

**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  
 2009-2010 ACADEMY OF CREATIVE EDUCATION**

*"The goal makes the team." Mark Rolewski  
 "Teams get results." Katzenback and Smith*

**RESULTS**  
 North East ISD schools will prepare all students for college and careers, be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work toward a minimum of ten National Merit Semifinalists per comprehensive high school.

**DISTRICT GOAL**  
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**CODES FOR STUDENT-CENTERED STRATEGIES**  
 RIGOR - All students will have access to a challenging, TEKS focused curriculum that is engaging and reflects college/career readiness.  
 3TL 3 Tier Instructional Model  
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 PGP Personal Graduations Plans  
 CCR College / Career Readiness  
 RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.  
 CLP Collegial Learning and Planning (i.e. professional learning communities)  
 MCP Managing Classroom Procedures  
 IA Improved Student Attendance  
 PI Parent & Community Involvement

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?)	Student-Centered Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
1,2	Accelerated Education At Risk/Dropout Reduction	The Academy's original mission statement will be reviewed so that organizational philosophies and beliefs align with personal beliefs.	100% of the Academy's administrators, teachers, and support staff will participate in the review and possible revision of the Academy's original mission statement.	CLP	Annually	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Teachers, and Staff	SCE Funds
1,4	Accelerated Education At Risk/Dropout Reduction	Academy students and staff will write a personal mission statement so that personal beliefs align with the organization's mission statement.	100% of the Academy's students and staff will complete a personal mission statement which supports and enhances the Academy's mission statement.	CLP	Annually	All students and Staff	SCE Funds \$1,035.00
1,2	Accelerated Education At Risk/Dropout Reduction	Academy students will be provided an extended academic year calendar to master state performance standards. The Academy will maintain an open entry/open exit policy to facilitate (1) the maximum number of students possible, (2) acceleration of student's academic programs, (3) flexibility for students who are single heads of households and employed, (4) adaptability for students suffering from illness, (5) transition from a traditional to non-traditional high school, (6) intervention for students at-risk of dropping out, (7) individualized instruction, and (8) flexibility for parenting students in order to accelerate the completion of a high school diploma and provide academic programs for students in at risk situations.	100% of Academy students will have the opportunity to attend classes for 205 instructional days.	CLP, 3TL, AL, AFL, PGP, IA, MCP, DI	Annually	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Staff	SCE Funds \$11,264.00

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1,2,4	Accelerated Education At Risk/Dropout Reduction	A flexible student schedule will be implemented to accommodate the needs of at-risk students in a manner that (1) requires students to attend school a minimum of 20 hours per week, (2) requires students to select the best daily time frame for attending school, (3) promotes good attendance, (4) allows time for health related appointments, family emergencies, or transportation problems, (5) provides the opportunity for employed students to attend school and continue to work, and (6) develops student choice and problem-solving skills.	100% of Academy students will be involved in implementing an attendance schedule to fit their individual needs. Student attendance will increase from 91.6% to 92.1%. 100% of Academy teachers will maintain daily attendance records.	GSF, CCR, PGP, IA, DI, CT	Daily	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$3,450.00
1,2,4	Accelerated Education At Risk/Dropout Reduction	Academy staff will review, refine, and implement updates to the new student orientation program which include (1) experience and transition, (2) attendance, (3) curriculum awareness and choices, (4) time management, (5) mission statements, (6) resumes, (7) learning style inventories, (8) computer usage, (9) dress code, (10) APB cards, (11) personal health, (12) safe and drug free school program, (13) graduation plans, (14) scholarship opportunities, (15) social interactions with peers, and (16) campus and district general policies and procedures which include CHAMPS.	100% of Academy students will complete a personal mission statement, learning style inventory, job resume, and a policies and procedures contract. 100% of Academy students will learn about transitioning from a traditional to a non-traditional setting, APB cards, curriculum choices, time management, computer usage, personal health, district's safe and drug free school program, scholarship opportunities, social interactions, dress code, and graduation options.	CLP, GSF, AL, AV, CRW, AFL, PGP, CCR, MCP, IA	Monthly	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Teachers, and Staff	SCE Funds \$1,380.00

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1,2,4	Accelerated Education At Risk/Dropout Reduction	Attendance, Performance, and Behavior (APB) cards will be implemented to develop student responsibilities and ensure student success by tracking (1) student attendance hours, (2) courses assignments, due dates, and completions, (3) behavior expectations based on the CHAMPS program, (4) absences, (5) community service hours, (6) TAKS classes needed, (7) points earned for course completions, (8) progress, (9) course modifications, and (10) 50-point star recognition.	100% of Academy students will be assigned an APB card customized for their individual progress.	GSF, AL, IA, MCP	Daily and Weekly	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$690.00
1,2,4	Accelerated Education At Risk/Dropout Reduction	Individual student plans will be implemented to develop student responsibility and ethics through successful problem-solving, time management, and decision-making skills. This plan will be based upon the CHAMPS program.	98% of students will earn their diploma and graduate from high school. 100% of Academy students will participate in a plan that includes (1) weekly awards assemblies that recognize student successes, perfect attendance, presentation of 50-point star certificates, (2) announcements of all course completions, (3) awarding of points at the Attendance, Performance, and Behavior card meetings, (4) student-led conferences with two teachers as a self-evaluation procedure for graduation, (5) meetings in small groups with advisory teachers to discuss issues relevant to student success, and (6) presentation of student of the week awards.	GSF, PGP, AL, MCP, CT, IA, CLP	Daily and Weekly Meetings	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$2,070.00

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2,3,4	Accelerated Education At Risk/Dropout Reduction	Academy students will receive appropriate social service referrals to/for (1) the teen-parenting program, (2) the McKinney-Vento Homeless project, (3) counseling and/or psychological therapy, (4) dental and/or health insurance, (5) the food and clothing shelter, (6) drug rehabilitation, and (7) the Department of Assistive and Rehabilitative Services.	100% of Academy applicants will be screened for and referred to the appropriate social service agencies as needed.	CLP, GSF, IA, PI	Daily	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds
1,2,4	Guidance	The guidance plan will include all four guidance components: (1) guidance curriculum, (2) responsive services, (3) individual planning, and (4) system support.	100% of Academy students will receive services in the four guidance components. 100% of Academy advisors will maintain individualized student plans on 100% of their advisees. 100% of Academy students will be referred to the Academy registrar for graduation check. 100% of Academy courses will be recorded on the individualized student plan and entered in the campus database.	GSF, PGP, IA, PI	Daily	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Teachers, and Staff	SCE Funds
1	Accelerated Education At Risk/Dropout Reduction	The teacher advisors/graduation coaches will maintain individualized educational student plans documenting course completions and assignment of new courses as well as to track attendance, performance, and behavior for student conferences.	100% of Academy advisors will maintain individualized student plans on 100% of their advisees. 100% of Academy students will be referred to the Academy registrar for graduation check out. 100% of Academy courses will be recorded on the individualized student plans and entered into the computer database. 100% of Academy students will conference with their advisor to review individual progress.	GSF, 3TL, AL, PGP, CCR, IA	Daily	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Teachers, and Registrar	SCE Funds

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1,2	Accelerated Education At Risk/Dropout Reduction	Academy teachers will facilitate an individualized, self-paced, accelerated curriculum that incorporates (1) 4MAT lessons that address all learning styles, (2) HOTS, (3) computer access in all classrooms, (4) technology lessons in all curriculum areas, (5) research based strategies such as Covey and Glasser, (6) TEKS alignment in core areas, (7) diversity and scope, (8) curriculum choices within TEKS guidelines, (9) TAKS formatted writing strategies in each core area, (10) modification for gifted and talented and special education students, (11) expansion of elective courses, (12) curriculum aligned with TAKS objectives, (13) TAKS classes which provide local credit for students who failed a portion of the TAKS, (14) best practices integrated into all courses, and (15) class discourse, inquiry, and research based materials.	100% of Academy students, in all grade and ability levels, will be involved in this individualized curriculum, complete all course work, show 80% mastery, and pass TAKS. 100% of individualized assignments will reflect appropriate instructional and learning strategies.	GSF, 3TL, CRW, AL, AV, AFL, IA, MCP, DI	Weekly, Monthly and Yearly Assessment of Student Progress	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$9,660.00
1,2,4	Accelerated Education At Risk/Dropout Reduction	Create, develop, and implement curriculum units that recognize the connection between character development and success in and outside of the classroom. All Academy teachers will practice the CHAMPS (conversation, help, activity, movement, participation) strategies.	100% of Academy students will participate daily in character development during weekly student assemblies, advisories, and community involvement/service. 100% of Academy teachers will participate in CHAMPS training.	3TL, CRW, AL, CCR, MCP	Daily and Weekly	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$1,380.00
1	Accelerated Education At Risk/Dropout Reduction	Academy's curriculum content areas will include technology standards.	100% of the Academy's English, social studies, science, and mathematics curriculum will have units which integrate technology into the content.	CRW, 3TL, AV	Extended School Year	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$3,795.00

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1	Accelerated Education At Risk/Dropout Reduction	Use technology to provide Academy students with curriculum folders via a local area network so that lessons are accessible throughout the Academy's campus for accelerated and individualized instruction.	100% of Academy students will have access to individualized curriculum posted over the network structure.	GSF, AL, PGP	Daily to Weekly	Teachers	SCE Funds \$2,070.00
3,4	Accelerated Education At Risk/Dropout Reduction	Student attendance at state and national youth leadership conferences will allow Academy students to develop, practice, and refine civic leadership qualities.	100% of Academy students will be eligible to attend youth leadership conferences.	GSF, AL	As available and appropriate	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Sandie McClure, Juan Rodriguez, and Teachers	SCE Funds \$10,350.00
3,4	Accelerated Education At Risk/Dropout Reduction	Create, organize, and establish a community service calendar that facilitates student achievement of at least 6 hours of community service thus allowing Academy students to develop civic responsibility and leadership. Facilitate two annual Community Service Award presentations.	100% of Academy students will fulfill the six hour community service requirement. 100% of Academy students will have the opportunity to work towards becoming eligible for the Community Service Awards.	GSF, PGP, PI	Monthly	Advisory Council, Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Renee Held, Susan Melenzyer, and Teachers	SCE Funds \$690.00

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1,2,3	Accelerated Education At Risk/Dropout Reduction	Academy students will be eligible for scholarships and will be encouraged to stay in school, graduate, and continue post-secondary education.	100% of Academy students will be given a scholarship presentation and application during their new student orientation as well as throughout their enrollment at ACE.	GSF, CCR, PI	Every Six Weeks	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$483.00
1,3	Accelerated Education At Risk/Dropout Reduction	Academy students and parents/guardians will be notified of the Texas Grant, Teach for Texas Grants Program, and the Texas Scholars Program to assist in making informed curriculum choices as well as making adequate preparation in pursuing higher education admissions and financial aid.	100% of Academy students and parents will receive information about the transition options to institutions and programs of higher learning.	CLP, GSF, CCR, PI	Annually	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$345.00
1,4	Accelerated Education At Risk/Dropout Reduction	Academy students will write a personal testimonial prior to graduation thus allowing students to develop a pattern of self-evaluation and plans for the future.	100% of Academy graduates will address personal strengths, what they learned while at the Academy, and what they must continue to learn through the writing of a testimonial.	GSF, AL, CLP, CCR, PGP, CRW	As Individual Accelerated Graduation Plans are Completed	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Nancy Johnson, Jane Mansueto, and Teachers	SCE Funds \$690.00

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2009-2010 ACADEMY OF CREATIVE EDUCATION**

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**CODES FOR STUDENT-CENTERED STRATEGIES**

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- RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.
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  - MCP Managing Classroom Procedures
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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?)	Student-Centered Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
1,3,5	Accelerated Education At Risk/Dropout Reduction	Organize, coordinate, and schedule two student-led graduations that include (1) Academy students as hosts, hostesses, greeters, ushers, and guest speakers, (2) Academy student scholarship awards, (3) Texas Scholar acknowledgements, and (4) student testimonials. Graduations include the support and participation of the Academy's (1) graduate candidates' family, (2) Academy faculty and staff, (3) Academy Advisory Corporate Council members, (4) district administrative staff, and (5) local, state, and national guest speakers.	100% of Academy graduate candidates will be invited to participate in graduation ceremonies. 100% of Academy graduate candidates' parents and families will be invited to attend the graduation ceremonies. 100% of Academy students will have the opportunity for speaking, greeting, and/or ushering parts of the graduation ceremony program.	GSF, CRW, AL, PI	June and December	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Teachers, and Staff	SCE Funds \$5,520.00
1, 3	Accelerated Education At Risk/Dropout Reduction	Review, refine, and implement the Life-After-ACE program in order to assist students in transitioning from high school to institutions of higher learning.	100% of Academy students will be invited and encouraged to participate in the Life-After-ACE program. The program will include tours to colleges, universities, military bases, and local business sites. Business and community guest speaker presentations will be scheduled and participation in service club networking will be offered.	GSF, AL, CCR, CLP, PI	Monthly	Sandie McClure, Paulette Halvorson, and the Academy Advisory Corporate Council	Career and Technology Funds / SCE Funds \$3,450.00
1	Accelerated Education At Risk/Dropout Reduction	Professional development will include instructional technology training that will be integrated into the curriculum, instruction, assessment, and communication.	100% of Academy teachers will utilize technology in their classrooms.	CLP, 3TL, AL	Daily	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Teachers, and Staff	SCE Funds \$3,450.00

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3	Accelerated Education At Risk/Dropout Reduction	Academy administrators' and teachers' websites will be updated to allow students and parents direct access to relevant professional information.	100% of Academy administrators and teachers will have an updated and comprehensive website.	CLP, AL, PI	Weekly	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$345.00
1	Accelerated Education At Risk/Dropout Reduction	Provide professional development that will improve the Academy's teaching and learning of at-risk students and addresses the varied needs of students and staff.	100% of Academy teachers will attend in-service training to remain current in best teaching, learning, and assessment strategies.	CLP	Ten Times Each Extended Calendar Year	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Teachers, and Staff	SCE Funds \$5,520.00
2,3	Accelerated Education At Risk/Dropout Reduction	Academy teachers will attend and/or present at local, state, regional, and national conferences that focus on dropout prevention, intervention, and recovery thus allowing teachers to remain current and develop the skills to implement best teaching practices.	100% of the Academy teachers will be offered the opportunity to submit proposals for presentation at local, state, regional, and national conferences and workshops.	CLP	Quarterly	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$6,900.00
1,5	Accelerated Education At Risk/Dropout Reduction	Academy teachers will be multi-certified to ensure student access to a wide variety of courses.	90% of Academy teachers will be multi-certified.	CLP, AL, 3TL	Annually	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds

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1,3	Accelerated Education At Risk/Dropout Reduction	Academy teachers will mentor other schools requesting guidance in establishing non-traditional and/or dropout reduction programs.	100% of Academy staff will provide program information to visitors from local, state, regional, and national levels.	CLP	Scheduled Visits	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Teachers	SCE Funds \$1,380.00
1,3	Accelerated Education At Risk/Dropout Reduction	Academy's Advisory Corporate Council will serve on the Campus Improvement Committee and provide community support.	100% of the minutes from the monthly Academy Advisory Corporate Council meetings will be available.	CLP, PI	August through June	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, and Paulette Halvorson	SCE Funds \$1,380.00
1,2,3,4,5	Accelerated Education At Risk/Dropout Reduction	Academy Advisory Corporate Council members will volunteer as mentors, tutors, advisors, and role models to assist at-risk students with meeting the requirements to successfully earn a diploma.	100% of the Academy's Advisory Corporate Council members will sign-in/sign-out via the district's electronic system. The number of contact hours for each community member will be recorded and maintained.	CLP, PI	Monthly	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Staff	SCE Funds \$2,070.00
1,3	Accelerated Education At Risk/Dropout Reduction	Academy's Advisory Corporate Council will provide financial and in-kind contributions to supplement the dropout reduction program.	100% of the meeting minutes from the Academy Advisory Corporate Council's committees will be recorded and maintained.	CLP, PI	Monthly	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, and Staff	SCE Funds \$345.00

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1,2,3,4,5	Accelerated Education At Risk/Dropout Reduction	Academy's Year End Report will provide an overview of goals and accomplishments for the academic year and a mechanism for self-evaluation. The report will be available for academic, administrative, and fiscal accountability as well as to serve as a tool to document, validate, and promote the Academy's dropout reduction program.	100% of the Academy team will contribute information to the Year End Report and distribute it to key stakeholders.	CLP	Annually	Dr. Mary Jo McLaughlin, Dr. Christopher Throm, Paulette Halvorson, Teachers, and Staff	SCE Funds \$1,380.00