

**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**

**ALTERNATIVE HIGH SCHOOL**  
*"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**

To enhance the professional practice of all North East educators in order to improve learning for all students and to keep all students on track for high school graduation and post secondary success, focusing on the student-populations of African-American, Anglo, Asian, Hispanic, Economically Disadvantaged, Special Education, and English Language Learners through a common, high-quality curriculum, focused teacher collaboration, and formative assessment that guides differentiated instruction creating flexibility and responsiveness to best serve learners and to increase student achievement.

**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
  - CRW Content Reading and Writing Strategies
  - AV Development of Academic Vocabulary
  - AL Active Learning
  - CT Critical Thinking and Problem Solving
  - DI Differentiated Instruction, Flexibility and Responsiveness
- RELEVANCE** - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery.
- GSF Goal-Setting and Frequent Feedback with Individual Students
  - AFL Assessment For Learning--Strategies to Guide Instruction
  - 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?)	CODES FOR STUDENT-CENTERED STRATEGIES			
				Student-Centered Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
1	School Wide	Students will be returned to their home campus with "value added" to their education. Criteria for returning to a home campus will be: completion of 30 successful days and passing all classes at AHS	100% of students who return to their home campus will have met the criteria as evidenced in attendance records, point sheets, student discipline records, AHS Data folder, grade speed reports, and student portfolios.	AL, GSF	Daily, Conclusion of 30 successful day assignment	AHS teachers: Barker, Berry, Mullins, Zepeda, Heim, Fernandez, Robey, Sixt, Ricker, Lubow, Ellwanger, Barnes, Hernandez	
2	School Wide	Provide instruction to include character development and CHAMPS.	Point sheet will indicate improvement in behavior.	GSF	Daily, Conclusion of 30 successful day assignment	AHS teachers, Assistant Principal	
2	School Wide	AHS Dress Code will be enforced as "Dress for Success".	100% of students will follow dress code on daily basis.	GSF	Daily	Nurse Quintero and AHS teachers and staff	
1	School Wide	Staff will use COMPASS as a resource for TEKS data including benchmark scores for incoming students.	Teachers will have information on students' progress in mastering skills for 100% of the students.	GSF	Ongoing	AHS teachers	
1	School Wide	Home Campus will provide AHS with information on student's progress/location in the Scope and Sequence for each discipline or AHS staff will contact teachers via email for this information.	Each student's record will reflect prior campus status and progress in scope and sequence.	AL	As students enroll at AHS	Counselor: Charlie Richardson, Assistant Principal: John Kleiman, AHS teachers	
1	School Wide	A small instructional setting will be provided in order to increase the success rate of students.	All classes will have a student teacher ratio of 15:1 which provides for a successful learning environment.	GSF	August 2008 thru May 2009	Senior Director, Bill Fish	
1	School Wide	Teachers will customize instructional plans to meet the needs of "at risk" students.	Lesson plans and grade speed will denote modifications and accommodations as needed.	GSF, 3TL	On-going	AHS teachers	

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1	School Wide	AHS teachers will meet as a team daily to discuss students' progress and needs.	Goal data spreadsheet in a shared folder will reflect student successes for 100% of the students.	GSF, AFL	Daily	Assistant Principal: John Kleiman, Counselor: Charlie Richardson, Stan Counselor: Leanne Burge, Nurse: Esmeralda Quintero, Janice Hughes, AHS teachers	
1	School Wide	Every teacher will use "The Marzano Five" strategies on a regular basis. Teachers will teach the core vocabulary in their discipline using the six step vocabulary development process outlined in <i>Background Knowledge</i> .	100% of walkthroughs will show evidence of students working on identifying similarities-differences, summarizing & note taking, questions, cues and organizers, and interactive learning.	GSF, 3TL, CRW	Daily	Assistant Principal, John Kleiman, AHS teachers	
1	School Wide	Each teacher will attend the district wide departmental meetings/grade level meetings in order to stay current on latest practices and expectations.	100% of teachers will use latest practices as indicated in lesson plans	3TL, CRW	Monthly	AHS teachers	
1	School Wide	Implement Gradespeed campus wide	100% of AHS teachers will post grades on Gradespeed	GSF, CLP	Weekly	AHS teachers	
1	School Wide	Transitions to the home campus will include a portfolio review by the Stan Counselor and the home campus representatives.	100% of portfolios will be reviewed by home campus and STAN counselor.	GSF, AFL	On-going	STAN Counselor: Leanne Burge	
1	School Wide	Monitor students on medication for effectiveness and/or side effects. Make changes on SHARS. Communicate with students, staff, physicians, and parents.	Documentation will be kept in Nurse's office.	GSF	On-going	Assistant Principal: John Kleiman, Nurse: Esmeralda Quintero	
1	Reading	Continue the North East Language Arts Scope and Sequence for Grades 9 through 12.	100% of formative walkthroughs will indicate the use of scope and sequence. Lesson Plans will document TEKS being taught.	3TL, CRW	Daily	English teachers: Toni Mullins, Ann Zepeda, all special ed teachers	

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1	Writing	Continue Writing across the Curriculum in all subject areas.	100% of formative walkthroughs will indicate the use of scope and sequence. Lesson Plans will document TEKS being taught.	3TL, CRW	Daily	AHS teachers	
1	Writing	Provide English teacher instruction and support of implementation of Writing Workshop and in the essential elements of good writing.	Lesson plans will document instruction in the essential element of good writing as reviewed by assistant principal.	3TL, CRW	August 2008 thru May 2009	Virginia Guerrero:English Coordinator, Assistant Principal:John Kleiman, English Teachers	
1	Mathematics	Continue the North East Mathematics Scope and Sequence for Grades 9 through 12.	100% of formative walkthroughs will indicate the use of scope and sequence. Lesson Plans will document TEKS being taught.	3TL, CRW	Daily	Edward Heim, Adam Hernandez, all special ed teachers	
1	Mathematics	Use Exemplars materials to support teachers in the implementation of rubrics and standards-based assessment.	100% of formative walkthroughs will indicate the use of Exemplars. Lesson Plans will document use of Exemplar materials.	3TL, CRW	Daily	Edward Heim, Adam Hernandez, all special ed teachers	
1	Science	Teacher will use the Revised Bloom's Taxonomy questioning techniques that guide the students to make connections to the Unifying Concepts in science.	100% of formative walkthroughs will indicate the use of higher order questioning strategies in 30% of class exchanges.	3TL	Daily	Science Teacher: Wallis Barker, all special ed teachers	
1	Social Studies	Implement the North East Social Studies Scope and Sequence for Grades 9 through 12	100% of formative walkthroughs will indicate the use of scope and sequence. Lesson Plans will document TEKS being taught.	GSF, 3TL	Daily	Social Studies Teacher: James Robey,Jim Ellwanger, all special ed teachers	
2	Safe and Drug Free Schools	Provide a counseling group to students to transition to home campus	Stan Counselor maintains records	GSF, CT, CCR, IA	On-going	STAN Counselor: Leanne Burge	

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2	Safe and Drug Free Schools	Nurse will collaborate with parents to ensure students receive necessary interventions which will provide students with a healthy learning environment. Provide web site to access reliable health related information.	100% of students will have their school based medical needs met.	AFL, GSF	On-going	Nurse: Esmeralda Quintero	
2	Safe and Drug Free Schools	Provide staff development to faculty in the areas of child abuse, suicide intervention and teen dating violence.	All faculty will follow guidelines outlined.	AFL, GSF	August	STAN Counselor: Leanne Burge	
2,3,4	Safe and Drug Free Schools	Provide SDFS programs/activities to students through red ribbon week activities, teen dating violence prevention week activities, ongoing counseling groups, and anti-drug and violence information activities, curriculum and programs.	Students will participate in SDSF programs and activities. Data will indicate improved behavior through follow up feedback forms returned from home campuses.	GSF	Ongoing	STAN Counselor: Leanne Burge	
2,3	Safe and Drug Free Schools	Provide parents and our community information about SDFS information and resources through our web site.	Parent and community members will consider knowledge gained through web site as useful and as an overall positive experience.	GSF	Ongoing	STAN Counselor: Leanne Burge	
2,3	Safe and Drug Free Schools	Provide community resources to parents about drug prevention.	Parents of AHS students will be offered information about drug prevention.	PI	Ongoing	B.Fish, J.Kleiman, C.Richardson, L.Burge	
2,4	Safe and Drug Free Schools	Utilize online drug prevention curriculum course.	Course completion of 100% of students sent to AHS with drug related offense.	CT	Ongoing	B.Fish, J.Kleiman, C.Richardson, L.Burge	
1	Special Education	Continue Case Manager system to monitor and support student success. Follow IEP for each student. Hearing and vision as needed prior to ARD .	100% of teachers will have copy of IEP for each of their students.	MCP, GSF	Daily	Nurse Quintero, Special Ed Coordinator: Janice Hughes, all AHS teachers	
1	Special Education	Utilize computerized system for generating IEPs	100% of IEPs will be written using Spec Ed Manager.	PGP, CCR, GSF	Ongoing	Special Ed Coordinator: Janice Hughes, all AHS teachers	

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2	Safe and Drug Free Schools	Campus Discipline Level Plan will be followed consistently. Nurse will provide Behavior Assessment as referred by administrator.	Number of unsuccessful days will decrease by 20%.	AFL, GSF	Daily	Assistant Principal: John Kleiman, Counselor: Charlie Richardson, Nurse: Esmeralda Quintero AHS Teachers	
1	Technology Application	Meet with Campus Technology Committee to support campus planning and maintain the campus infrastructure	Using a technology survey, 100% of teachers will gain proficiency in at least one technology knowledge and skill area	GSF	August 2008 and May 2009, ongoing	Campus Technology Committee	
2,3	Technology Application	Utilize Teacher Web software to manage and improve communication with staff, students and parents	100% of teachers will update teacher web page.	GSF	Every 9 weeks	Administrators, Teachers and Web Master	
1	Technology Application	Educational Technology staff will support teachers' and students' utilization of classroom computers, wired computer labs, and wireless computer labs on a regular basis to integrate technology standards into the content area	100% of administrators and core content teachers will use the Technology Innovation Configuration to measure utilizations of technology during walkthroughs, observations, and reflective practice. 100% of core content teachers will score a two or above on the Technology Innovation Configuration.	3TL	Weekly	Assistant Principal: John Kleiman, Technology Specialist: Derek Nichols AHS core teachers	
2	Technology Application	Teachers will integrate technology into the classroom within the context of curriculum and instruction.	100% of core content teachers will work with students a minimum of four times each semester using the wired and/or wireless computer labs as evidenced by lesson plans correlated to Content Area and Technology Application TEKS, lab schedules and student products.	3TL	On-going	Assistant Principal: John Kleiman, Technology Specialist: Derek Nichols, AHS core teachers	
1	Professional Development	Provide teachers training and support in the use/advantages of Grade speed	100% of teachers will use Grade speed		Fall 2008	Assistant Principal: John Kleiman, Technology Specialist: Derek Nichols	

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11	Professional Development	Provide staff development in COMPASS for checking TEKS mastery, PGPs, and benchmark scores.	100% of teachers will use COMPASS to collect data on incoming students.	CCR,PGP, G	Aug-08	John Kleiman, Sherry Young, Jeff Kurth	
1	Professional Development	Provide staff development for PLATO to use as tool for addressing academic needs of students as identified in campus goal cards.	100% of staff will be trained in the use of PLATO.	PGP, GSF	Aug-08	Assistant Principal: John Kleiman	
1	Professional Development	Provide staff development in Marzano's Five and Six Steps to Vocabulary Development.	100% of teachers will include "best practices" in lesson plans	AFL, GSF	Fall 2008	AHS teachers	
1	Professional Development	Utilize campus based professional development tailored to support campus and district needs using technology within the context of curriculum and instruction	All teachers will be at a "proficient or above" level.	TIL, 3TL	On-going	AHS teachers	
1	Professional Development	Coordinate site-based professional development and integrate technology into the classroom	100% of teachers will participate in staff development	TIL, 3TL	Nov-08 Feb-09 and June-09	Campus Technology Committee	
2	Attendance	When a student has been absent for three days, the 2nd period teacher will call home to inquire about his/her well-being	Students with "less than 2 absences" while at AHS will increase by 20%.	GSF	As needed	AHS teachers, Nurse: Esmeralda Quintero	