

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
 MACARTHUR HIGH SCHOOL**

Duty, Honor, Country

Those three words reverently dictate what we ought to be, what we can be, what we will be.

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, 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.

EXPECTATIONS
[RIGOR - All students will have access to a challenging curriculum that engages students and reflects college readiness standards.](#)
 * [3 Tier Instructional Model](#)
 * [Student Engagement Strategies](#)
 * [Content Reading and Writing Strategies](#)
 * [Vocabulary Development](#)
 * [Similarities and Differences](#)
 * [Interactive Teaching and Learning \(i.e. THINK-INK-PAIR-SHARE\)](#)
[RELEVANCE - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery.](#)
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[RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.](#)
 * [Collegial Instructional Learning and Planning](#)

STUDENT ENGAGEMENT STRATEGIES
CIP - Collegial Instructional Learning and Planning
GSF - Goal Setting & Frequent Feedback with individual students
3TL - 3 Tier Levels of Instructional Intervention
CRW - Content Reading & Writing
ITL - Interactive Teaching/Learning

BGs		RESEARCH BASED STRATEGIES			TARGET AREA	LEVEL			CODE	STUDENT ENGAGEMENT STRATEGIES	ACTION STRATEGY / EXPECTATIONS	RESULTS	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
		Rigor	Relevance	Relationship	District Initiatives	E	M	H							
											FORMATIVE MEASURE				
5	1	x	x	x	School Wide			X		CIP	Align all curriculum horizontally and vertically (within our cluster schools.)	Department and Course level chairpersons will meet at least twice a semester to discuss alignment issues and plan strategies to improve the consistency across the schools. Common planning groups for the core subjects will meet weekly to plan, analyze and discuss instructional strategies.	Fall 2009 and Spring 2010	Deans and Dana Stolhandske, AP	\$500.00
1	2	x			School Wide			X		3TL, CIP	Implementing individual strategies with special emphasis on TAKS/ TAKS Acc/ TAKS M and TAKS Alt preparation.	100% of students who did not master the last TAKS administration will be have specific plans for remediation developed.	Fall 2009 and Spring 2010	Core Teachers and Deans, C.J. Munoz, Sp Ed Coord. and P.J. Valdez, AP	\$750.00
1	2		x	x	School Wide			X		3TL, ITL	Expand the MACE program, 410 Scholars (CRP- Credit Protection Program, MARP- MacArthur Attendance Recovery program, and After School MACE	Expand participation by 20% over last year. Include students needing advance skills.	Ongoing	N Draves and P J Valdez, AP	
1		x	x		School Wide			X		GSF	Increase the number of students taking Pre-AP and AP especially among under served populations. Utilize data from Compass to target students who have not been previously identified.	The percentage of minority students and economically disadvantaged students taking Pre-AP and AP courses will increase 5% this year.	Ongoing	AVID and Deans	
5		x	x		School Wide			X		CIP	Opportunities for continuing staff development on the specific needs of our Sub-Populations will be provided	100% of the faculty will be trained on specific strategies for reaching minorities economically disadvantaged, ESOL and Special Ed	Fall 2009	S Watson, AP	

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2			x	Discipline			X		GSF	Increase consistent teacher and staff enforcement of established attendance and tardy policies including parent contact to promote student's success. The Discipline Management Committee will develop positives to enhance success.	Attendance will increase to 95%. Tardy rates will drop to less than 5% of the students receiving tardies.	Weekly	Faculty and Administration	
1	x	x	x	Career and Technology			X		ITL	Increase awareness of career tech opportunities to appeal to all students by working with Career Clusters.	Increase percentage of participation by 5%	Ongoing	CT Teachers	
4		x		Counseling			X		GSF	Provide opportunities for all students to obtain assistance in college selection and scholarship opportunities /application processes and the expansion of the MacArthur College/ Career center.	100 % of Seniors will attend Senior Seminar. 100% of students will receive information on Career pathways through career center meetings with counselors. Students will use Discover and My Road Programs.	Fall 2009 and Spring 2010	Counselors and Dana Stolhandske, AP	
2	4		x	School Wide			X		ITL, GSF	Provide conflict resolution, anti-bullying, hazing, anger management and mediation opportunities to students, staff, and parents through PALS, STAN, Peace Keepers, Redirection, mediation and Rachel's Challenge. Provide training of available resources and path to accessing those resources to faculty.	100 % of students will receive instruction on Hazing and Bullying and take the Hazing Test. Reduce the number of office referrals for conflicts by 10%.	Ongoing	PALS Teacher, STAN Counselor, T.Peel, AP	\$1,500.00
2		x		School Wide			X		CIP	Promote security on campus by requiring all persons on campus to have proper identification displayed.	100% of all students, staff and guests will be required to display an ID while on campus.	Ongoing	Administration	\$2,500.00

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3		x	x	School Wide			X		ITL	Utilize framework of existing student organizations to promote participation by all students in service projects, both on campus and in the community.	60% of the students will participate in some community service on or off campus.	Ongoing	Student Council, PTSA, B. Turnbo, Principal	\$1,000.00
2			x	School Wide			X		GSF	Insure that the organizational chart and written roles and responsibilities for individuals and teams clearly identify for staff "Who to go to for what." -OHI	Organizational chart will be provided to all faculty members and updated as roles or areas of responsibility change.	Ongoing	B. Turnbo, Principal	
2	x	x	x	School Wide			X		GSF, CIP	Form a Faculty Advisory Council to help address non instructional/ management issues. OHI	Faculty Advisory Committee will meet each month to provide input to the Leadership Team.	Monthly	FAC Chairperson	
2		x	x	School Wide			X		GSF, CIP	Commit to a process for adopting the six Leadership Belief Statements as campus standards for consistent behavior and sustainable systems. - OHI	Faculty will develop process for implementing the Leadership Belief Statements to guide decision making on the campus 100 % of the time.	Monthly	B. Turnbo, Principal	
2			x	School Wide			X		CIP	The faculty and staff will nurture unity and Espirit de Corps amongst stakeholders of MacArthur by promoting school involvement, attendance, sponsorship and support in extra/co-curricular activities.	There will be measurable increases in the percentages of faculty and staff involvement, participation, attendance and sponsorship in school activities.	Monthly	B. Turnbo, Principal	\$750.00

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1		x		School Wide			X		ITL	Provide opportunities for teachers to attend: training in the application of new software, training in the utilization of new hardware and equipment, and professional development conferences to enhance their teaching knowledge and skills knowledge in their respective fields.	Department minutes will reflect training sessions, conferences and shared information. Class instruction will reflect use of software and hardware training sessions.	Monthly	Dana Stolhandske, AP and Steve Watson, AP	\$500
1	x	x		School Wide			X		CIP	Increase awareness of industry level certifications and look into adding courses that offer these opportunities. Include opportunities for career awareness through speakers, presentations, job shadowing, and internships.	Career & Technology teachers will partner with core area teachers that are related to each certification.	Each CT Program area will sponsor 1-2 presentations each year.	Steve Watson, AP and Steve Albert, Magnet Director	
1,2	4	x	x	School Wide			X		CIP	Provide students skills for the workforce and college through Career & Technology courses and student organizations. Including technical, interpersonal, and leadership skills through conventional classroom settings, specialized labs, and competitive events.	100% of students will utilize the Kuder Career Exploration Program. Increase awareness of college credit opportunities through Career & Technology courses through local and statewide articulation and through C&T dual credit courses.	Each semester	Steve Watson, AP and Steve Albert, Magnet Director	
1,4		x	x	School Wide			X		CIP, GSF	Promote student participation in a variety of non-athletic competitive events in areas such as UIL Academics, video productions, art, etc.	Student involvement will increase by 10% in competitive activities.	Ongoing	T. Peel, AP	\$1,200