

**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**

**2008-2009**

**JAMES MADISON HIGH SCHOOL**

*Equity and Excellence: Everybody Counts*

*"It is the nature of man to rise to greatness if greatness is expected of him."  
John Steinbeck*

**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.

**DISTRICT GOAL:** Improve instruction for all students focusing on sub-populations of Anglo, African-American, Hispanic, Asian & Economically Disadvantaged, Special Education, and English Language Learners by creating engaging activities, programs, tasks, assignments, assessments and opportunities that result in increased student learning.

[For further description click on http://intranet.int.neisd.net/si/](http://intranet.int.neisd.net/si/)

**RIGOR** - All students will have access to a challenging, TEKS focused curriculum that engages students and reflects college readiness standards.

- \* 3 Tier Instructional Model
- \* Content Reading and Writing Strategies
- \* Vocabulary Development
- \* Similarities and Differences
- \* Interactive Teaching and Learning (i.e. THINK-INK-PAIR-SHARE)
- \* Cues, Questions, and Advance Organizers

**RELEVANCE** - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery.

- \* Student Goal Setting and frequent feedback with individual students
- \* Assessment for learning strategies
- \* Personal Graduations Plans (PGPs)
- \* College / Career Readiness

**RELATIONSHIPS** - Every student will have a personal teacher advocate who will convey a sense of caring and support.

- \* Collegial Instructional Learning and Planning (i.e. professional learning communities)

**STUDENT ENGAGEMENT STRATEGIES CODES**

**3TL** - 3 Tier Levels of Instructional Intervention

**CRW** - Content Reading & Writing

**V** - Vocabulary Development

**SD** - Similarities and Differences

**ITL** - Interactive Teaching/Learning

**Q** - Cues, Questions, and Advance Organizers

**GSF** - Goal Setting & Frequent Feedback with individual students

**AL** - Assessment for Learning Strategies

**PGP** - Personal Graduation Plans

**CCR** - Career / College Readiness

**CLP** - Collegial Learning and Planning

BGs	TARGET AREAS (Specific goals based on campus and students needs)	ACTION STRATEGIES (Actions needed to accomplish target areas)	EVALUATION INDICATORS (How will progress be monitored? What feedback will determine progress?)	RESULTS TIMELINE	RESPONSIBLE PERSON(S)
4, 2	Staff development to improve relationships and engagement between teachers and students.	*Teachers will be trained in the CHAMPS discipline protocol.	*We will keep ongoing DATA records on all teachers with regards to referrals, attendance (student and teacher), failure rates.	On going. Every 6 weeks.	All faculty and staff.
1, 2,3,4,5	Staff development to improve student success through teachers' introspective look at teaching strengths.	*Teachers will implement strategies from, <u>Teaching To Your Strengths</u> , during the school year.	*Teachers will post their strengths in every classroom and focus on those strengths in the development of lesson plans, objectives, and special projects.	On going. Every grading period.	All faculty and staff.
1, 2	Improve goal setting with students.	*All students will have a mentor that will meet with them every three weeks in a homeroom huddle to discuss grades, attendance, and goal setting with the progress report or report card.	*Students and teachers will monitor and discuss individually grades, attendance, and goal setting to improve these areas of learning.	Every three weeks.	All faculty and staff.
1, 4	Increase the number of students taking Pre AP and AP classes. Reinforce those who are presently taking Pre AP and AP classes. Provide information to the parents and the community about Pre AP and AP work.	*Students who fit the underachiever profile will be placed into one or more Pre AP or AP classes with support from the AVID class. *AP Potential Night. *AP Insight Night. *AP Alumni Panel. *All AP teachers will meet with potential AP students prior to spring.	*AVID class and team will help students improve grades, attendance and success. *AP Potential Night and AP Insight Night will educate parents and students in the importance of Pre AP and AP coursework for a high school transcript and encourage students to challenge themselves for college readiness. *AP Alumni Panel allows students to hear from graduates who took Pre AP and AP courses while at Madison and to hear the importance of these courses at the college level.	All year.	AVID Team. AP Curriculum Team.

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1, 5	Improve TAKS scores across the board with emphasis on those sub-pops in need. (i.e. african american, hispanic, and economically disadvantaged in math and science)	*Teacher Data Sheets. *Utilize and analyze 07-08 TAKS data. *Utilize and analyze Triand/Compass information. *Utilize and analyze benchmark results.	*The leadership team will provide Data Packets to all teachers that will include individual student data, teacher data (TAKS passing, commended) passing rates, allcomparrd to district and school averages. *All core area teachers will have common conference periods where TAKS, Triand/Compass, and Benchmark information will be analyzed and evaluated to determine individual student needs. *All departments will hold monthly department meetings with assigned AP. *Agenda and minutes will be documented. Core area teams will meet weekly.	All year.	All teachers and departments.
1, 5	Increase use of technology within the classroom.	*Provide as many projectors as possible for classrooms. *Implement computer cow breakdowns for smaller use. *Increase the use of calculators in all appropriate classes.	*All deans and department heads will provide opportunities for teachers to incorporate new ideas within the curriculum to incorporate technology. *Provide more opportunities for computer lab time.	All year.	All teachers and departments.
1, 5	Improve attendance of students and all employees.	*Attendance reports every 3 weeks *Student incentives *Teacher incentives *More communication with parents.	*Administrators, deans, and department heads will meet with teachers with excessive absences every 3 weeks and document the meeting. *Teachers will personally contact parents/guardians of students with excessive absences every 3 weeks. *Merchandise incentives will be offered every 9 weeks to students and teachers with good attendance.	All year.	All teachers and departments.
4, 3	Increase the percentage of students involved in extra curricular programs. Improve character and self-esteem.	*Student incentives (i.e. exemptions, points, ...) *Character programs for all classes. (Weekly)	*A committee of students will meet monthly with the principal to address the issue of more student involvement in extra curricular programs. *Daily announcements to build character along with programs designed for self-esteem.	All year.	All teachers and departments.

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4, 3	Increase parent/community involvement with the campus.	*Mav Business Alliance *CIC *PTA Enrollment Initiative *College student tutoring.(AVID) *Business Mentoring.	*CIC will interact with the businesses within our attendance area and continue to develop an alliance with the school to promote communication between these businesses and the school *Set up business leaders to make presentations to students.	All year.	All teachers and departments.
1, 5	Improve passing rates, graduation rates, and assessment consistency campus wide.	*Campus wide late work policy. *Communication of tutoring programs with parents.	*A campus wide late work policy has been developed and will continue to be followed.	*Monitored all year.	All teachers and departments.
2	Improve safety and security on the campus.	*3rd year of all students wearing ID's. * More security cameras. *Gates built on the main exits and entrances.	*All students will be required to wear ID's at all times. *The district has promised gates on the main entrances and exits and we are still waiting on them.	*Monitored all year.	All employees.
1,4	Preparing the students for college.	Application to college for all seniors.	*All seniors	Monitored at the end of the year.	Counselors and administrators.
1,2,4	Decrease the number of referrals to the office for discipline issues with students.	All teachers will be trained in the new CHAMPS protocol.	*Monitor number of referrals to the office every 6 weeks by student and teacher. Collect and compare number of students placed at alternative settings with the pervious year and previous 6 weeks.	Monitored at the end of each 6 weeks.	All employees.
1,4	Focus on those students identified as "bubble" students who are borderline passing on a regular curriculum.	Continue with the CARE Program on a full-time basis along with a full staff.	*Monitor and compare the number of students in need of credit protection and recovery at the end of every 9 weeks as compared to the previous year and 9 weeks. Calculate the percentage of students who earn credits at the end of each semester.	Monitored at the end of each 9 weeks.	All employees.

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Addendum	Improve attendance to <96%.	Staff development with all teachers and staff on improved attendance recording and implementation of new procedures.	Student attendance will be monitored and recorded against last years percentages.	Monitored every 6 weeks.	All staff.
Addendum	Improve TAKS scores in Math and Science.	Staff development with all teachers to focus on improvement of TAKS scores especially in the subpops of African American, Hispanic, and Economically Disadvantaged.	Subpops will be monitored and evaluated every 3 weeks to adjust the curriculum to improve scores and success.	Monitored every 3 weeks in department meetings.	All staff.