual basis in order to develop an understanding of skills needed for their success.

Objective # 1: *All stakeholders will continue to evaluate CBM's, State Assessments, and formal assessments to make decisions to support success.*

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
7.1.1	Decisions for student interventions in the classroom will be based on data analysis by teachers.	Teachers	-0-	Ongoing	Increase in individual academic performance over time
7.1.2	Utilize Eduphoria AWARE software to analyze student assessments to support instructional decisions by our teachers	All Stakeholders	District funds for Eduphoria Software	Ongoing	Increase in individualized student intervention
7.1.3	Teachers will participate in the RtI process for students identified as at-risk by the Administrative Team. (Community Based Accountability – Dropout Prevention Measures)	Teachers	-0-	Ongoing	Increased documentation of individualized student interventions

Goal 7: To support teachers, students, and parents in interpreting assessment of students on an individual basis in order to develop an understanding of skills needed for their success.

Objective # 2: Administrative Team and instructional leaders will analyze student assessment to support instructional decisions by our teachers.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
7.2.1	Administrative Team will utilize Eduphoria AWARE software to disaggregate and analyze data to identify at-risk students(Community	Administrative Team	District funds for Eduphoria Software	3 week and 6 week marking periods	Creation of At-Risk lists after each 3 week marking period

	Based Accountability – Dropout Prevention Measures)				
7.2.2	Administrative Team will monitor teacher input of individualized interventions for at-risk students to provide feedback and support(Community Based Accountability – Dropout Prevention Measures)	Administrative Team	-0-	Ongoing	Consistent documentation of student interventions
7.2.3	Administrative Team will chair Student Intervention Team meetings to collaborate with stakeholders on student interventions (Community Based Accountability – Dropout Prevention Measures)	Administrative Team SIT Committee Members	-0-	Once/6 weeks/ monitored student	SIT Meeting Minutes and continuous progress monitoring of students

Goal 7: To support teachers, students, and parents in interpreting assessment of students on an individual basis in order to develop an understanding of skills needed for their success.

Objective # 3: Counselors will assist in reviewing/understanding of assessment scores and will develop a support system with Administrative Team.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
7.3.1	Counselors will serve as members of the RtI Committee	Counselors	-0-	Once/6 weeks/ monitored student	SIT Committee Meetings

Goal 8: Provide ongoing professional training for effective instructional practices.

Objective # 1: Utilize teachers and district personnel who will provide professional development throughout the school year.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
8.1.1	The teachers and administrators will provide professional development strategies in grade/subject level meetings	Teachers Administration	-0-	Ongoing	Grade/subject level meeting minutes
8.1.2	Offer periodic off-site professional development to encourage teacher training.	Teachers Administration	Campus funds	Ongoing	Presentation of new techniques to staff

Goal 8: Provide ongoing professional training for effective instructional practices.

Objective # 2: Encourage ongoing personal professional development for teachers.

	Activity	Person Responsible	Resource/Cost	Time Line	Evaluation
8.2.1	Provide opportunities for teacher leaders to be more involved at the state level.	Administration	-0-	Ongoing	Increased teacher participation at state level
8.2.2	Purchase quality materials to update professional awareness of current	Administration	Campus funds	Ongoing	Documentation of teacher use of materials

	strategies within each discipline.				Lesson plans
8.2.3	Develop a schedule of staff development activities based on needs assessment of the staff.	Administration	-0-	Ongoing	Professional Development Schedules Teacher Feedback

College Station ISD Teen Parent Program*

Addendum to:

- 1 Campus Improvement Plan
- 2 District Improvement Plan

Mission Statement:

The mission of the Pregnancy, Education, and Parenting (PEP) Program is to enable school-age parents, through education, to become self-sufficient, responsible, job-oriented citizens. The program's goal is to reduce the number of students who drop out of school due to pregnancy and/or parenthood and to recover young parents who are 21 years old or younger to the educational system.

Subject: Pregnancy Related Services (PRS) Program

- A Identification and intake documentation of pregnant students will be completed, verified, and filed by authorized district personnel.
- B The following services will be offered to each student in the PRS Program. It is not required that each student needs or uses each/every service.
 - Compensatory Education Home Instruction (CEHI)
 - Counseling—individual, peer, career
 - Self-help programs
 - Job-readiness training
 - Transportation for pregnant students
 - Instruction in child development, parenting, and home and family living
 - Assistance to students in the program in obtaining available services from government agencies or community service organizations
 - Access to a nurse educator both on campus and in the home.
- C The certified teacher serving as the CEHI instructor will maintain a log of home instruction during the days or weeks the student receives CEHI.
- D. Documentation of each student's participation in the PRS program will be on file with the Coordinator of the CSISD Teen Parent Program.
 - Verification of pregnancy
 - CEHI teacher's log
 - Copy of ARD and IEP, if applicable
 - PRS entry date
 - Date of delivery
 - Doctor's notes that require either parental confinement or extension of the six weeks postpartum period
 - PRS exit date
- D A Teen Parent Program Policy and Procedure Manual will be developed.

Texas Education Agency PREGNANCY, EDUCATION, and PARENTING PROGRAM

- A school district may provide an integrated program of educational and support services for students who are pregnant or who are parents.
- The program shall include
 - 1 Individual counseling, peer counseling, and self-help programs
 - 2 Career counseling and job readiness training
 - 3 Transportation for pregnant students, as appropriate, to and from the campus
 - 4 Instruction related to knowledge and skills in child development, parenting, and home and family living
 - 5 Assistance to students in the program in obtaining available services from government agencies or community service organizations, including prenatal and postnatal health and nutrition programs
- The district shall solicit recommendations for obtaining community support for the students and their children from organizations for parents of students in the district and from other community organizations.

College Station ISD TEEN PARENT PROGRAM

- 1 Create a climate to encourage self-motivation, raise self-esteem, and raise student/teacher expectations
- 2 Provide opportunities to obtain parenting knowledge and skills
- 3 Raise percentage of students passing state assessments
- 4 Emphasize vocational skills, training, and placement
- 5 Implement services and follow-up to facilitate completion of high school
- 6 Implement ideas to increase parental involvement
- 7 Support students in preparation for childbirth and parenting responsibilities
- 8 Reduce the number of future unplanned adolescent pregnancies
- 9 Provide activities that promote physical and emotional well-being of students
- 10 Recover dropouts due to pregnancy and/or parenting

Strategies summarizing the use of PRS Funds

- Classroom instruction including projects – supplies and materials (no food cost)
- Guest speakers – mainly materials
- Nurse instructor
- Career counselor
- Field trips
- Teacher support system
- School transportation for students and their children
- School nurse/librarians/counselors – resource information, materials and supplies to serve the students
- Childcare
- Travel for resource staff (conferences)
- Technology Equipment

Staff Development Plan 2014-2015

A&M Consolidated High School

Campus Mission: *To Educate the Hearts and Minds of Students for Life.*

District Mission: *Success: Each Life, Each Day, Each Hour.*

Staff Development Calendar 2014-2015

August 1	Leadership Retreat (Department Heads, Counselors, Testing Coord., Administrative Team, Data Coord.) (Social & Emotional Brain Based Research)
August 11-14	New Teacher University
August 15	District-wide Staff Development (1/2 day) /AMCHS Team Building (1/2 day)
August 18	Campus-Based Staff Development (Meeting the needs of English Language Learners with English Language Proficiency Standards Training)
August 19	Campus-Based Staff Development (Technology) (Motivating Unmotivated Learners)
August 20	District Development
August 21	District Development
August 22	Teacher Work Day
August 23	Campus-Based Staff Development
October 13	Campus-Based Staff Development
February 16	Campus-Based staff development
May 30	Campus-Based staff development (Work-Day)
November 12, January 28, April 15	Campus-Based Staff Development (Early Release Days)

***Addendum to the CIP may be added by each department as ongoing staff development and data review occur. These will be included in the CIP and submitted to the district offices upon completion. Each year, these addendum will be archived for reference purposes.**

A&M Consolidated High School

In response to the 2013-2014 Procedural Safeguards: 43% passing reading – SPED population, increase the participation rate for students with disabilities on grade level state assessments.

As a campus, A&M Consolidated High School developed Staff Development opportunities for all teachers that will impact this reading skill for all students, not just our SPED population. These are some of the following Staff Development opportunities offered:

- The district SPED department offered a resource specific professional development, an AB specific professional development, and a life skills specific professional development before the start of school. This individualized staff development reinforced the need for improvement in not only the area of reading but all subject areas within SPED.
- As a campus, AMCHS offered mandatory professional development sessions that focused on motivating unmotivated students, meeting the needs of the Hispanic student population, and brain based learning strategies.
- As a campus, AMCHS will offer a monthly reading strategy or model teach by our reading teacher and ICs in the faculty meetings. These strategies can be used in all classes to improve reading as a campus.
- The English Department, as well as administrators, attended different sessions at Literacy Palooza (Readers Writers Workshop, Jim Burke presentation, etc.)
- At AMCHS, during department time, we had the English department working in conjunction with the resource English teachers during GT time. It was during these times that strategies were shared that were learned during summer workshops. This was a round table discussion that was led by teachers and allowed different ideas to be shared.
- At AMCHS, there has/have been staff development opportunities during our Share Fair that relate to our campus initiatives (writing and reading).
- During Academic Success time at AMCHS specific interventions are taking place. For instance, EOC remediation, individual tutorials, etc.
- Starting this year, AMCHS will have an Rti specialist on our campus. This specialist will be working with some of our 9th grade students that did not happen to get into the 9th grade team. We want to provide specific supports for these students as well.
- Starting this year, AMCHS has developed a 9th grade team consisting of about 60 9th graders. The purpose of this team was to identify students early that have struggled and pair them with a specific set of teachers. The goal of the 9th grade team is to be proactive and help these struggling learners.
- Increase the percentage of students with disabilities taking grade level state assessments.