

# ANDREWS HIGH SCHOOL

## CAMPUS PERFORMANCE OBJECTIVES COUNCIL

2008-2009

ADMINISTRATOR:

Rick Howell

TEACHERS:

Howard Bynum  
Louis Fleming  
Pam Kasinger  
Tami McNew

OTHER PROFESSIONAL:

Noel Pando  
Laura Carter

PARENT REPRESENTATIVES:

Mari Eisenrich  
Armida Mireles

COMMUNITY REPRESENTATIVES:

Joann Lamb

BUSINESS REPRESENTATIVES:

Mary Jane Baeza  
Neri Flores

# **Andrews High School**

## ***Mission and Purpose***

**Andrews High School is centered around the needs of the student and believes that the school does make a difference in the lives of its students.**

**All students can learn and should be encouraged to develop to their full intellectual, physical, and social potential in order to be responsible citizens and contributing members of society.**

# **ANDREWS HIGH SCHOOL**

## ***Campus Improvement Plan***

**2008-2009**

**GOAL 1:** That all students and all sub-populations will perform satisfactory on the TAKS Exit Level Test.

**OBJECTIVE 1.1:** At least 75% of all 9, 10, 11<sup>th</sup> grade students and 75% of all sub-populations will pass all sections of the TAKS Test in 2008-2009.

- To increase the percentage of students tested by TAKS and to increase our special population testers.

**OBJECTIVE 1.2:** The aggregate score goal for all 11<sup>th</sup> grade students will be:

- 80% passing English/Language Arts
- 70% passing Math
- 70% passing Science
- 95% passing Social Studies

**OBJECTIVE 1.3:** To reduce the disparity gap of performance between ethnic and sub-groups identified to less than 10%.

**IMPROVEMENT PLAN**Campus Plan High School

Date of Committee Approval: \_\_\_\_\_

**ANDREWS I.S.D.  
2008-2009**

Date of Public Hearing: \_\_\_\_\_

\_\_\_\_\_ **District Plan**

Date of Board Approval: \_\_\_\_\_

**AEIS INDICATOR:** Criterion-Referenced Test Information (TAKS)**GOAL 1:** That all students and all sub-populations will perform satisfactory on the TAKS Exit Level Test. At least 75% of all 9, 10, 11<sup>th</sup> grade students and 75% of all sub-populations will pass all sections of the TAKS Test in 2008-2009.**OBJECTIVE 1.1:** To increase the percentage of students tested by TAKS and to increase our special population testers.**OBJECTIVE 1.2:** The aggregate score goal for all 11<sup>th</sup> grade students will be:

- 80% passing English/Language Arts
- 70% passing Math
- 70% passing Science
- 95% passing Social Studies

**OBJECTIVE 1.3:** To reduce the disparity gap of performance between ethnic and sub-groups identified to less than 10%.

<b>Activity/Strategy</b>	<b>Person Responsible</b>	<b>Resource Allocation</b>	<b>Timeline</b>	<b>Formative Evaluation/ Expected Outcome</b>
1. Teach state-mandated Texas Essential Knowledge and Skills (TEKS) (Chapter 74) in all content areas. <ul style="list-style-type: none"> <li>▪ Conduct departmental meetings</li> <li>▪ Vertical/horizontal align Math/Writing/Sci.</li> <li>▪ Conduct vertical alignment training</li> <li>▪ Create Study Guides for TAKS</li> </ul>	Teachers, Campus & District Admin.	AISD Staff Salaries	August, 2008 – May, 2009	Promote continuity and sound overall instruction and learning.
2. Evaluate all achievement data and disseminate to staff and department heads. Administration, department heads, and staff will identify weaknesses and develop a plan for improvement. Special emphasis will be placed on new TAKS standards.	Principal, Counselors, Department Chairmen	AISD Staff Salaries	Aug., 2008, Dec., 2008, & Feb/April, 2009	Identify gaps and areas for improvement on TEKS/TAKS.

<p>3. Teach students study skills, test taking skills, by using TAKS formatted test.</p> <ul style="list-style-type: none"> <li>▪ Purchase character count agendas 9-12.</li> <li>▪ Implement study skills training.</li> <li>▪ Use Benchmark TAKS test (Sleek, TEA &amp; locally developed)</li> </ul>	Teachers	AISD Staff Salaries \$3,020.95	Fall, 2008  Spring 2009	Positive student attitudes. High expectations. Improved TAKS scores.
<p>4. Review TAKS measurement specifications and test objectives; and use benchmark test to measure improvement &amp; to make testing decisions for special ed. students.</p> <ul style="list-style-type: none"> <li>▪ Monitor and disseminate 9<sup>th</sup> and 10<sup>th</sup> grade scores as indicators of Exit TAKS success</li> </ul>	Teachers, Principal, SBDM	AISD Staff Salaries	Sept.-Oct., 2008	Improved TAKS scores. Student awareness. Prepare students for success in meeting TEKS objectives as measured by TAKS.
<p>5. Assign non-mastery students to TAKS-English/Math/Science classes, Reading Improvement, and TAKS Math classes and provide remediation in our computer lab.</p> <ul style="list-style-type: none"> <li>▪ Utilize SLEEK , Thomson Gale, Plato Software Lab</li> <li>▪ Update SLEEK Suite to version 10 of Math, ELA, Sci., Social Studies software.</li> <li>▪ Purchase new PLATO software</li> <li>▪ Utilize Access software; supplies for Comp Ed = ELA/Sci/Other</li> </ul>	Principal, Counselors, Department Chairmen AEP Staff Lab Aide  CM Staff  Title 1: Mary Hiland	AISD 12 class periods app. Cost \$81,976  Lab Aide Salary \$13,740 \$2500 Sch. to Work grant  \$500.00	Aug. 2008- May 2009	Prepare students for success on TAKS.
<p>6. Place non-mastery reading students in Reading Improvement classes based on TAKS scores and MS scores.</p> <ul style="list-style-type: none"> <li>▪ Refer to Title 1 attachment</li> </ul>	Principal, Counselors, Language Arts Chairman, Reading Teacher	Title 1 Funds \$20,754.75	June, 2008	Prepare At Risk students for success on TAKS by strengthening Reading and studying skills.
<p>7. Teach TAKS writing specifications to content area teachers and require writing in all content areas.</p> <ul style="list-style-type: none"> <li>▪ Emphasize and train students and staff NJWP principles</li> </ul>	Language Arts Chairman, Teachers,	AISD Staff Salaries  Title II	Aug., 2008– Mar. 2009	Improved grades in content areas. Student self-confidence. Improve TAKS writing performance.  Train teachers in how to teach writing

<p>8. Provide math, reading, and language arts, social studies, and science teachers with conferences, workshops, and activities. Enable them to attend:</p> <ul style="list-style-type: none"> <li>▪ CAMT Conference</li> <li>▪ CAST</li> <li>▪ Department Meetings</li> <li>▪ ESC 18</li> <li>▪ TAGT State Conference</li> <li>▪ Ruby Payne</li> <li>▪ New Jersey Writing Project</li>   <li>▪ Vertical and horizontal alignment workdays</li> <li>▪ Sleek Tutor Training ½ day department training</li> <li>▪ ESC 18/Math Staff Dev.</li> <li>▪ AP Workshops</li> <li>▪ A&amp;M Consolidated Math Program Training and purchase of curriculum for Algebra 1&amp;2, and Geometry</li> <li>▪ Science Initiative Mentor Training</li> </ul>	<p>Asst. Supt. for Instruction, Principal, Teachers</p> <p>3 teachers</p> <p>6 teachers</p> <p>Principal Dana Center</p> <p>Armando Viray, Vickie Gardner, Kathy Thomas, Jerald Robinson</p>	<p>AISD In-service &amp; AISD/AHS/ Title II, Part A \$6,669</p> <p>Travel \$800.00</p> <p>\$3,258</p> <p>\$ 500</p> <p>AISD Staff Salaries \$2,500.00</p> <p>\$600.00</p> <p>\$500.00</p> <p>\$2,500.00</p>	<p>Aug 2008-May, 2009</p>     <p>Aug., 2008 May 2009, October, 2008</p>	<p>Focus all teachers on teaching and reinforcing TAKS skills across the curriculum. <u>ALL</u> content area teacher's help by focusing on writing, reading, and math. Higher morale and positive expectations.</p>     <p>Provide staff and students with another instructional resource. Math Department staff will have another remedial tool. Inform principal and math chairman of TAKS/TEKS.</p>
<p>9. Stress reading and organizational skills in all content areas and have students read in every class.</p>	<p>Reading Teacher, Teachers</p>	<p>AISD Staff Salaries \$3,020.95</p>	<p>August, 2008– May, 2009</p>	<p>Improved comprehension reading and student organizational skills.</p>
<p>10. Require use of math skills in all content areas, including correct reading of tables, charts, and graphs; provide relevant instructions to all teachers.</p> <ul style="list-style-type: none"> <li>▪ AHS Faculty meetings will emphasize and discuss goals and strategies.</li> </ul>	<p>Math Dept., Teachers</p>	<p>AISD Staff Salaries</p>	<p>August, 2008- March, 2009</p>	<p>Improved reading and math skills.</p>
<p>11. Provide supplemental TAKS remediation materials to teachers, non-mastery students, and all 9<sup>th</sup>, 10<sup>th</sup>, and 11<sup>th</sup> grade students.</p> <ul style="list-style-type: none"> <li>▪ TAKS Objective Notebook</li> <li>▪ TAKS Notebook</li> </ul>	<p>Principal, Department Chairmen</p>	<p>Language Arts and Math supply funds, \$2,500</p>	<p>August, 2008 and as needed</p>	<p>Prepare students for success on TAKS.</p>

<p>12. Provide TAKS information to parents of students who are to take the TAKS Exit Level test; schedule conferences with parents and students, as needed and requested.</p> <ul style="list-style-type: none"> <li>▪ Send out a parent letter</li> <li>▪ Send home the individual student reports from TEA and study guides for non-mastery students</li> </ul>	<p>Principal, Counselors, AISD Media Coordinator</p>	<p>AISD Staff Salaries</p>	<p>Oct., 2008 and Feb. &amp; April, 2009</p>	<p>Increased parent awareness, support, and involvement as the new TAKS test is implemented.</p>
<p>13. Utilize updated hardware and TAKS remediation software for AHS Computer Lab.</p> <ul style="list-style-type: none"> <li>▪ Utilize Plato software for AHS/Andrews Students at the Public Library</li> </ul>	<p>Principal, Lab Aide, Teachers. Liz Stottlemyre</p>	<p>AISD</p>	<p>September, 2008</p>	<p>Improved instruction/TAKS remediation. Increased student performance in class and on the new TAKS exam.</p>
<p>14. Continue Accelerated Reading Program.</p> <ul style="list-style-type: none"> <li>▪ Emphasize AR Program within our Title 1 plan</li> <li>▪ Purchase additional books for the High School AR Program.</li> <li>▪ Purchase bilingual reading material.</li> </ul>	<p>Principal, Mary Hiland</p>	<p>AISD &amp; Title I - \$4,000 supplies Teacher Salary \$20,754.75 Title 5 - \$925</p>	<p>August, 2008 - May, 2009</p>	<p>Improved reading skills, comprehension, and study.</p>
<p>15. Encourage teachers to have at least one section of their six weeks' tests in the TAKS format.</p> <ul style="list-style-type: none"> <li>▪ Utilize Scantron test.</li> </ul>	<p>Principal, Department Chairmen, Teachers</p>	<p>AISD Staff Salaries \$ 300</p>	<p>August, 2008 - March, 2009</p>	<p>Increased student/teacher awareness of TAKS exam format.</p>
<p>16. Stress problem solving and higher order thinking skills in all content areas.</p> <ul style="list-style-type: none"> <li>▪ GT/FPS Class</li> <li>▪ All Classes</li> <li>▪ Mentorship Program</li> </ul>	<p>Department Chairmen, Teachers</p>	<p>AISD Staff Salaries</p>	<p>August, 2008 - May, 2009</p>	<p>Increased student performance in class and on the new TAKS.  Help student develop critical thinking skills as they work collaboratively to solve programs.</p>

<p>17. Increase use of technology in core content areas.</p> <ul style="list-style-type: none"> <li>▪ Purchase 12 new computers and 3 laptops for high school program.</li> <li>▪ Purchase Microsoft Office Specialist Exams enabling students to become certified according to industry standards.</li> <li>▪ Purchase needed computers, printers, Memory upgrades, 60 XP licenses.</li> </ul>	<p>Asst. Supt. for Instruction, Principal, Department Chairmen, Teachers</p> <p>CATE</p> <p>Technology Teachers</p>	<p>AISD Technology Funds, AHS Capital Outlay, and Supply Funds \$ 24,528</p> <p>\$ 3,500</p>	<p>August, 2008 - May, 2009</p> <p>March 2009</p> <p>Aug., 2008- May 2009</p>	<p>Expand student's exposure to information and technology through the use of the most up to date technologies.</p> <p>Place ten refurbished computers from our computer maintenance program into the various classrooms. Distribute the replaced units to needed classrooms.</p>
<p>18. Implement a TAKS Review plan for all 9<sup>th</sup>, 10<sup>th</sup>, and 11<sup>th</sup> grade students.</p> <ul style="list-style-type: none"> <li>▪ Administer TAKS and Benchmark practice test during each six weeks.</li> <li>▪ Offer campus Tutorials: require students who have failed the benchmark test to attend.</li> <li>▪ Distribute TEA's TAKS Study Guide.</li> <li>▪ TAKS Blitz Day: Comprehensive review of TAKS objectives and test-taking strategies.</li> <li>▪ Offer TAKS tutorials</li> <li>▪ Purchase, Train, Reproduce the A&amp;M Consolidated Math Curriculum for Algebra 1&amp;2, Geometry</li> </ul>	<p>Principal, Counselor, Math/English Teachers</p>	<p>AISD Staff Salaries</p> <p>Reproducing Cost - \$800 \$5000 Local Funds 4 teachers- subs \$350</p> <p>Refreshments - \$225 Supplies \$200 Title 1 \$2500 \$5,000 local funds</p>	<p>Once during each six weeks</p> <p>Feb. 27 &amp; April 11, 2009</p> <p>Feb. &amp; April 2009</p>	<p>Identify strengths and weaknesses. Build test-taking confidence.</p> <p>Conduct a review of learned skills and test objectives.</p> <p>Offer extensive remediation to students who have failed their TAKS benchmark, previous years test or have been identified as at-risk of failure.</p>

<p>19. Provide staff training on the Title 1 Program and understanding poverty.</p> <ul style="list-style-type: none"> <li>▪ Ruby Payne’s Seminar “A Framework for Understanding Poverty</li> </ul>	<p>Mary Hiland, Rick Howell</p>	<p>\$500</p>	<p>2008-2009</p>	<p>Provide all staff with information re: cycle of poverty.</p>
<p>20. Implement the Renaissance Academic Program which includes:</p> <ul style="list-style-type: none"> <li>▪ Offer incentives for academic improvement to students.</li> <li>▪ Principal’s Award for Academic Excellence</li> <li>▪ Academic counseling with all students having failed 2 or more subjects each six weeks.</li> </ul>	<p>Principal, Assistant Principal</p> <p>Rick Howell, Jim Leach, Laura Carter Jackie Reed</p>	<p>\$100</p> <p>AISD Staff Salaries</p>	<p>2008-2009 at the end of each six weeks</p> <p>2008-2009 at the end of each six weeks</p>	<p>Reward and encourage students who improve academically.</p> <p>Counsel, encourage, and facilitate academic improvement.</p>
<p>21. Continue to double block all 9<sup>th</sup> Algebra 1 classes.</p>	<p>Teacher salaries Math Dept.</p>	<p>\$40,217.50</p>	<p>2008-2009 school year</p>	<p>Increased math instructional time will result in better student performance.</p>

<p>22. Review and discuss CAP /PARD Procedures for Special Education.</p> <p>Maintain full compliance with state and federal IDEA standards.</p> <ul style="list-style-type: none"> <li>▪ Annually review/discuss CAP, Focused Data Analysis and goals set for passing of TAKS/TAKS I/SDAA/LDAA</li> <li>▪ Review campus pre-referral process to ensure student success</li> <li>▪ All new personnel will be required to watch the CAP/ARD video</li> <li>▪ Administer TAKS Benchmark test to all students and review each students IEP, scores and appropriateness of IEP to make recommendations TAKS, TAKS I,SDAA or LDAA.</li> <li>▪ Review student placements to</li> <li>▪ Have teachers trained in the SIOp strategies and taking Writing Protocols.</li> </ul>	<p>Principal, Sp. Ed. Diagnostician, All Staff</p>	<p>Staff Salaries</p>	<p>2008-2009 school year</p>	<p>Promote student success and conduct an ongoing review of student progress by looking at IEP, scores through the ARD process.</p>
<p>23. The AHS administration along with the counseling department and the core departments will coordinate our testing and college prep courses and PSAT/ACT/SAT efforts to encourage more students to test and to score at or above the state average.</p>	<p>Snow, Thomas, Wilcox and Hiland, Franco</p> <p>Core Dept Chairs, Counselors, Principal</p>	<p>Staff Salaries PSAT \$2954</p>	<p>2008-2009</p>	<p>Counselors will distribute testing information and monitor students to encourage them to take college entrance examinations.</p> <p>Require all Juniors to take the PSAT at the expense of AHS. Offer SAT/ACT prep classes twice a year.</p>
<p>24. Deconstruct 25% of release TAKS test objectives that AHS students scored the lowest on for the previous 2-3 years.</p>	<p>Principal, all Core subject teachers</p>	<p>Staff Salaries Comp days and local staff development</p>	<p>August 2008 and during 2008-2009 year</p>	<p>Benchmark test and actual TAKS tests results. We expect higher scores.</p>

25. Required additional Math and Science TAKS remediation classes for all who failed Math or Science TAKS in 2006-2007.	Principal, Department Heads, All core teachers	Staff Salaries	August 2007-May 2009	TAKS test should reflect higher scores due to increased one on one instruction.
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# ANDREWS HIGH SCHOOL

## *Campus Improvement Plan*

2008-2009

**GOAL 2:** To reduce the dropout rate.

**OBJECTIVE:** The dropout rate will be less than 1.0% in 2008-2009.

**IMPROVEMENT PLAN**Campus Plan High School

Date of Committee Approval: \_\_\_\_\_

**ANDREWS I.S.D.  
2008-2009**

Date of Public Hearing: \_\_\_\_\_

\_\_\_\_\_ District Plan

Date of Board Approval: \_\_\_\_\_

**AEIS INDICATOR:** Dropout Rate**GOAL 2:** To reduce the dropout rate.**OBJECTIVE:** The dropout rate will be less than 1.0% in 2008-2009.

<b>Activity/Strategy</b>	<b>Person Responsible</b>	<b>Resource Allocation</b>	<b>Timeline</b>	<b>Formative Evaluation/ Expected Outcome</b>
1. Review course offerings and offer remedial and compensatory programs available to At Risk students; develop master schedule; prepare students for registration; conduct 2008-2009 registration. <ul style="list-style-type: none"> <li>▪ Reading improvement</li> <li>▪ English 2,3 &amp; 4 &amp; Math TAKS</li> </ul>	Asst. Supt. for Instruction, Principal, Counselors, Registrar, Dept. Head	AISD Staff Salaries \$81,975.55 FTE 4.59 Comp Ed.	March & April, 2009	Students informed and prepared about course offerings and registration procedures. Registration successfully completed.
2. Review the AISD Dropout Plan.	Principal	AISD	Fall, 2008	Principal better informed. Formulation of tentative dropout reduction goal.
3. Identify and disseminate a list of At Risk students which includes TAKS non-mastery students and economically disadvantaged students.	Principal, Counselors	AISD Staff Salaries	August - September, 2008	Make all staff aware of individual student's needs so all staff may take intervention steps.
4. Place identified At Risk students, who have been unsuccessful academically and on TAKS, in available remedial/compensatory courses or programs.	Principal, Counselors, Department Chairmen	AISD Staff Salaries \$81,975.55 FTE 4.59 Comp Ed. \$900 Read/Supplies	August 2008-May 2009	Students placed in courses and programs that will give them a better chance of success. Dropout rate reduced.
5. Provide staff development to equip teachers with a better understanding of At Risk students and other potential dropouts and to improve methods and strategies during staff meetings and department meetings.	Asst. Supt. for Instruction, Principal	AISD Staff Salaries	Fall, 2008	Improved instruction and teacher confidence and understanding. Dropout rate reduced.

<p>6. Tutorials for students with failing grades and for students seeking extra assistance will be held by teachers either before/after school and during mandatory lunch tutorials.</p>	<p>Principals, Teachers</p>	<p>AISD Staff Salaries</p>	<p>August, 2008 – May, 2009</p>	<p>Improved student grades and reduced failure rate. Dropout rate reduced.</p>
<p>7. Provide regular academic and career counseling. Explore possibility of vocational aptitude testing.</p> <ul style="list-style-type: none"> <li>▪ Career Center</li> <li>▪ Offer Financial Aid Seminar for AHS students.</li> <li>▪ Offer “Go Center” to explore post High School opportunities</li> </ul>	<p>Counselors, Vocational Teachers John Ballew ESC 18</p> <p>Counselors Office Personnel</p>	<p>AISD Staff Salaries</p> <p>Advertise on Channel 6</p>	<p>August, 2008 – May, 2009</p> <p>Aug 2008- May 2009</p>	<p>Better student success and awareness of career choices, especially as related to high school graduation. Dropout rate reduced.</p> <p>Better students awareness of post-graduate opportunities . Offer incentive to graduate.</p>
<p>8. Identify and counsel with students that are in danger of dropping out by reviewing:</p> <ul style="list-style-type: none"> <li>▪ Attendance records</li> <li>▪ Academic reports</li> <li>▪ Discipline records</li> <li>▪ Compile and review At Risk List</li> </ul>	<p>Counselors, Principals, Teachers, Nurse, FS Coord., Prin. Sec., Attendance</p>	<p>AISD Staff Salaries \$81,975.55 FTE 4.59 Comp Ed. \$17,435 Sec. Comp Ed</p>	<p>August, 2008 – May, 2009</p>	<p>Encourage students to continue their education by improved attendance, to reduce the dropout rate and to make them aware of other educational options.</p>
<p>9. Cooperate with Andrews Adult Literacy Center in ensuring that students who withdraw for GED purposes actually enroll and complete the GED program</p> <ul style="list-style-type: none"> <li>▪ AHS will pay half the cost of the GED test upon passing.</li> </ul>	<p>Principal, Asst. Principals, Counselors, Literacy Center Personnel</p>	<p>Adult Literacy Center Funds/AISD \$500</p>	<p>2008-2009</p>	<p>Student enrollment in and successful completion of the GED program. Dropout rate reduced.</p>
<p>10. Watch for dropout early warning sign of poor school attendance; develop and implement attendance improvement.</p> <ul style="list-style-type: none"> <li>▪ Utilize our AISD Family Services Coordinator to assist students and families in need.</li> <li>▪ Conduct Home Visits</li> </ul>	<p>Principals, Attendance Clerk, Campus Performance Objectives Council, Counselors, Michelle Acosta</p>	<p>AISD</p> <p>Salary of Michelle Acosta \$35,780</p>	<p>August, 2008 – May, 2009</p>	<p>Dropout prevented. Attendance improvement plan developed and functioning. Dropout rate reduced.</p>

<p>11. Provide summer school program for students who have failed a course(s) or who are behind in graduation credits.</p>	<p>Asst. Supt. for Instruction, Principal</p>	<p>Summer School Tuition, AISD Supply and Payroll Funds</p>	<p>June – July, 2009</p>	<p>Successful completion of summer school courses. Students on track for graduation. Dropout rate reduced.</p>
<p>12. Strictly and fairly enforce all state compulsory attendance laws and local school board attendance policies.</p> <ul style="list-style-type: none"> <li>▪ A school employee will serve as a truant officer and will contact all students who are absent.</li> <li>▪ Contact and file on students failing to comply with compulsory attendance law.</li> <li>• Use school resource officer to help enforce attendance laws.</li> </ul>	<p>Principal, Asst. Principals, District Attendance Officer: Mike Waldmann</p> <p>Jason Harper</p>	<p>Admin. Salaries</p> <p>\$11,065</p> <p>City and school share salary</p>	<p>August, 2008 – May, 2009</p> <p>August 2008-May 2009</p>	<p>Students required to be in school. Dropout rate reduced.</p> <p>Increase emphasis on importance of being within the law on attendance.</p>
<p>13. Discuss and educate students and staff on teen pregnancy.</p> <ul style="list-style-type: none"> <li>▪ Stuco</li> <li>▪ Work with Community Roundtable, Ministerial Alliance</li> <li>▪ Health/Home Economics/PE</li> <li>▪ Utilize TASK: Teenagers are saying No</li> <li>▪ Character Counts Program – agendas, video, announcements, classroom implementation</li> <li>• Teach abstinence in Health classes</li> </ul>	<p>Principal, Counselor, Staff, Local Ministers, Class Emphasis</p> <p>Health Teachers</p>	<p>200 meals AHS</p> <p>\$3,020.95</p> <p>Salaries</p>	<p>August, 2008 – May, 2009</p> <p>August 2008-May 2009</p>	<p>Create awareness and an action plan for intervention.</p> <p>Educate students on the fact that “No sex is the only safe sex”</p>

# **ANDREWS HIGH SCHOOL**

## ***Campus Improvement Plan***

**2008-2009**

**GOAL 3:** To increase the percentage of student attendance.

**OBJECTIVE:** The percentage of student attendance will be 97% in 2008-2009.

**IMPROVEMENT PLAN**Campus Plan High School

Date of Committee Approval: \_\_\_\_\_

**ANDREWS I.S.D.  
2008-2009**

Date of Public Hearing: \_\_\_\_\_

\_\_\_\_\_ District Plan

Date of Board Approval: \_\_\_\_\_

**AEIS INDICATOR:** Student Attendance**GOAL 3:** To increase the percentage of student attendance.**OBJECTIVE:** The percentage of student attendance will be 97% in 2008-2009.

<b>Activity/Strategy</b>	<b>Person Responsible</b>	<b>Resource Allocation</b>	<b>Timeline</b>	<b>Formative Evaluation/ Expected Outcome</b>
1. Study 2007-2008 attendance data.	Principal	Admin. Salary	Fall, 2008	Goal formulation. Improved attendance.
2. Inform parents and students of attendance laws and school district/campus attendance procedures by a letter to parents and announcements to students on the first day of school (and upon enrollment of new students thereafter).	Principal, Assistant Principals, Counselors, Teachers	\$100	August, 2008	Increased parent and student awareness. Improved attendance.
3. Stress importance of attendance to faculty and staff in faculty meetings.	Principal, Assistant Principals	AISD Staff Salaries	August, 2008	Increased faculty/staff awareness. Improved attendance.
4. Have faculty stress to students the importance of attendance.	Teachers	AISD Staff Salaries	August, 2008 and ongoing	Increased student awareness. Improved attendance.
5. Contact parents by telephone when a student is absent.  ▪ Truant officer will review absentee log and check on students in non-attendance.	Attendance Clerk, Assistant Principals  Mike Waldmann	AISD Staff Salaries \$17,435  \$11,065	2008-2009	Clarification of reason(s) for student absence. Improved attendance.
6. Contact parents by letter or phone after 2 <sup>nd</sup> unexcused absence.	Assistant Principals, Attendance Clerk	Staff Salaries \$81,975.55 Comp Ed. FTE 4.59	Each occurrence	Increased parent awareness. Improved attendance.

7. Have conference with students having poor attendance. Notice will be sent after 5 absences.	Assistant Principals, Campus Attendance Committee	Staff Salaries	2008-2009	Increased student awareness. Improved attendance.
8. Have conference with parents of students having poor attendance and involve students in conference, if possible.	Principal, Assistant Principals, Campus Attendance Committee	Staff Salaries \$81,975.55 Comp Ed. FTE 4.59	2008-2009	Attendance problems addressed. Increase parent awareness. Improved strategies developed and implemented. Improved attendance.
9. Have regular meetings of Campus Attendance Committee to address overall and individual Student attendance problems and to develop Improvement strategies. <ul style="list-style-type: none"> <li>▪ Use various strategies to allow students to make up for excessive absences: including Saturday School, school service, and tutorials.</li> </ul>	Principal, Campus Attendance Committee, Attendance Secretary	Staff Salaries \$81,975.55 Comp Ed. FTE 4.59  \$2,000	Every 2-3 weeks	Attendance problems addressed. Improvement strategies developed and implemented. Improved attendance.
10. Set up a random drawing each six weeks for a cash reward of \$50 at each grade level for students with perfect attendance for that six weeks.	Principal, Assistant Principals	\$1,200	Each six weeks	Student body awareness of the importance of perfect attendance. Improved attendance.
11. Strictly and fairly enforce all state compulsory attendance laws and local school district attendance policies. <ul style="list-style-type: none"> <li>▪ Assistant Principals will file on students in violation of the compulsory attendance law.</li> <li>• Resource office will assist</li> </ul>	Principal, Assistant Principals	AISD Staff Salaries	August, 2008–May, 2009	Improved attendance.
12. Continue the Semester Exam Exemption Policy for 2008-2009.	Board of Education, Supt. & Asst. Supt. for Instruction, Principal, Assistant Principals, Teachers	AISD Staff Salaries	August, 2008 – May, 2009	Student body awareness of the importance of and rewards for good attendance. Improved attendance.

# **ANDREWS HIGH SCHOOL**

## ***Campus Improvement Plan***

**2008-2009**

**GOAL 4:** To provide a safe learning environment.

**OBJECTIVE:** To reduce the number of safety-related incidents.

**IMPROVEMENT PLAN**

**Campus Plan** High School

**Date of Committee Approval:** \_\_\_\_\_

**ANDREWS I.S.D.  
2008-2009**

**Date of Public Hearing:** \_\_\_\_\_

\_\_\_\_\_ **District Plan**

**Date of Board Approval:** \_\_\_\_\_

**AEIS INDICATOR:**

**GOAL 4:** To provide a safe learning environment.

**OBJECTIVE:** To reduce the number of safety-related incidents.

<b>Activity/Strategy</b>	<b>Person Responsible</b>	<b>Resource Allocation</b>	<b>Timeline</b>	<b>Formative Evaluation/ Expected Outcome</b>
1. Provide staff development training related to school safety: <ul style="list-style-type: none"> <li>▪ Crisis Intervention Training</li> <li>▪ Safe School Strategies</li> <li>▪ Legal Update</li> </ul> Continue to update and educate staff on our Campus Crisis Management Plan <ul style="list-style-type: none"> <li>▪ Educate staff on signs of suicide</li> </ul>	Assistant Supt. for Instruction, Consultant: Buechler legal update PGH Crisis identification Principal, Counselor, Teacher, Health Dept.	AISD/Region 18  AISD	Fall, 2008  August 2008-2009	Staff awareness of safety issues.  Help staff recognize signs of students in crisis.  Promote pride and acceptance of all students.
2. Update campus procedures for a variety of incidents, (e.g., Fire/Disaster Plan). <ul style="list-style-type: none"> <li>▪ Signed student agreement of safety procedures</li> </ul>	Principal, SBDM Committee Sci/Vocational Programs	AISD	June, 2008  2008-2009	Staff knowledge of changes in implementation.
3. Provide educational/informational programs and activities for the student body, (e.g., EMT assembly on hazards of drinking and driving; e.g., gang awareness). <ul style="list-style-type: none"> <li>▪ DASH/STUCO activities to include: Red Ribbon Week, Guest Speakers</li> <li>▪ Character Ed Assembly for all 9<sup>th</sup> graders.</li> <li>▪ Freshmen Counts Assembly</li> <li>▪ Hold New Freshman and Parent Meeting</li> </ul>	Principal, Student Council ESC 18  Counselor, Principal	AISD/ Region 18/ Student Council	August, 2008– May, 2009  Aug 2008	Improved student awareness of safety issues.  To get parents and incoming 9 <sup>th</sup> grade students to come up to school and to receive a orientation of the campus and of our expectations.

<p>4. Improve liaison between the campus and local enforcement agencies.</p>	<p>Principal, Assistant Principals</p>	<p>AISD/Local Agencies</p>	<p>August, 2008– May, 2009</p>	<p>Fewer safety-related incidents.</p>
<p>5. Adopt a “zero tolerance” policy in regards to alcohol, drugs, and student fights.</p> <ul style="list-style-type: none"> <li>▪ Utilize AEP to create a safe learning climate. Emphasize the character counts curriculum within our AEP.</li> <li>▪ Utilize drug dog.</li> <li>▪ Continue the AISD approved Drug Testing Program to include random drug testing and consequences for alcohol and drug related citations for students in extracurricular events.</li> </ul>	<p>Principal, Assistant Principals, Teachers Supt., Principal, Local Police</p> <p>School Board, Supt., Principals and sponsors</p>	<p>AISD Staff/Local agency salaries Local Agencies</p> <p>Drug Free School funds \$2000</p>	<p>August, 2008– May, 2009</p>	<p>Reduce the number of students who are under the influence of drugs/alcohol and create a safe school atmosphere. Use drug dogs as a deterrent to students possessing drugs at school. Teach responsible decision making.</p>
<p>6. Provide a resource officer to offer active law enforcement on a daily basis.</p>	<p>Bo Baker, Principal</p>	<p>Agreement between AISD and City of Andrews</p>	<p>Aug 2008- May 2009</p>	<p>A safer environment with less drugs, fewer fights, and a better student and law enforcement relationship.</p>

# **ANDREWS HIGH SCHOOL**

## *Campus Improvement Plan*

**2008-2009**

**GOAL 5:** To encourage parent and community involvement and awareness.

**OBJECTIVE:** To expand opportunities for parent/community participation.

**IMPROVEMENT PLAN**Campus Plan High School

Date of Committee Approval: \_\_\_\_\_

**ANDREWS I.S.D.  
2008-2009**

Date of Public Hearing: \_\_\_\_\_

\_\_\_\_\_ District Plan

Date of Board Approval: \_\_\_\_\_

**AEIS INDICATOR:****GOAL 5:** To encourage parent and community involvement and awareness.**OBJECTIVE:** To expand opportunities for parent/community participation.

<b>Activity/Strategy</b>	<b>Person Responsible</b>	<b>Resource Allocation</b>	<b>Timeline</b>	<b>Formative Evaluation/ Expected Outcome</b>
1. Inform students and parents of campus policies by distribution of Student/Parent/Teacher Handbook.	Principal, Teachers	\$2,160	August, 2008	Student and parent awareness of campus policies.
2. Require parental return of acknowledgment form from handbook. <ul style="list-style-type: none"> <li>▪ All student sign that they received a copy of student handbook.</li> </ul>	Principal, Assistant Principals, Homeroom Teachers	AISD Staff Salaries	August - September, 2008	Documentation of parental awareness.
3. Provide bilingual parent orientation workshop regarding the overall high school program. Improve school communication in a dual language format.	Principal	AISD Staff Salaries	First Six Weeks	Increased parental knowledge and understanding.
4. Integrate technological resources as a medium for information, (e.g., educational TV channel and AISD Web site). <ul style="list-style-type: none"> <li>▪ Utilize Channel 6, AISD electronic marquee</li> </ul>	Assistant Supt. for Instruction,  Johnna Waldrop	AISD Staff Salaries \$500  \$500	August, 2008– May, 2009	Increased parental awareness.
5. Conduct a meeting for juniors, seniors, and their parents regarding college preparation and post-high school opportunities. <ul style="list-style-type: none"> <li>▪ Financial Aid Counselor Seminar</li> <li>▪ TASC/College Day</li> </ul>	Principal, Counselors	AISD  \$250	Fall, 2008	Increased student and parental awareness.

Activity/Strategy	Person Responsible	Resource Allocation	Timeline	Formative Evaluation/ Expected Outcome
<p>6. Conduct student and parent orientation and planning meeting.</p> <ul style="list-style-type: none"> <li>▪ New freshmen orientation: emphasize character education.</li> <li>▪ Open House and campus performance hearing</li> <li>▪ Senior Parent Planning Meetings</li> <li>▪ Title 1 Parent Meetings – luncheon &amp; program</li> <li>▪ Special Education Meetings – luncheon &amp; program</li> <li>▪ Graduation Parties/Prom/Booster Clubs – Graduation celebration trip</li> </ul>	<p>Principal, Counselor, Teachers, Student Council, Class Sponsors</p> <p>AHS Staff</p> <p>AHS Staff</p>	<p>AISD Staff Salaries</p> <p>\$200</p> <p>\$1,000</p> <p>\$100</p> <p>\$1,000</p>	<p>August, 2008</p> <p>Aug 22, 2008</p> <p>Sept 29, 2008</p> <p>2008-2009</p> <p>Oct 2008</p> <p>Spring 2009</p>	<p>Welcome incoming freshmen.</p> <p>Welcome and familiarize parents with their students, teachers, and campus performance rating.</p> <p>Meet with parents to discuss senior issues concerning: college entrance criteria, financial aid, and senior events.</p> <p>Encourage students to celebrate graduation in a safe and drug/alcohol free way.</p>

<p>7. Effectively communicate with parents so they are aware and are encouraged to participate in upcoming events.</p>	<p>Central Admin., Principals, Teachers</p>	<p>AISD Staff Salaries</p>	<p>August, 2008</p>	
<ul style="list-style-type: none"> <li>▪ Publish the “AHS Roundup” on a monthly basis</li> </ul>	<p>Journalism Staff</p>	<p>\$6,400</p>	<p>Each month during 2008-2009</p>	<p>Keep students and parents informed of AHS needs, events, and important dates.</p>
<ul style="list-style-type: none"> <li>▪ Channel 6 Public Information TV for publicizing AHS events.</li> </ul>	<p>Asst. Supt., Principal, Admin. Asst.</p>	<p>\$500</p>	<p>2008-2009</p>	<p>Publicizing AISD events.</p>
<ul style="list-style-type: none"> <li>▪ Veteran’s Day Assembly</li> </ul>	<p>Principal, Staff, Student Council</p>	<p>\$2,000</p>	<p>November 9, 2008</p>	<p>Host an assembly for all students, veterans, and our community to recognize and support those who have served.</p>
<ul style="list-style-type: none"> <li>▪ Continue use of AISD Electronic Marquee</li> </ul>	<p>Central Admin., AHS Staff</p>	<p>\$500</p>	<p>2008-2009</p>	

**ANDREWS I.S.D.  
2008-2009**

**TITLE 1 – PART A**

**GOAL 1:** That 75% of all Title I students will meet minimum expectations on the TAKS test.

**PERFORMANCE OBJECTIVE:** Title 1 student scores will increase.

**SUMMATIVE EVALUATION:** Results of the TAKS scores.

<b>Activity/Strategy</b>	<b>Person Responsible</b>	<b>Resource Allocation</b>	<b>Timeline</b>	<b>Formative Evaluation/ Expected Outcome</b>
Students will be identified for Title 1 based on previous school years Spring scores on TAKS  Fall – Use Gates McGinitie	Title 1 teacher	General Funds	August 2008 – April 2009, pass test Gates RT	GMRT results
Place non-mastery reading students in Reading Improvement classes based on TAKS and GMRT	Title 1 teacher  Counselor		August 2008	Reading evaluations  Student progress
Use eligibility criteria as developed by district		Title 1 funds  G-MRT  General funds for TAKS	August 2008 – Post test in Spring 2009	TAKS results/reports
Stress reading and organizational skills in reading classes.  DEAR period SSR – sustained silent reading Extended reading time for AR READING Study skills Listening skills	Reading teacher  Principal  Classroom teacher	Principal  Classroom teachers  Reading Teacher	August 2008 – May 2009	AR reading logs  Designated time to read campus wide

Continue AR program  Purchase reading materials to include AR, newspapers, etc..	Librarian  Reading teacher	Title 1 funds  \$1,000 LRC funds Title 1 Funds for supplies \$4000	Throughout Year  “	Increased reading levels; abilities; vocabulary and study skills.
Each core teacher will be provided opportunity for professional development.	Principals Region XVIII Title 1 teacher	Title 1 fund	Aug 08-May 09 and Summer 09	Certificate Documentation In-Service hours Better passing rate
Utilize the most current comprehension skills materials to improve comprehension level of students	Title 1 teacher Classroom core teacher	Staff Salaries  Title 1 funds for additional material	Aug 08-May 09	Increased comprehension skills result in higher passing results on TAKS test

**ESL Goals**

**GOAL 2: Co-ordinate with District Parental Involvement Homeless Coordinator**

**PERFORMANCE OBJECTIVE: Serve the homeless in the Title 1 program.**

**SUMMATIVE EVALUATION:**

Activity/Strategy	Person Responsible	Resource Allocation	Timeline	Formative Evaluation/ Expected Outcome
Place homeless in ranking order list. Highest priority at-risk	Liaison  Input from Staff/teachers	Title 1 funds Parental Inv.	Aug 2008- May 2009	Reports; liaison case study reports
Title 1 to coordinate with homeless director	Michelle Acosta	Title 1 funds	Aug 2008- May 2009	Documented results and reports of case studies
Identify homeless	Title 1 teacher  Homeless liaison	Title 1 funds	Aug 2008- May 2009	Liaison reports
Use effective methods, techniques, or screening tests based on scientific research to strengthen students reading <ul style="list-style-type: none"> <li>▪ Irlen method</li> <li>▪ Herman method</li> </ul>	Title 1 Reading teacher	Title 1 – Fed. Funds \$2000	August 2008 – May 2009	Documentation of student work/progress
Use program resources to help participating children meet state standards.	Title 1 Reading Teacher	Title 1 funds  General Bldg. Budget	August 2008 – May 2009	Progress logs documentation  Practice tests
Title 1 will provide current technology for identified students. <ul style="list-style-type: none"> <li>▪ Literacy Program</li> <li>▪ Recordings</li> <li>▪ Computer Programs</li> <li>▪ Remedial Strategies</li> </ul>	Title 1 teacher	Title 1 funds	August 08- May 09	Use of class computer  Access to other computer lab with special programs

**ANDREWS I.S.D.  
2008-2009**

**GOAL 1:** Facilitate the transition of new ESL students so they can experience academic and social success.

**PERFORMANCE OBJECTIVE:** ESL students will improve one level of proficiency as measured by TELPAS.

<b>Activity/Strategy</b>	<b>Person Responsible</b>	<b>Resource Allocation</b>	<b>Timeline</b>	<b>Formative Evaluation/ Expected Outcome</b>
All new ESL identified students will be placed in a reading improvement and ESL Class	ESL & Reading Improvement teacher	General Funds	Aug 2008 – April 2009	For students to develop academic and social language skills with confidence and expertise so they can learn and communicate
Help students develop a social and academic vocabulary of words. <ul style="list-style-type: none"> <li>• Use the English Discoveries by Edusoft and Sleek software</li> <li>• Use of a mentor and Buddy program</li> <li>• Use of English in a Flash Software</li> </ul>	Mary Hiland Mary Franco		2008-2009 school year	STAR test  Student progress  Use of peers to help student adjust to language acquisition
Stress reading and organizational skills in reading classes.  DEAR period SSR – sustained silent reading Extended reading time for AR READING Study skills Listening skills	Reading teacher  Principal  Classroom teacher	Principal  Classroom teachers  Reading Teacher	August 2008 – May 2009	AR reading logs  Designated time to read campus wide
Continue AR program  Purchase reading materials to include AR, newspapers, etc..	Librarian  Reading teacher	Title 1 funds  \$1,000 LRC funds Title 1 Funds for supplies \$4000	Throughout Year	Increased reading levels; abilities; vocabulary and study skills.

**GOAL 2:** Reading proficiency will improve one level per year, from beginner, intermediate, advanced to advanced high.

**PERFORMANCE OBJECTIVE:** Improve a new ESL students reading and comprehension level in English

**SUMMATIVE EVALUATION:** Use of TELPAS

Activity/Strategy	Person Responsible	Resource Allocation	Timeline	Formative Evaluation/ Expected Outcome
Use of content Based Language Instruction by teaching English as it relates to different academic disciplines <ul style="list-style-type: none"> <li>• Reading Literature</li> <li>• Class Discussions</li> <li>• Writing/New Vocabulary introduced</li> <li>• Learning how to do research in books, dictionaries &amp; on computers.</li> <li>• Reading to find the main idea, discussion, analyzing the who, how and what.</li> </ul>	Core Staff members & ESL and Reading Improvement Teachers	Staff Salaries	Aug 2008-May 2009	Administer and interpret scores from RPTE and used data for students placement.
Provide current technology for identified students. <ul style="list-style-type: none"> <li>• Literacy Program</li> <li>• Recordings</li> <li>• Computer Programs: SLEEK, Edusoft</li> <li>• Remedial Strategies</li> </ul>	Title 1 & ESL teachers	Staff Salaries	Aug 2008-May 2009	Use of class computer  Access to other computer lab with special programs
Title 1 will provide current technology for identified students. <ul style="list-style-type: none"> <li>▪ Literacy Program</li> <li>▪ Recordings</li> <li>▪ Computer Programs</li> <li>▪ Remedial Strategies</li> </ul>	Title 1 teacher	Title 1 funds	Aug 2008-May 2009	Use of class computer  Access to other computer lab with special programs

**GOAL 3:** ESL staff will help in improving involvement of parents in the education of students

**PERFORMANCE OBJECTIVE:** Parents will attend meetings.

**SUMMATIVE EVALUATION:** Attendance at meetings.

Activity/Strategy	Person Responsible	Resource Allocation	Timeline	Formative Evaluation/ Expected Outcome
Each teacher will be provided opportunity for professional development, including the annual Bilingual/ESL Parent Teacher Conference at UTPB	Prof. Staff  Mary Franco, Mary Hiland	Gen. Ed. Budget  Title 1 & ESL funds	2008-2009  Conference is in Spring 2009	Documentation of professional development Better understanding of how to help students and to get more parental involvement, resulting in better scores.
Parents will be invited to visit reading classroom to become more knowledgeable about routines, expectations and activities	Principal Title 1 teacher Parents	Title 1 funds	Aug 08- May 09	More positive encouragement resulting in improved success and better test results. (TAKS included)
Parents encouraged and guided as to how to promote reading activities at home	Principal Title 1 teacher Parents	Title 1 funds	Aug 08- May 09	More reading resulting in improved success in core areas and on TAKS tests
Parents will be provided with periodic student progress, specific to reading	Principal Title 1 teacher Parents	Title 1 funds	Aug 08- May 09	More awareness and parental encouragement resulting in better success
Parents will become involved in AR reading program	Principal Title 1 teacher Parents	Title 1 funds	Aug 08- May 09	Parents more aware of student growth and success or lack of success
Encourage leisure reading of parents/students by sending reading material home, including books, magazines, and newspapers	Principal Title 1 teacher Parents	Title 1 funds	Aug 08- May 09	More reading – better success in every area including TAKS and language acquisition