

**DISTRICT GOAL:** Improve instruction for all students, including the sub-populations of Anglo, African-American, Hispanic, Asian & economically disadvantaged, special education, and English language learners by creating engaging activities, programs, tasks, assignments and opportunities that result in student learning.

**NORTH EAST SCHOOL DISTRICT  
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN  
MACARTHUR HIGH SCHOOL  
2004-2005**

**SUMMATIVE MEASURE:** All students will pass their respective grade level TAKS, each campus will receive an Exemplary or Recognized accountability rating, and each cluster will have a minimum of ten National Merit Semifinalists.

Board Goals					TARGET AREA	LEVEL				ACTION STRATEGY	FORMATIVE MEASURE	ASSESSMENT TIMELINE	RESPONSIBLE PERSON(S)	COST/ RESOURCES
1	2	3	4	5		E	M	H	D					
					<b>New Initiatives</b>									
x					All Content Areas			x		Utilize various teaching strategies to identify similarities and differences of concepts.	Critical Friends dialogue. Integration within the Common Assessment.	Semester 2	Department Chairs	
x					All Content Areas			x		Utilize a vocabulary development process to teach TEKS/Core Vocabulary	Core Departments will create a master vocabulary list and provide it to the entire staff for Cross Curricular Support.	All year	All Staff	
x					All Content Areas			x		Utilize various teaching strategies to integrate all students into the lesson cycle.	Use Think,Pair-Share and Say Something strategies to help students become involved in the lessons.	All year	All Staff	
x					Core Areas			x		Data teams will meet on a regular basis to meet campus objectives.	Instructional Dean walk throughs. Teachers are to use all sources of data available to guide instructional planning.	Monthly	C. Rinehart Instructional Deans	
x					Core Areas			x		Departmental teachers from our "sister" school - REAGAN, will work together to create, share, and administer Common Assessments.	Instructional Dean walk throughs. Teachers will follow the guidelines/rubric set forth by the District for the shared Common Assessments.	Each Semester	Instructional Deans	
x					Core Areas			x		Continue with Benchmark testing to guide instruction in the Core Areas.	Utilize the feedback in the subject areas to modify and/or redirect instruction.	District mandated testing windows.	Instructional Deans and Subject Area Leaders.	

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Board Goals					TARGET AREA TEKS/TAKS Based Efforts	LEVEL				ACTION STRATEGY	FORMATIVE MEASURE	ASSESSMENT TIMELINE	RESPONSIBLE PERSON(S)	COST/ RESOURCES
1	2	3	4	5		E	M	H	D					
x		x			All Content Areas			x		Continue the alignment process between the curriculum, instruction, and assessment, not only within, but with our "sister" campus.	Weekly team meeting, vertical alignment, lesson plans, classroom observations and student success. Common semester assessments for all courses on campus.	On-going	All Administrators, Counselors, Department Chairs, and Team leaders	
x					All Content Areas			x		Integration of TEKS into teacher lesson plans, lessons, resources, and assessment.	Teachers are to format lesson plans, agendas, lessons, and assessments integrating the TEKS vocabulary and skills necessary for success on TAKS.	Weekly.	Department Chairs	None
x	x				All Content Areas			x		Continue before school tutoring sessions in all content areas.	Any student needing assistance or tutoring help in any math area.	On going weekly, Departmental tutoring times will be publicly posted throughout the campus.	Math Department	
x	x				All Content Areas			x		Utilize the resources within the Library to supplement instructional materials used in the classroom setting. This is available to any student for any course / or simply to enhance their reading pleasure.	Introductory time in the Library through English Classes. Discussions in Curriculum meetings. Data Analysis accumulated through out the year by the Library staff indicating usage.	On going	Linda LaGrone, Department Chairs, and Library Staff	

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x		x			At Risk/dropout prevention			x		Expand faculty mentor program (PGP's) to facilitate individual student success.	Create the targeted list of students based on TAKS failures or Retentions. Monitor every three weeks as to the student's success..	On-going all year through advisories, weekly.	C. Rinehart, Counselors, Department Chairs.	
x	x			x	At Risk/dropout prevention			x		Develop the MACE. Credit Retrieval Center for underclass.	Utilize 2 teaching units and 2 classrooms in coordination with ACE to work with students who are at risk of dropping out due to multiple failures.	All year.	P.J. Valdez, M. Cardona, C. Rinehart, B. Shelton, W. Watson	
	x				Community Involvement			x		Importance of TEKS/TAKS will be provided to all within the Mac Community.	Information provided: district calendar Fall Greenback Night Spring Parent Night PTSA Newsletter School Marquee School Website Local Newspaper	2004-2005 school year.	W. Watson, PTSA president, C. Rinehart, Counselors, Webmaster	
	x				Community Involvement			x		Notify parents of progress report and report card distribution dates.	Information provided: district calendar greenback night PTSA Newsletter School Marquee School Website Local Newspaper	2004-2005 school year.	W. Watson, PTSA president, C. Richard, Counselors, Webmaster	
	x				Community Involvement			x		Report cards and progress reports are mailed to parents for all students who do not sign out for them, and to all students at the end of the year.	Scheduled parental notification of student progress.	2004-2005 school year.	W. Watson, C. Rinehart, Data Processor	\$1,800

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x					Gifted/Talented			x		Promote challenging curricular targets in all core area academic fields through GT training and rigorous Pre-AP and AP programs.	Teachers in this program have received NEISD GT training and/or College Board Training.	On-going; all year.	C. Rinehart, Math Dean and English Dean	
x	x				Math			x		Offer Math Tutorial sessions during and after school.	Current enrollment levels maintained.	On going	C. Rinehart, Math Dean, Campus Staff as needed.	
x	x				Math			x		Promote campus support of student success with a co-funded CMC and tutoring to meet the needs of all students who struggle in math.	Continue with the current Mac Achievement Center to allow assistance for <u>all</u> students.	Daily; on-going.	C. Rinehart, Math Dean, Math and Special Ed. staff	
x		x			Professional Development			x		Familiarize the faculty, staff, and community with the TEKS and TAKS.	In-service sessions during the 2004-2005 school year; newsletters; and all campus related meetings.	On-going.	W. Watson, Department Chairs, PTSA, Booster Clubs.	
x		x			Professional Development			x		Opportunities will be provided during the staff development days and school days for both content specific, cross curriculum development, and issues related to the sub-pops.	Staff development agenda for scheduled inservice days, departmental, and subject area meetings	On-going	W. Watson, Staff Development Committee.	\$1,000
x		x			Professional Development			x		Teachers attending conferences will be asked to share knowledge gained with the campus and individual departments.	Regular scheduled faculty, department meetings, and/or staff development days.	On-going	Department Chairs.	

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x					Professional Development--TEKS (Curriculum, Alignment, Assessment)			x		Utilize TEKS-based curriculum sequence through professional development activities and planning activities.	Utilize common assessment results, core area common conference periods, horizontal and vertical teaming to identify strengths and weaknesses in the academic programs.	On going weekly	Instructional deans	
x		x			Reading strategies			x		Demonstrate and disseminate strategies to teachers to address the preparation and the remediation needs of each student.	Teachers will provide the department chairs with information as to the relationship of TEKS curriculum and student needs as they prepare for the TAKS.	On-going through curriculum based faculty meetings.	C. Rinehart, W. Watson, Department Chairs, and Counselors.	
x					Reading strategies			x		Re-integrate the Mac Wrap within the English Curriculum.	Better utilization of school resources to develop reading and writing skills.	On-going at all levels of English	J. Hart, D. Long-Shirley and English Staff	
x		x	x	x	Technology			x		Teachers will use technology to integrate the TEKS into daily lessons.	Weekly/bi-weekly lesson plans submitted with TEKS statements integrated.	On-going; teacher conferences held as needed.	C. Rinehart, Dept. heads.	
x		x	x	x	Technology			x		Utilize the various wireless labs available on campus for classroom based activities needing use of the internet and other resources.	Lesson plans submitted by the teachers stating a TEKS based need for the labs.	2004-2005 school year.	M. Cardona, C. Rinehart, and dept. chairs.	
x					Test Preparation			x		Develop awareness of TAKS among students, parents, and faculty.	Test tutorials for students not enrolled in TAKS based courses. Phone calls, post cards sent, PTSA newsletter notifying parents and community.	On-going; all year.	All MacArthur Stakeholders	

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					<b>Enhancement Efforts</b>									
x	x			x	Attendance			x		Consistent enforcement of established attendance/tardies policy will promote student success.	Decrease in tardies and increase in attendance reflected in review of office referrals, utilization of absence calling system, and attendance entry using district mainframe.	On-going; all year.	All administrators and teachers.	
	x			x	Attendance			x		Promote a positive student attitude toward attendance by teachers setting an example of good attendance. Continue to have the best teacher attendance rate in the district.	Teacher attendance reports.	Daily; on-going. Semester teacher attendance reports.	W. Watson	
x	x			x	Career and Technology			x		Expand career tech opportunities to appeal to students who do not experience success in a standard academic program.	Analysis of enrollment in Career Tech courses.	On-going	P. Callaway	\$200.00 paper
	x				Community Involvement			x		Utilize parent volunteers for selected duties and expand the volunteers to include community members..	List of parent and community volunteers	On-going	Volunteer Coordinator, PTSA president, C. Richard	
x	x			x	Discipline Management			x		Discipline Management Committee will utilize faculty and administrative input to explore other possibilities to reduce tardies and promote student success.	Reports, as needed, within Administrative staff meetings, regarding perceived success of various strategies.	On-going	Brenda Shelton	\$20.00 for printing.

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x			x		Guidance and Counseling			x		Provide opportunities for interested students to obtain assistance in college selection and scholarship application processes and the expansion of the MacArthur college/career center.	Career center containing college resource materials expanded. Information regarding on-line application process to colleges available.	Log-in data of the use by the students of the college career center.	Counseling staff.	Approx. \$500.00 without buying additional computers.
x			x		Guidance and Counseling			x		Provide information regarding career pathways and career counseling through classroom counselor visits; course fair; and college night/career night.	Completed course selection with outline of four-year plan for all freshmen and updates of four year plans for other grade levels.	On-going.	Counseling staff.	
x		x			Leadership			x		Based upon campus analysis of organizational health, follow-up sessions with faculty will be scheduled to improve individual leadership skills, and improve overall organizational health on campus.	Flow chart and Norms are reviewed with the Department chairs.	March, 2004	W. Watson	
x	x	x			Parent Communication			x		Teacher communication with parents	Phone calls home after third absence and when student falls below a passing standard.	Daily; on-going.	All teachers.	
x		x			Professional Development			x		Campus Plan will reflect faculty input through brain storming sessions.	Staff Development calendar will include brain storming sessions.	On-going.	W. Watson, CIC, Staff Development Committee	
x		x			Professional Development			x		Provide staff development sessions reviewing all state mandated topics for educators.	Personnel awareness and action	2004-2005 school year.	Campus Administration	

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x		x			Professional Development			x		Provide information session for teachers regarding legal issues and school policies regarding attendance and dropouts.	Personnel awareness and action	2004-2005 school year.	Campus Administration	
x		x			Professional Development-- Technology			x		Familiarize the faculty and staff with the technology available by the campus and the district.	Staff Development, Department Meetings, District training sessions, and Campus training sessions.	On-going	W. Watson, M. Cardona, J. Villarreal, Department Chairs, and the District Ed. Tech. staff	
	x		x	x	Safe and Drug Free Schools			x		Drug and weapon possession violations will be handled promptly, consistently and to the maximum extent of the law according to school and district policies.	Decrease in the number of violent incidents involving drugs or weapons.	On-going	Dicsipline management committee and administrators	
	x		x	x	Safe and Drug Free Schools			x		Consistently enforce campus rules and goals through daily duty assignments for teachers, i.e. approximately 20 minutes per day for 10 days per school year.	Duty schedule for each semester.	2004-2005 school year.	Assistant Principals	

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	x		x	x	Safe and Drug Free Schools			x		Provide conflict resolution, anger management and mediation opportunities to students, staff, and parents. (Pals, STAN, PEACE, mediation, counselors, Asst. Principals).	Periodic review of number of referrals as compared to past year.	2004-2005 school year.	L. Rushing, J. Gabbard, Sp. Ed., Counseling, Administration	
	x		x	x	Safe and Drug Free Schools			x		Continue Winner's Circle with clearly stated goals.	Increase in number of participants and on campus activities	On-going.	J. Gabbard	
	x		x	x	Safe and Drug Free Schools			x		Red Ribbon week activities to include drug awareness program by PTSA.	Red Ribbon Week activities scheduled on school calendar.	Scheduled in accordance with Texas Red Ribbon Week.	Student Council Sponsor; PTSA representative.	
	x		x	x	Safe and Drug Free Schools			x		Maintain instruction of NEISD Safe and Drug Free curriculum objectives.	Checklist each six weeks.	2004-2005 school year.	J. Gabbard, Department Heads.	
	x		x	x	Safe and Drug Free Schools			x		Name tags will be provided to all PTSA/community volunteers, visitors, student teachers, workmen, and teachers to promote campus security.	All approved personnel will have and wear visible nametags.	2004-2005 school year.	W. Watson	
	x		x	x	Safe and Drug Free Schools			x		Installation of security cameras will help campus personnel to monitor common areas during all periods of a day.	All personnel associated with this effort will have access to the videos to determine if any action is necessary to take.	2004-2005 school year.	M. Cardona, W. Watson.	\$1,000.00

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	x		x	x	Safe and Drug Free Schools			x		Communication between administrators, security, nurse, and a base-station provided to promote increased campus security.	All personnel associated with this effort will have a hand held radios for communication within the campus.	2004-2005 school year.	M. Cardona, W. Watson.	\$1,000.00
x		x			Special Education			x		Familiarize faculty with the characteristics and needs of all students within the special needs areas as well as the sub-pops.	Training from the Special Education area regarding necessary modifications. STAT Identification of needed sub-pop support.	On-going	All campus personnel and parents.	
	x		x	x	Student Leadership			x		Increase student responsibility and leadership and improve communication on campus by involving students in the Brahma Network doing the morning announcements.	Announcements viewed through the campus network. Tape delayed viewing available.	Monday and Tuesday throughout the year.	W. Watson, V. Alford, M. Cardona	\$1,000.00
	x		x	x	Student Leadership			x		Utilize framework of existing student organizations to promote participation by all students in service projects, both on campus and in the community.	Tentative schedule of projects and ways of recruiting additional participants submitted by organization sponsors to appropriate Asst. Principal.	2004-2005 school year.	B. Shelton, A. Richard, Organization sponsors.	
	x		x	x	Student Recognition			x		Use Inter-school TV announcements, Meet the Brahmas, display cabinets, school newspaper, Potty times, PTSA newsletter, and student rewards/incentives for recognition of students, staff, and community.	Lists compiled from departments giving student name and accomplishment for announcements; Video opportunities available to students for creation of information programs.	On-going.	V. Alford, Student Council Sponsor, Athletic Coordinator, M. Cardona, PTSA representative, W. Watson.	\$1,000.00

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	x		x	x	Student Recognition			x		Include the recognition of non-athletic achievements at faculty meetings, PTSA newsletters.	Informal observation of successes throughout the campus.	On-going.	W. Watson.	
x	x				Tardies			x		Continue 15 minute lock-in at the beginning of each period. Continue 10 minute lock-in at the end of each period.	Tardies should continue to decrease as compared to previous years.	Daily by period; on-going.	All administrators and teachers.	
x		x	x	x	Technology			x		Each teacher on the campus will develop and maintain a personal webpage regarding their teaching assignment. The link will be found through the MacArthur campus website.	Frequent updates will be made as the year progresses and through feedback provided by users.	2004-2005 school year.	All Certified Staff members	
x		x	x	x	Technology			x		Departmental information provided to the campus webmaster to download to campus website.	Frequent updates to campus website observed by users. Log sheets available from district to Webmaster.	2004-2005 school year.	Dept. Chairs, Webmaster, Counselors.	
x		x	x	x	Technology			x		Information needed by individuals working within the MacArthur campus have access to the campus network server.	Maintenance of the Campus server, which will contain daily bulletins, master schedule, teacher handbook, Gradespeed program, etc.	2004-2005 school year.	CNC, M. Cardona.	
x		x	x	x	Technology			x		Utilize all components of the NEISD mainframe, local server, e-mail, and the intranet.	Reduce the amount of paper used in disseminating information that can be found on the mainframe or the server.	2004-2005 school year.	C. Rinehart, M. Cardona, CNC, Webmaster, Data Processor.	