

BOARD GOALS (BGs) 1- Challenge All Students 2- Safe & Supportive Atmosphere 3- Community Involvement 4- Character Development 5- Management of District Resources	NORTH EAST INDEPENDENT SCHOOL DISTRICT CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN 2007-2008 International School of the Americas (009) <i>Equity and Excellence: Everybody Counts</i> <i>"It is the nature of man to rise to greatness if greatness is expected of him." John Steinbeck</i>	RESULTS: In preparing all students for college readiness, North East ISD schools will be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work towards a minimum of ten National Merit Semifinalists.
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1, 5	Schoolwide (Goal Setting)	1. Faculty to meet every Wednesday morning as part of "ISA Wednesday Staff Development". 2. Three week rotation between CFG (individual), Department (content), and Full Faculty (campus-wide) gatherings. 3. Each setting to require the faculty to set goals for the year for their role in the classroom, department, and school.	1. CFGs will document and track individual goals and determine progress during the year. 2. Departments will set performance targets in August and check for progress as appropriate with a May completion. 3. Faculty will determine 3 overall projects to complete in August with checks for progress as appropriate with a May completion.	GSF, CLP	1-3. Check in every three weeks (or as meeting rotation is developed) in ISA Wednesday Staff Development.	1. CFG coaches and teachers 2. Deans and teachers 3. Administration and teachers	No cost. Use of Trinity University resources related to CFG. Possible use of content area specialists as needed. Possible use of district resources and THSP grant funds for campus-
1, 5	Schoolwide (Graphic Organizers)	Teachers will use, on average once a lesson cycle, graphic organizers and other classifying tools to enhance student higher order thinking and analysis skills.	1. All lesson plans and walkthroughs will depict use of classifying and comparing instructional strategies. 2. Departments (content) meetings for Wednesday Staff Development will include time or resources to share ideas and materials.	3TL, SD, ITL	Check in every three weeks (or as meeting rotation is developed) in ISA Wednesday Staff Development. Also in walkthroughs (to occur on average, weekly).	1. Deans to set expectation of use in lessons and activities 2. Teachers to include in lessons and lesson plans 3. Administration to check in walk-throughs	No cost. Possible use of content area specialists as needed.

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1, 5	Schoolwide (Vocabulary)	Teachers will use core vocabulary, on average every other lesson cycle, in their discipline while using a six step vocabulary development process.	1. One-half of lesson plans and walkthroughs will depict use of core vocabulary and the six step process . 2. Departments (content) meetings for Wednesday Staff Development will include time to develop vocabulary lists by content and course.	CRW, V, AL	Check in every three weeks (or as meeting rotation is developed) in ISA Wednesday Staff Development. Also in walkthroughs (to occur on average, weekly).	1. Deans to set expectation of use in lessons and activities 2. Teachers to include in lessons and lesson plans 3. Administration to check in walk-throughs	No cost. Possible use of content area specialists as needed.
1, 5	Schoolwide (Classroom Strategies)	Teachers will use SAY SOMETHING and THINK-INK-PAIR-SHARE on average every other lesson cycle. The strategy can also be adapted to exhibit individual time, such as WRITE-PAIR-SHARE, SOLVE-PAIR-SHARE, READ-PAIR-SHARE, TAKE NOTES-PAIR-SHARE, etc.	1. One-half of lesson plans and walkthroughs will depict use of these strategies . 2. Departments (content) meetings for Wednesday Staff Development will include time to share ideas and materials.	ITL, Q	Check in every three weeks (or as meeting rotation is developed) in ISA Wednesday Staff Development. Also in walkthroughs (to occur on average, weekly).	1. Deans to set expectation of use in lessons and activities 2. Teachers to include in lessons and lesson plans 3. Administration to check in walk-throughs	No cost. Possible use of content area specialists as needed.

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1, 5	Schoolwide (Use of Data to Determine Individual Student Needs and Personal Student Educational Plans)	1. Leadership Team will continuously use data to plan, implement, and evaluate strategies and structures to increase student achievement and personalize learning 2. Departments will continuously use data to plan, implement, and evaluate strategies and structures to increase student achievement and personalize learning 3. Grade Level Teams will develop and document (electronically) Personal Graduation Plans/Personal Student Educational Plans for all students in need of intervention (the PGP/PSEP process will include at least one administrator, the counselor and parent).	1. Leadership Team meeting minutes will be posted to the campus server space and will include data findings and strategies to employ, analyze, etc. 2. Department meeting minutes will be posted to the campus server space and will include data findings and strategies to employ, analyze, etc. 3. Grade Level Team meeting minutes will be posted to the campus server space and will include notations on PGP/PSEP processes and documentation of the plans will be electronically available.	3TL, GSF, PGP, CCR, CLP	Leadership Teams, Departments, and Grade Level Teams will review student performance data every three weeks (progress reports, etc.)	1. Administration 2. Deans and Administrators 3. Teachers and Administrators	No cost. Requires use of district data systems (e.g. TRIAND) and reports.
1, 5	Schoolwide (AP Enrollment and Exams Taken)	Students will have increased access to Advanced Placement (AP) courses and exams.	1. AP Enrollment in non-English courses will increase by at least 10% from 2006-2007. 2. The overall total number of AP exams taken in all courses will increase by at least 10% from 2006-2007.	GSF, CCR	1. AP enrollment reviewed in August, December, January, and May 2. AP exams taken reviewed in May	1. Administration, Counselor, Deans, and Teachers to encourage and implement enrollment 2. Administration, Counselor, Deans, and Teachers to encourage exams taken	No formal cost, although campus and district will need to investigate possible options for student/family assistance with exam costs.

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1, 5	Schoolwide (College Preparation and Planning)/Academic Development)	Students will have access to test preparation and rigorous academic contests through course offerings, lesson integration, extracurricular opportunity for high stakes tests and events such as TAKS, AP, SAT I and II, ACT, PSAT, Science Fair, History Day, Model United Nations San Antonio (MUNSA) etc.	1. Campus will offer courses in SAT Preparation and Scientific Research 2. Teachers will create lessons, on average every other lesson cycle, designed to encourage creative thinking and problem solving strategies related to academic contests and exams 3. ELA/Social Studies Dean will sponsor a campus History Day and writing contests 4. Math/Science Dean will sponsor a campus Science Fair 5. ELA/Social Studies Dean will sponsor an International Book Club 6. Math/Science Dean will sponsor a Math and a Science Club 7. ELA/Social Studies Dean to coordinate MUNSA curriculum within all grade levels	3TL, ITL, Q, AL, CCR, CLP	1. Course offerings reviewed in August 2. Lesson plans and walkthroughs checked throughout school year 3. History Day and writing contests as per annual events 4. Science Fair as per annual event 5. IBC to meet weekly 6. Math and Science Clubs to meet weekly 7. On-going	1. Leadership Team 2. Administration, Deans, and Teachers 3. ELA/SS Dean 4. Math/Science Dean 5. ELA/SS Dean 6. Math/Science Dean 7. ELA/SS Dean	Administration to set aside \$500 for History Day and \$500 for Science Fair. MUNSA funded, in part, by \$32,500 AAR from district. No other formal costs. District content specialists to be use as needed.

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1, 3, 5	Schoolwide (NMSQT)	Campus administration, faculty, and community will be trained to understand the NMSQT process and requirements for students to become National Merit Scholars.	1. Leadership Team will review 2006-2007 NMSQT results and present to faculty. 2. Leadership Team will present NMSQT information to parents and community via CIC, Community Updates, etc. 3. Departments will study and implement strategies related to improving NMSQT results. 4. At least 1 more NMSQT Commended, Semi, and Finalist over 2006-2007 and per academic year until district goal is reached.	CRW, V, AL, GSF, CCR, CLP	1. August 2. September 3. Review every three weeks with on-going implementation 4. May	1. Administration 2. Administration 3. Deans and Teachers	No cost. Possible use of content area specialists as needed.
1, 3, 5	Schoolwide (TAKS Passing and Commended Rates/TAKS Tutoring)	Campus administration, faculty, and community will be trained to understand the TAKS scoring process, including Commended Rates and what is required to achieve TEA Exemplary Status. Campus will also plan and coordinate a structured tutoring program for students needing additional support with TAKS Preparation	1. Leadership Team will review 2006-2007 TAKS results and present to faculty 2. Leadership Team will present TAKS information to parents and community via CIC, Community Updates, etc. 3. Departments will study and implement strategies related to improving TAKS results to a level of at least 90% passing in all student populations 4. Commended Rates will increase by at least 5% in all student populations 5. A campus-wide weekly tutoring schedule (by content area) will be developed by September in employed by October	3TL, GSF, AL, CCR, CLP	1. August 2. September 3. Review every three weeks with on-going implementation and May 4. May 5. September, October, on-going through May	1. Administration 2. Administration 3. Deans and Teachers 4. Deans and Teachers 5. Administration, Deans, and Teachers	Tutoring funded by district Target TEKS program. Additional materials may need purchase throughout the year via campus funds. Possible use of content area specialists as needed.

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1, 3, 5	Schoolwide (International Curriculum/Interdisciplinary Units/Travel Experiences/Portfolios)	The campus will continue to foster international learning through the lense of Global Citizenship, promote the development of Grade Level interdisciplinary units (to include Travel Experiences), and revise grade level portfolios with the campus Graduate Profile as a focus.	1. Leadership Team will present finalized campus Mission Statement and revised Graduate Profile using the theme of Global Citizenship from 2006-2007 2. Departments will revise and document changes in vertical curriculum and projects to better fit the Graduate Profile and the theme of Global Citizenship 3. Grade Level Teams will revise and document changes in horizontal curriculum and integrated units, including travel experiences and annual portfolios, to better fit the Graduate Profile and theme of Global Citizenship 4. Grade Level Teams will develop and incorporate at least one fully integrated (using all content areas) unit per academic semester 5. Grade Level Teams will develop and lead one Travel Experience during the year 6. Grade Level Teams will require a summative annual student portfolio project	ITL, Q, CLP	1. August 2. Review every six weeks with on-going implementation 3. Review every six weeks with documentation due in May 4. Units completed by December and May 5. Contingent upon traditional travel dates and testing windows 6. Completed by May	1. Administration 2. Deans and Teachers 3. Grade Level Teams 4. Grade Level Teams 5. Grade Level Teams 6. Grade Level Teams	Possible costs associated with developing portfolio process. Travel experiences are self-funded by campus families.
1, 5	ELA (Literature and Strategies)	Teachers will explore the interconnectedness of form and genre across cultures to enhance the internationalization of the curriculum and to seek connection points with other departments for interdisciplinary work.	ELA teachers will use the non-traditional literary canon for at least 30% of text selection and will connect to other multicultural elements within ISA, as well as the broader community.	ITL, CRW, V, SD, CLP	On-going	ELA Dean and Teachers	Possible costs associated with purchase of reading materials to come from
1, 5	Math (Access to Calculus AB)	The campus will create methods to encourage students on the "regular mathematics track" to reach Calculus AB by their senior year.	9th grade math teachers will identify candidates who as possible candidates for an accelerated summer Geometry course or who may be able to take Geometry and Algebra II simultaneously during their 10th grade year.	GSF, CCR, CLP	Students to be identified in April	Math/Science Dean and Math Teachers	Possible requests for district assistance in creating and

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1, 5	Science (Strategies)	1. Integrate the use of small group instruction, including student workstations, literacy stations, technology stations, etc. 2. Integrate the use of concrete models and manipulatives to reinforce scientific concepts. 3. Integrate the use of reading and writing in the content area. 4. Integrate the use of the following best practices to target diverse learners including: 80-60-40 laboratory and field investigations, Marzano's 9 Strategies that Work, Thinking Maps, KWL, Word Wall, 5 STEP VOCABULARY DEVELOPMENT PROCESS, SAY SOMETHING, THINK-PAIR-SHARE.	1 -4. Formative walkthroughs will indicate appropriate use of these instructional strategies.	3TL, CRW, V, ITL, Q, AL	1-4. Monthly	1-4. Administration, Deans, and Teachers	No foreseeable costs.
1, 2, 5	Science (Safety)	Provide all students with a safe environment in which to learn science by fully implementing the Texas Science Safety Standards.	Walkthroughs will demonstrate either compliance or a written action plan for meeting compliance within 2 years.	ITL, CLP	On-going	Administration, Math/Science Dean, and Science Teachers	Possible requests for district assistance in funding.
1, 5	Science (Integration of Mathematics)	Incorporate mathematics, where appropriate, into science classes in order to increase, reinforce, and extend mathematical skills.	At each grade level, math and science teachers will collaborate to create at least one cross-disciplinary unit per semester (this is in addition to the Grade Level Team interdisciplinary unit per semester).	ITL, CLP	By December and May	Administration, Math/Science Dean, and Math and Science Teachers	No foreseeable costs. Possible use of content area specialists as needed.

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1, 5	Social Studies (Strategies)	1. Teachers will incorporate, on average every other lesson cycle, writing into the context of student work in the social studies classroom. 2. Teachers will incorporate open response/short answer writing in the social studies classrooms on all common and classroom assessments. 3. Teachers will continue to work on the vertical alignment of skills and concepts for the social studies department including writing skills, deciphering maps and graphs, and understanding cartoons on average every other lesson cycle.	1. One-half of lesson plans and walk-throughs will include a student writing component 2. All common and formal classroom assessments will include at least 3 open response or short answer items 3. One-half of lesson plans and walk-throughs will include the student use and analysis of a map, graph, cartoon, or similar visual item	CRW, V, SD, ITL, Q, AL	1 & 3. Walk-throughs to occur, on average, weekly within the department 2. Formal and common assessments to occur at least once every 3 weeks	1 & 3. Administration 2. ELA/SS Dean and SS Teachers	Possible costs associated with purchase of visual materials to come from campus Social Studies budget
1, 5	Foreign Language (Strategies)	1. Teachers will implement the use of error code sheets vertically across all levels of Spanish to help students transition to electronic code sheets at the upper levels at least once every 3 weeks 2. Teachers will use the wireless or traditional computer lab as a listening and speaking assessment tool at least once every 3 weeks	1. Lesson plans and walk-throughs will demonstrate use of error code sheets every three weeks. 2. Lesson plans and walk-throughs will demonstrate use of wireless or traditional computer labs at least once every three weeks.	CRW, V, ITL	1 & 2. Walk-throughs to occur, on average, weekly within the department	1 & 2. Administration and Foreign Language teachers	All costs to come from Foreign Language budget. Possible use of content area specialists as needed
1, 5	Gifted and Talented (Strategies)	1. Mathematics teachers will evaluate and create the G/T Math Curriculum to include enrichment activities. 2. ELA teachers will evaluate and create G/T English Curriculum to include enrichment activities. 3. Teachers will evaluate G/T student performance on TAKS and PSAT to adjust curriculum gaps and monitor student progress.	1. Mathematics G/T teachers will meet monthly with Administrator overseeing G/T to review and refine curriculum (minutes will be posted to the campus server space). 2. English G/T teachers will meet monthly with Administrator overseeing G/T to review and refine curriculum (minutes will be posted to the campus server space). 3. Mathematics and English G/T teachers will meet with Administrator overseeing G/T once a semester to review TAKS and PSAT data and review and refine strategies per student (minutes will be posted to the campus server space).	3TL, CRW, V, SD, ITL, Q, CLP	1. Monthly 2. Monthly 3. By December and May	1. G/T Math Teachers and Administrator 2. G/T English Teachers and Administrator 3. G/T Math and English Teachers and Administrator	No foreseeable costs. Possible use of content area specialists as needed.

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1, 5	Dyslexia, 504, and Special Education	The campus will support and maintain a dyslexia, 504, and special education program which meets state mandated requirements.	Administrator overseeing dyslexia, 504, and special education students will have a monthly meeting with the Lee High School special education coordinator and ISA counselor for the purpose of reviewing all students receiving dyslexia, 504, or special education services or requesting a review for services (minutes of meetings will be posted to the campus server space)	3TL, CLP	Monthly	Administrator overseeing dyslexia, 504, and special education and ISA Counselor	No foreseeable costs. Possible use of content area specialists as needed.
1,5	ESL	The campus will support and maintain an ESL program which meets state mandated requirements.	Administrator overseeing ESL students will have a monthly meeting with the Lee High School ESL coordinator and ISA counselor for the purpose of reviewing all students receiving ESL services or requesting a review for ESL services.	3TL, CLP	Monthly	Administrator overseeing ESL and ISA Counselor	No foreseeable costs. Possible use of content area specialists
1, 5	Professional Development	1. All staff members will participate in 60 hours of staff development each year targeting the goals of the campus plan and of ISA's international mission 2. All staff members will be provided staff development on strategies to work with at-risk students and their parents as part of their ongoing work as advisors	1. Teachers will document staff development in A-Train, through HOUSSE, and other district functions 2. August Staff Development and Staff Development dates throughout the school year will include work related to at-risk students. Teachers will also be afforded opportunities to attend related Staff Development in and outside the district, as appropriate	3TL, CLP	1. On-going 2. On-going	1. Teachers 2. Teachers and Administrators	Possible costs associated with outside the district staff development to be funded using campus Staff
1, 2, 4	Dropout Reduction	1. All students will be assigned an advisor and meet with them periodically (students' academic achievement as well as extracurricular involvement will be monitored to assure students feel successful and connected to school). 2. The campus will identify homeless children in compliance with the McKinney Homeless Act and provide inservice for staff on definition, qualifications, and services available. 3. Students leaving the school must complete an exit interview with their Grade Level Team as well as the Principal to assess the reason for the student's departure	1. Advisory logs and passing rates of students will be maintained and updated every 9 weeks as documentation of student success. Involvement in campus and outside groups will also be tracked by advisors and will be reflected in student portfolios each year. 2. Records of identified homeless children will be maintained and all available services will be offered to student and their family (Counselor contact forms and McKinney paperwork will also serve as documentation) . 3. Teams, the Counselor, and the Principal will help students transition to another setting and will assure that creative options are developed for students who need to complete school in an alternative way (the Principal will document final exit interviews).	3TL, GSF, PGP, CCR, CLP	1. On-going and every 9 weeks 2. On-going 3. On-going	1. All staff with an Advisory 2. Counselor 3. Principal	No foreseeable costs. Possible use of district drop out and at-risk specialists as needed.

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1, 2, 3, 4	Technology	1. Campus Technology Committee (CTC) will meet a minimum of once a month to identify technology staff development needs, technology trainers, and campus infrastructure needs. 2. All staff will continuously help students to develop their presentation skills (including appropriate use of technology) during their four years at ISA. 3. The campus will expand opportunities for students to interact with parents, community members, other schools, and international organizations, via video conferencing, presentations and electronic communication.	1. Meeting minutes will be posted to the campus server and the CTC will make present progress to the Campus Improvement Committee monthly . 2. Department and Grade Level curriculum will include technology components consistent with Technology and content area TEKS. 3. The CTC will develop a short and long-term plan for community involvement, video-conferencing, and other strategies.	ITL, CLP	1. Monthly 2. On-going 3. On-going	1. Campus Technology Coordinator 2. Campus Technology Coordinator, Deans, and Teachers 3. Campus Technology Coordinator	Multiple possible costs associated with technology development to be assessed by CTC
1, 2, 3, 4	Safe and Drug Free Schools	1. PALS will provide learning opportunities through advisory, classroom discussions and an informational bulletin board on challenging teen issues (drug and alcohol use, eating disorders, peer pressure, etc.). 2. The campus will make continued use of and promotion of peer mediation to resolve conflict and to prevent school violence. 3. PALS will hold choice discussion groups with teachers about issues that teens face using the PALS and PAL teachers as facilitators. 4. All students will be involved in one or more activities beyond academics as a way assuring their connectedness to school and / or peers in positive ways.	1. PALS will work with advisories, within classrooms, and update their bulletin board at least once every 9 weeks. 2. Administrators and the Counselor will coordinate peer mediation sessions whenever appropriate. 3. PALS will hose choice discussion groups at least once every 9 weeks. 4. Advisors will keep track of student involvement in their advisory logs, which are to be updated every 9 weeks.	3TL, CLP	1 - 4. Every 9 weeks and no later than October, December, March, and May	1. PALS Coordinator 2. Administrators, Counselor, and PALS Coordinator 3. PALS Coordinator 4. All Staff with an Advisory	Minimal costs for PALS bulletin board to come from PALS budget and/or Principal's 901 account

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2, 4, 5	Guidance	1. The Counselor will continue state-mandated comprehensive developmental guidance program (TEC §§ 33.001-33.009) 2. The Counselor will develop a yearly campus guidance plan supporting appropriate counselor time spent in the four guidance components: guidance curriculum, responsive services, individual planning and system support 3. The Counselor will notify students, teachers and students' parents of the Texas Grant, Teach for Texas Grants Program, and the Texas Scholars Program to assist in making informed curriculum choices for adequate preparation for success beyond high school, and to be aware of sources of information on higher education admissions and financial aid (TEC §§ 33.001-33.009) 4. The Counselor will ensure all students who require a personal graduation plan will receive one	1. The Counselor will review, revise, and share the updated developmental guidance program with the Principal by September 30 2. The Counselor will develop and share the annual plan to incorporate level-appropriate percentages of time spent in the four guidance components: guidance curriculum, individual planning, responsive services, and system by September 30 3. The Counselor will maintain sign-in logs of various family and community meetings related to the outlined projects 4. All students in need of a PGP will have an electronic and hard copy of their plan with the appropriate Grade Level Team and in the Counselor's files	3TL, GSF, PGP, CLP	1. By September 30 and on-going 2. By September 30 and on-going 3. On-going 4. On-going	1-4 . Counselor	No cost. Requires use of district data systems (e.g. TRIAND) and reports.
2, 4, 5	Discipline Management	1. Administration will review its Discipline Management Plan to ensure alignment with the District and with Lee High School's procedures in order to provide campuswide consistency . 2. Administration will continue to emphasize the ISA Code of Ethics, mediation, character education, and real-world based consequences for infractions.	1. Review of Discipline Management Plan will be completed by August 31 and Discipline Management Plan will be posted to the campus server space. 2. Character education components and student inservice on the Code of Ethics will be documented through the advisory curriculum.	3TL, CLP	1. By August 31 and on-going 2. On-going	1. Administration 2. Administration and All Staff with an Advisory	No foreseeable costs.