

2011-2012
Campus Improvement Plan
Bandera Independent School District
Campus: BANDERA HIGH SCHOOL



Campus Mission: Always on Target!

2011-2012 Campus Improvement Plan

Planning and Decision Making Committee

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The 2011-2012 Campus Improvement Action Plans of Bandera High School

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Comprehensive Needs Assessment

Campus Profile for the School Year 2011-2012: Bandera High School is located at 474 Old San Antonio Highway just outside the city limits of Bandera, Texas in the eastern part of Bandera County. It is not considered a neighborhood school. It draws students from Bandera, Tarpley, Lakehills and Pipe Creek. There is very limited industry in Bandera County, most of which is directed at local needs like restaurants, bars, 5 banks, one grocery store, several dollar stores, one hardware store and the Bandera Electric Coop. Most parents in the Bandera High School attendance zone work in Bandera county or commute to San Antonio. Bandera High School's attendance zone is composed of 400 square miles in Bandera County.

The socio economic status of students at Bandera High School is low moderate, with Low SES student making up approximately 40% of the population. This rate compares with the overall district rate of 51%. The majority of the students at Bandera High School live in single family dwellings with few non-traditional households. Several small apartment complexes within the city limits provide just a handful of students to Bandera High School. The student population at Bandera High School is 49% female and 50% male. The ethnicity of the student body is 22% Hispanic, 1.4% American Indian, <1% Asian, 74% Anglo and 1.7% bi-racial. Eighty-seven percent of the student body is in regular education while 13% of the population qualifies for special education services.

The certified staff at Bandera High School includes a principal, two assistant principals, three counselors, 9 ELA teachers, 8 math teachers, 7 science teachers, 7 social studies teachers, 9 Career and Technology teachers, 5 fine arts teachers, 4 Spanish language teachers, 5 Physical Education/health/athletics teachers, 6 special education teachers, one diagnostician, and one librarian. Classified staff includes a secretary, 1 registered nurse, 1 clerical aide, and 1 registrar. There are 8 paraprofessionals, 7 food service workers and 6 custodians. The average years of experience for professional staff at Bandera High School is 15.7 years of experience.

There are approximately 799 students at Bandera High School – 234 ninth graders, 188 tenth graders, 207 eleventh graders and 170 12th graders.

Bandera High School has been designated a Recognized campus by the state of Texas for two out of the last three years. The faculty and staff at Bandera High School maximize instructional time for every student through creative scheduling. Bandera High School has an eight period day for students. Working in collaboration with community and parents, Bandera High School achieves a positive and supportive environment for all students.

Comprehensive Needs Assessment

A Comprehensive Needs Assessment was conducted with the Sub - Committee on May 2011.

Participants in Attendance	Data Sources Examined
Campus Improvement Committee	AEIS
	Federal Accountability Data for AYP
	TAKS Data – disaggregated
	District PEIMS reports
	PBMAS reports
	Student attendance data
	Benchmark testing data
	ADM Data
	Referral percentages for students in Special Education
	Campus parent participation records
	Truancy data
	Eduphoria Aware

Summary of Findings

Prioritized Areas of Concern	
Areas of Concern	Data Source
TAKS achievement Gap between white and Hispanic student groups in all 4 core areas should be less than 5%	AEIS Report AWARE
9 th grade Math TAKS passing rate	AWARE/AEIS
10 th grade Math TAKS passing rate	AEIS
Algebra 1 Passing rate	AWARE
Algebra 1 EOC passing rate	Formative Assessment
Attendance rate	AEIS/Failure Rate
PSAT scores	Student scores
Eco. Disadvantaged TAKS Science	AEIS/AWARE
Eco. Disadvantaged TAKS Math	AEIS/AWARE
SAT/ACT scores	Student scores

In this plan, the term “student groups” refers to students who are Hispanic, White, African American, ED, Migrant, LEP, G/T, and Special Education

State Compensatory Education

The State Compensatory Education program at this campus is used to fund teacher and paraprofessional salaries to enable the campus to decrease class size and increase service to at risk students.

Total SCE funds allotted to this Campus \$142,675.

Total FTEs (full time employees) funded through SCE at this Campus 2.5 FTE's.

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in pre-kindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years.
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 100 percent of the level of satisfactory performance on that instrument.
5. Is pregnant or is a parent.
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Federal, State and Local Funding Sources

Federal funding sources will be integrated and coordinated with State and Local funds to meet the needs of all students.

Program/Funding Source
Federal Programs
SFSF
Title II, Part A
Title III
Carl Perkins (CTE)
IDEA B
State Programs/Funding Sources
High School Allotment
CTE
Advanced Placement
Bilingual/ESL Program
State Compensatory Education
Gifted/Talented
Special Education
Other Funding Sources
Activity Funds
Grants
Donations

Required Campus Plan Components

1. Comprehensive Needs Assessment of the entire school (including all program areas)
2. Reform strategies that address the needs of all children in the school, but particularly the needs of children of target populations of any program that is included in the school-wide program and that use effective methods and instructional strategies based on scientifically based research.
3. Instruction by highly qualified teachers Professional development for teachers and aides, and where appropriate, pupil services, personnel, parents, principals, and other staff who work for student improvement
4. Strategies to attract high-quality highly qualified teachers to high-need schools
5. Strategies to increase parental involvement
6. Plans for assisting students in the transition from secondary programs, to local post-secondary school programs.
7. Steps to include teachers in the decisions regarding the use of assessments.
8. Activities to ensure that students who experience difficulty mastering any of the state standards during the school year will be provided with effective, timely additional assistance.
9. Coordination and integration of federal, state, and local services and programs, such as violence prevention programs, nutrition programs, housing programs, adult education, vocational and technical education, and job training

Campus Improvement Plan On Going Yearly Review - Verification			
Month	Agenda Item Of Review	Principal Signature	CIP Co-Chair Signature
September			
October			
November	Social Studies, Technology, Attendance, Parent Involvement		
December	Science, Dropout Prevention/Recovery		
January (Formative Review)	Math, ELA, Writing		
February	At Risk Learners/Dyslexia, ELL, Student Management, Sp Ed, Graduate Profile, College Readiness		
March	Student COC		
April			
May			

Action Plan I – BHS CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state reading and ELA assessments and other grade appropriate assessments (PSAT/SAT/ACT).

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1.Campus-level staff development activities will be designed to address TEKS reading/ELA objectives surveyed and approved the campus staff development plan approved by the C.I.C.	General Fund 199-11	Principal Campus Improvement Comm	On-going throughout the 2011-2012 SY	SD sign in sheets, certificates of participation and evaluations
2.Instructional timelines and specifications will be revised each year for ELA.	General Fund 199-11	ELA Department	Every 6 weeks	Curriculum documents and C-scope coordination
3. Teachers will target appropriate reading levels for individual students to improve reading comprehension.	General Fund 199-11	Librarian ELA Teachers	Every 6 weeks	Classroom documentation
4. Teachers and students will set six weeks and yearly reading goals for all students.	General Fund 199-11	ELA Teachers	Every 6 weeks	Classroom documentation
5. Provide numerous opportunities to develop oral language through student-directed instruction and cooperative learning.	General Fund 199-11	CR teachers	Every 6 weeks	Lesson plans Walkthrough documentation
6.Curriculum will be aligned with TEKS Objectives and continue the implementation of C-Scope through vertical and horizontal teaming initiatives.	General Fund 199-11	ELA Department	Every 6 weeks	Meeting agendas and curriculum documents
7.A periodic assessment formative of student progress for TEKS objectives will be administered.	General Fund 199-11	ELA Department	September 1	Report of benchmark assessment
8. Participation in UIL reading/ELA events will be encouraged and time will be provided.	Activity Fund	UIL Coaches	September 1	Registration/event rosters
9. Regular education teachers will be provided the opportunity to gain certification and/or endorsement in G/T and ESL.	Title II, Part A 255-13	Administration Director of Curriculum	By June 4	Certificates of participation SBEC documentation
10. Continue the Content Mastery Course.	IDEA B 244-11	SPED teachers	Beginning 1 st Semester	Student Login Sheet
11.AP language arts will be offered to encourage vigorous, challenging curriculum and to prepare students for college.	General Fund 199-11 SFSF 266-11	ELA Department	Beginning 1 st Semester	Master schedule
12. Provide TAKS support courses for students who have not mastered the TAKS.	General Fund 199-11	ELA teachers	Beginning 1 st Semester	NCLB HQ report
13. All teachers teaching in core academic subjects will be highly qualified (fully certified)..	General Fund 199-11	ELA teachers	Beginning 1 st Semester	Attendance Rosters/Enrichment
14. Provide a supplemental program in the subjects of reading, writing, and math	General Fund 199-11	ELA teachers	Beginning 1 st Semester	Certificates of participation
15. Regular education teachers gain certification and / or endorsements in GT, advanced placement and /or Pre AP	General Fund 199-11	ELA teachers ELA Department Chair	By mid June for GT and by mid Dec. for other.	

Summative Evaluation: The summative evaluation data will include data from EOC, STAAR, TELPAS, IRI, PSAT/SAT/ACT & AP tests.

Action Plan II - CAMPUS OBJECTIVE FOR 2011-2012 Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all Subpopulations defined in “Campus Performance Objective”, in state assessments in mathematics as well in PSAT, SAT and ACT testing.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1. Campus-level staff development activities will be designed to address TEKS mathematics objectives surveyed and approved the campus staff development plan approved by the C.I.C.	General Fund 199-13 IDEA B 244-13	Administration Department Chair Director of Curriculum	Throughout the 2011-2012 SY	SD agendas, certificates, sign in sheets, evaluations. BHS SD plan.
2. Teachers will utilize the C-scope Program in addition to the adopted textbooks by vertically and horizontally aligning curriculum.	Title II, Part A 255-13	Math Department Dept. Chair Math	September 1	Lesson Plans Minutes of Vertical Team meeting
3. Math curriculum will reflect alignment to TEKS and EOC objective through vertical teaming.	General Fund 199-13 Title II, Part 1 255-13 IDEA B 244-13	Administration Math teachers	During department meeting Fall	C-Scope and other curriculum documents
4. Participating in UIL Math events will be encouraged and time will be provided.	General Fund 199-36	UIL Coordinator UIL Coaches	September 1	Event Registration & Roster
5. A periodic assessment of student progress for TEKS objectives will be administered.	General Fund 199-11	Department Chair in Math	On-going throughout the 2011-2012 SY	Benchmark test reports
6. Content Mastery. Classroom utilized as needed.	IDEA B 244-11			
7. Academic achievement will be assessed for each group using Benchmark results and the AEIS report.	General Fund 199-11	Math Department	On-going throughout the 2011-2012 SY	Disaggregated student data
8. All teachers teaching in core academic subjects will be highly qualified (fully certified)..	General Fund 199-11	Administration Assist Super of Personnel	August 23	NCLB HQ report
9. Provide an after school program in the subjects of Reading, Writing, and Math with the assistance of tutoring in core subjects and use of Ripple Effects.	General Fund 199-11	CR Teachers	September 1	Tutorial Rosters
10. Regular education teachers gain certification and / or endorsements in GT, advanced placement and / or Pre AP.	General Fund 199-11 Title II, A 255-13	Math Teachers ESC 20 Consultant	December 1 for AP & Pre AP June 4 for GT	Certificates of Participation
11. Implement 9 th grade transition staff development between 8 th and 9 th grade teachers.	SFSF 266-11	Administration CR teachers	By November 1	Anecdotal records
12. Continue netbook initiative with 9 th grade.	SFSF 266-11	Administration Dept. Chair Math	August 23	Lesson plans PEIMS Requisitions – Packing Lists

Summative Evaluation: The summative evaluation data will include data from TAKS, EOC, TAKS M, TAKS Alt, Benchmark Assessments, PSAT, SAT, & ACT.

Action Plan III - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state assessed writing & PSAT/SAT writing assessments.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1.Campus-level staff development activities will be designed to address TEKS writing objectives surveyed and approved in the campus staff development plan approved by the C.I.C.	Title II, Part A 255-13 General Fund 199-13	Administration ELA Department Chair	Throughout 2011-2012SY	SD sign in sheets, certificates, evaluations and agendas
2. Provide students opportunities to develop language skills and enrich writing through the use of computer programs and Netbooks.	General Fund 199-11	Administration ELA Teachers Instructional Technology Specialist	Weekly throughout the 2011-2012 SY	Lesson Plans Walkthrough documentation Anecdotal record
3.Participating in UIL writing events will be encouraged.	General Fund 199-36	UIL Coaches	September 1	Entry / Event Registration
4.Provide a TAKS support class during advisory class for students who have not mastered the TEKS. The students will utilize the writing process in various forms.	General Fund 199-11	Classroom Teachers	August 23	Advisory/Enrichment schedule and lesson plans
5 A periodic assessment of student progress for TEKS objectives will be administered. 1. Benchmark Test	General Fund 199-11	Administration ELA Dept. Chair	During each six week period.	Report of disaggregated student data
6. Continue a Content Mastery Course.	IDEA B 244-11	SPED teachers	August 23	Log of student sign in & requisite IEP's
7. Provide Staff Development For Regular, Pre AP and AP courses to include vertical and horizontal alignment of curriculum using C-Scope and other grade appropriate materials.	Title II, Part A 255-13 General Fund 199-13 Advanced Placement 397-13	Administration ESC 20 consultant Director of Curriculum	June 15 – August 15	SD sign in sheets, meeting agendas, certificates and evaluations
8. Provide an after school program in the subjects of Reading, Writing, and Math with the assistance of tutoring in core subjects and use of Ripple Effects.	General Fund 199-11	CR Teachers	September 1	Tutorial Rosters Ripple Effects student data management
9. All teachers teaching in core academic subjects will be highly qualified.	General Fund 199-11	Administration Assist Super of	August 23	NCLB HQ Report
10. Provide an supplemental program in the subjects of Reading, Writing, and Math	General Fund 199-11	Personnel CR Teachers	September 1	Tutorial Rosters

Summative Evaluation: The summative evaluation data will include data from TAKS, EOC, TAKS M, TAKS Alt, Benchmark Assessments, PSAT, SAT, & ACT.

Action Plan IV– BHS CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state Science assessments and other grade appropriate assessments (PSAT/SAT/ACT).

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1.Campus-level staff development activities will be designed to address TEKS Science objectives surveyed and approved by campus staff development plan approved by the C.I.C.	General Fund 199-11	Principal Campus Improvement Comm	On-going throughout the 2011-2012 SY	SD sign in sheets, certificates of participation and evaluations
2.Instructional timelines and specifications will be revised each year for Science.	General Fund 199-11	Science Teachers	Every 6 weeks	Classroom documentation
3. Teachers and students will set six weeks and yearly reading goals for all students.	General Fund 199-11	Science Teachers	Every 6 weeks	Classroom documentation
4. Provide numerous opportunities to develop oral language through student-directed instruction and cooperative learning,	General Fund 199-11	CR teachers	Every 6 weeks	Lesson plans Walkthrough documentation
5.Curriculum will be aligned with TEKS Objectives and continue the implementation of C-Scope through vertical and horizontal teaming initiatives.	General Fund 199-11	Science Department	Every 6 weeks	Meeting agendas and curriculum documents
6.A periodic assessment formative of student progress for TEKS objectives will be administered.	General Fund 199-11	Science Department	September 1	Report of benchmark assessment
7. Participation in UIL Science events will be encouraged and time will be provided.	General Fund 199-11	UIL Coaches	September 1	Registration/event rosters
8. Regular education teachers will be provided the opportunity to gain certification and/or endorsement in G/T and ESL.	Activity Fund	Administration	September 1	Certificates of participation SBEC documentation
9. Continue the Content Mastery Course.	Title II, Part A 255-13	Director of Curriculum	By June 4	Student Login Sheet
10.AP Science courses will be offered to encourage vigorous, challenging curriculum and to prepare students for college.	IDEA B 244-11	SPED teachers	August 23	
11. Provide TAKS support courses for students who have not mastered the TAKS.	General Fund 199-11	Science Department	August 23	Master schedule
12. All teachers teaching in core academic subjects will be highly qualified (fully certified)..	SFSF 266-11	Science teachers	August 23	NCLB HQ report
13. Provide a enrichment program in the subject of Science	General Fund 199-11	Science teachers	August 23	Tutorial Rosters
14. Regular education teachers gain certification and / or endorsements in GT, advanced placement and /or Pre AP	General Fund 199-11	Science teachers	August 23	Certificates of participation
	General Fund 199-11	Science Department Chair	By June 4 for GT and by Dec. 15 for other.	

Summative Evaluation: The summative evaluation data could include data from EOC, TAKS, STAAR, TAKS M, TAKS Alt, TELPAS, IRI, PSAT/SAT/ACT & AP tests.

Action Plan V – BHS CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state Social Studies assessments and other grade appropriate assessments (PSAT/SAT/ACT).

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1.Campus-level staff development activities will be designed to address TEKS Social Studies objectives surveyed and approved the campus staff development plan approved by the C.I.C.	General Fund 199-11	Principal Campus Improvement Comm	On-going throughout the 2011-2012 SY	SD sign in sheets, certificates of participation and evaluations
2.Instructional timelines and specifications will be revised each year for Social Studies.	General Fund 199-11	So. Studies Department	Every 6 weeks	Curriculum documents and C- scope coordination
3. Provide numerous opportunities to develop oral language through student-directed instruction and cooperative learning,	General Fund 199-11	So. Studies Department	Every 6 weeks	Lesson plans Walkthrough documentation
4.Curriculum will be aligned with TEKS Objectives and continue the implementation of C-Scope through vertical and horizontal teaming initiatives.	General Fund 199-11	So. Studies Department	Every 6 weeks	Meeting agendas and curriculum documents
5.A periodic assessment formative of student progress for TEKS objectives will be administered.	General Fund 199-11	So. Studies Department	Every 6 weeks	Meeting agendas and curriculum documents
6. Participation in UIL Social Studies events will be encouraged and time will be provided.	General Fund 199-11	UIL Coaches	September 1	Report of benchmark assessment
7. Regular education teachers will be provided the opportunity to gain certification and/or endorsement in G/T and ESL.	Activity Fund	Administration Director of Curriculum	September 1	Registration/event rosters
8. Continue the Content Mastery Course.	Title II, Part A 255-13	SPED teachers So. Studies Department	By June 4	Certificates of participation SBEC documentation
9.AP Social Studies courses will be offered to encourage vigorous, challenging curriculum and to prepare students for college.	IDEA B 244-11	So. Studies teachers	August 23	Student Login Sheet
10. Provide TAKS support courses for students who have not mastered the TAKS.	General Fund 199-11	So. Studies teachers	August 23	Master schedule
11. All teachers teaching in core academic subjects will be highly qualified (fully certified)..	SFSF 266-11	So. Studies teachers	August 23	NCLB HQ report
12. Provide a supplemental program in the subjects of reading, writing, and math	General Fund 199-11	So. Studies teachers	August 23	Tutorial Rosters
13. Regular education teachers gain certification and / or endorsements in GT, advanced placement and /or Pre AP	General Fund 199-11	So. Studies teachers So. StudiesDepartment Chair	By June 4 for GT and by Dec. 15 for other.	Certificates of participation

Summative Evaluation: The summative evaluation data will include data from EOC, TAKS, STAAR, TAKS M, TAKS Alt, TELPAS, IRI, PSAT/SAT/ACT & AP tests.

Action Plan VI - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state assessments in reading, math, and writing due to educational experiences in technology.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1. Acquire compatible, upgradeable software that supports the all curriculum, including ESL. The opportunity for teachers to examine software and give input on selection.	General Fund 199-11	Administration CR Teachers Department Chairs	Every nine weeks during the 2011-2012 SY	Requisitions Packing Lists Email/memo input from departments
2. All Core subjects in 9 th grade classes will be required to use Netbooks. All grade levels will spend time in the computer labs.	General Fund 199-11	Ninth Grade Teachers	On-going throughout the 2011-2012 SY	Lesson Plans Walkthrough Documentation
3. Purchase TEKS and STAAR geared programs to support/supplement curriculum. Provide the opportunity for teachers to examine software and provide input on the purchase.	General Fund 199-11	Administration CR Teachers Department Chairs	On-going throughout the 2011-2012 SY	Teacher Surveys Requisitions / Packing Lists Email/memo input from departments
4. Professional development will be offered to increase teachers’ knowledge of using technology as a tool to improve student success.	Title II, Part A 255-13 General Fund 199-13	Administration Instructional Tech Specialist Department Chairs	January 15	SD agendas, sign in sheets, certificates and evaluations

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, EOC, STAR Report, Student Products, & Completion Rate.

Action Plan VII - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12 for all subpopulations defined in “Campus Performance Objective”, in state assessments in reading/ELA and in PSAT, SAT and ACT assessments due to participation in instruction designed for dyslexic (and other reading disorders) students.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1.The campus will offer assistance and programming for students with dyslexia and related disorders.	General Fund 199-11	Administration	August 23	List of students who qualify for dyslexia related services (PEIMS)
2. Instructional staff will support the program for all eligible students and monitor delivery of accommodations and modifications for students.	General Fund 199-11	Designated Reading Specialist Counselor	August 23	Progress Reports, Grade reports & disaggregated student data
3. A designated reading specialist will be trained to screen students and to determine eligibility for the dyslexia program.	General Fund 199-11 Title II, Part A 255-13	Administration Director of Curriculum	December 1	SD training certificate, evaluation
4. The district will provide training for staff to implement the selected program to all eligible students.	Title II, Part A 255-13 General Fund 199-13	Designated Reading Specialist	August 23	SD agenda, sign in sheet, certificates of participation and evaluations.

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, TELPAS, Formative Assessments. Benchmarks, and PSAT, SAT and ACT.

Action Plan VIII– CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12 for Limited English Proficient students in state assessments in reading, math, and writing and on TELPAS assessments.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1. Campus level staff development will be provided that will enable teachers to implement Sheltered Instruction methodologies in their classrooms to support limited English proficient students.	Title II, Part A 255-13 Title III, Part A 263-13 General Fund 199-13	Administration Designated teachers	On-going throughout the 2011-2012 SY	SD agendas, certificates, sign in sheets, and evaluations.
2. Teachers will be offered various types of ESL Staff Development through Region XX ESC.	Title II, Part A Title III, Part A 263-13 General Fund 199-13	Administration ESC 20 Consultants CR teachers	On-going throughout the 2011-2012 SY (Especially in math and science department_	Certificates of Participation and SBEC documentation
3. ESL endorsed teacher will provide staff with strategic techniques to promote understanding and success for non-English speaking students.	Title III, Part A 263-13 General Fund 199-13	ESL endorsed teachers	Each six weeks	Written tips provided to CR teachers
4. The High School campus will provide the ESL program with an appropriate learning environment.	General Fund 199-11 Title III, Part A 263-11	Administration ESL endorsed teachers	August 23	Master Schedule Student Schedule
5. Provide frequent parent contact for academic feedback on student progress in language acquisition.	General Fund 199-11 Title III, Part A 263-11	CR teachers	Every three weeks	Documentation of phone, memo or communication with parent
6. Provide a supplemental tutoring program in the subjects of reading, writing, and math for individual LEP students after school.	Title III, Part A 263-11 OEYP 401-11	CR teachers	September 1	Tutorial Rosters
7. Provide Spanish speaking math teacher/class for ELL students	General Fund 199-11	Administration Designated teacher	August 23	Master Schedule

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, TELPAS, IPT, PSAT, SAT and ACT.

Action Plan IX - CAMPUS OBJECTIVE FOR 2011-2012: by maintaining effective student management, overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state assessments in reading/ELA, math, and writing tests, as-well-as attendance rate, and completion rate.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1.The Student Code of conduct shall be revised as necessary, implemented, and monitored at the campus level by site-based decision making committee.	General Fund 199-11	Administration Campus Improvement Comm	By March 1	Recommendations to Assist Super for Handbook/Code changes in email or memo.
2.Specific Staff Development on student management will be provided as needed to selected departments.	General Fund 199-13 Title II, Part A 255-13	Administration Department Chairs	On-going throughout the 2011-20112SY	SD agendas, sign in sheets, certificates and evaluations
3.Provide staff training in the areas of SB 1196, SB 1727, and CAP plan.	General Fund 199-13 Title II, Part A 255-13	Administration Director of Curriculum	On-going throughout the 2011-2012 SY	SD agendas, sign in sheets, certificates and evaluations
4. Provide frequent parent contact regarding student behavior and performance.	General Fund 199-23	Administration CR Teachers ESL Teacher	Every three weeks throughout the 2011-2012 SY	Log of parent contact Anecdotal Record
5. Provide an after school tutoring in the core subjects.	General Fund 199-11	CR Teachers	September 1	Tutorial Rosters
6.Provide a Foundation Committee to provide strategies to improve student performance including Student Management and accelerated education.	General Fund 199-11	Administration	Every nine weeks throughout the 2011-2012 SY	Committee agendas and minutes
7. Implement a TIER III model that includes the use of Ripple Effects to prevent bullying and violent behavior.	IDEA B 244-11 General Fund 199-11	Administration Special Education	August 23	Walkthrough documentation Ripple Effects student data log
8. Implement RTI for disciplinary concerns which promotes good student management practices and contravenes disciplinary interventions like ISS, DAEP placement, and expulsion for at-risk students.	IDEA B 244-11 General Fund 199-11	Administration Director of Curriculum	August 23	Documentation of RTI interventions
9.Continue mental health and safety training for dating violence and PAPA curriculum.	General Fund 199-11	Counselors	August 23	Lesson plans Classroom presentation agendas

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, TELPAS, EOC, PSAT, SAT, ACT and completion rate.

Action Plan X - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state assessments in reading/ELA, math, and writing as well as in all grade appropriate assessments in core subject matter with improved attendance.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1. Parents of students absent from school will be telephoned the day of absence.	General Fund 199-61 School Messenger	Registrar Administration	On day of absence	School Messenger student report
2. After 40 th school day, students with 4 or more absences will be sent a warning letter.	General Fund 199-11 General Fund 199-23	Registrar	October 15	Copy to attendance file
3. Upon 5 th absence, students will be given an opportunity to attend Saturday School to make up time.	General Fund 199-11	Administration	Each Saturday of the 2011-2012 SY	Copy of Saturday School attendance sheet
4. Students with continued absences will be sent notarized complaint against student and parent for promoting truancy.	General Fund 199-23	Administration	Immediately upon continued absences	Notarized letters filed in student permanent record folder
5. Attendance committee will monitor student attendance.	General Fund 199-11	CR Teachers Administration	Once a six weeks throughout the 2011-2012 SY	Agenda, sign in sheets, minutes
6. Provide frequent parent feedback on attendance and tardy situation for affected students.	General Fund 199-23	Administration	As needed throughout the 2011-2012 SY	Parent Contact Log
7. Provide an after school tutorial program in the core subjects.	General Fund 199-11	CR Teachers	September 1	Tutorial Roster
8. Attendance will be improved through an attendance incentive program.	Activity Funds Donations	Administration	October 1	PEIMS attendance records
9. Students will be referred to truant officer for repeated violations of attendance statutes.	General Fund 199-11	Truant officer Administration	Ongoing as needed throughout the 2011-2012 SY	Attendance Report for Truant Officer

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, EOC, TELPAS, PSAT, SAT, ACT and completion rate.

Action Plan XI - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state assessments in reading, math, and writing as well as in other grade appropriate assessments with improved dropout recovery activities.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1. Expand counseling program to include career counseling, violence prevention and drug education components.	General Fund 199-31	Counselors	August 23	Lesson Plans Guidance Schedule
2. Career and college counseling will be available to all students and parents.	General Fund 199-31	Counselors	On-going throughout the 2011-2012 SY	Counselor Schedule
3. College and Career Day will be provided for all students.	General Fund 199-31	Counselors	April 1	Announcement of College Day
4. Continue the implementation of the credit recovery and alternate graduation programs. (A Plus and AGP)	General Fund 199-11	Administration Counselors	August 23 throughout the 2011-2012 SY	Master Schedule AEP/AGP roster
5. Provide individual educational & career counseling for high risk students.	General Fund 199-31	Counselors	On-going throughout the 2011-2012 SY	Counselor student log
6. Enrichment and tutoring program will be extended to all students exhibiting a pattern of multiple failures in core subjects.	General Fund 199-11	CR Teachers Counselors	Beginning September 1	Enrichment and Tutorial Rosters, Bus route verifications
7. Attendance incentive program to enhance student attendance.	Activity Account Donation	Administration	Every six weeks throughout the 2011-2012 SY	PEIMS

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, TELPAS, EOC, PSAT, SAT, ACT,

Action Plan XII - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations defined in “Campus Performance Objective”, in state assessments in reading, math, and writing test as well as other grade appropriate core subjects assessments will improve due to increased parent involvement.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
1. Provide Parental Involvement Activities to engage parents in secondary students’ academic life ie. FAFSA, college and career counseling, and academic counseling. All geared toward the college bound student.	General Fund 199-61	Administration Counselors CR Teachers	On-going throughout the 2011-2012 SY	Agendas, parent log sheets and Counselor schedules
2. Provide leadership roles for parents in campus activities like: LPAC, CIC, SHAC, CTE Advisory, booster groups and parent advisories.	General Fund 199-11	Administration	By October 1	Roster of Leadership groups within campus and in district
3. Provide parents opportunities to communicate with teachers frequently and in a timely manner in order to monitor student grades, homework and performance.	General Fund 199-11	Administration CR Teachers	On-going as needed throughout the 2011-2012 SY	Log of Phone calls Evidence/documentation of parent communication
4. Increase communication with parents by all means possible including School Messenger, campus announcements, athletic announcements, campus newsletters and social media.	General Fund 199-61	Administration CR teachers Athletic Director Counselors	Every three weeks, and as needed throughout the 2011-2012 SY	School Messenger data Email list Face Book friend list On-course documentation

Summative Evaluation: The summative evaluation data will include data from TAKS, TPRI, RPTE, IRI, Formative Assessment, AR Star Testing

Action Plan XIII - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations in special education defined in “Campus Performance Objective”, in state assessments in reading, writing, science social studies, math and other grade appropriate assessments like PSAT, SAT, and ACT as well as in completion rate.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
<p>1. Develop a pilot program of inclusion as appropriate for higher ability students with special needs in the academic core areas.</p> <p>2. Assemble a campus core team to train all staff on CAP (Comprehensive Analysis Plan)</p> <p>3. Increase the DAP diploma rate</p> <p>4. Reduce the amount of special education students in DAEP through implementation of behavioral RTI And TIER III program with Guardian Program.</p> <p>5. Increase the use of technology with SPED students.</p> <p>6. Increase types of technology available for instruction including but not limited to: additional computers, iPod touches, Interactive Boards, printers, scanners, cameras, TV’s with Wii stations with educational games.</p> <p>7. The district and campus will provide training for staff on pod casting, Bright Links, and Internet resources.</p> <p>8. The district and campus will provide training for staff on RTI to reduce the number of referrals for special education services.</p> <p>9. Equipment and software will be purchased for FLU class.</p> <p>10. Staff will be provided training on strategies for students with ADHD.</p> <p>11. Implement a new curriculum for FLU class.</p> <p>12. The district and campus will provide training to targeted special education teachers to meet their current needs.</p> <p>13. The district and campus will provide specialized training on varied special education topics for appropriate audiences.</p> <p>14. The district and campus will implement a pilot program of co-teaching to decrease student to teacher ratios and will provide training and assistance with this program.</p>	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>Special Education Teachers CR Teachers</p>	<p>August 23</p>	<p>IEP’s of students Master schedule</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>Administration Counselors Diagnostician CR Teachers</p>	<p>October 1</p>	<p>Roster of Core Team Agendas of Meetings</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>Special Education teachers/All teachers SPED Director</p>	<p>On-going throughout the 2011-2012 school year, especially at EOY ARDs</p>	<p>DAP roster, IEP’s of students DAEP roster of students served</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>Technology Director CR Teachers Special Education teachers/All teachers SPED Director</p>	<p>August 23</p>	<p>Invoices, lesson plans, student products</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>Technology Director CR Teachers Special Education teachers/All teachers SPED Director</p>	<p>School Year 2011-2012</p>	<p>Invoices, lesson plans, student products</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>Special Education teachers/All teachers SPED Director Technology Director</p>	<p>School Year 2011-2012</p>	<p>Sign in Sheets, Certificates, Agendas</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>SPED Director CR Teachers Special Ed Teachers Diagnostician</p>	<p>School Year 2011-2012</p>	<p>Invoices, lesson plans, student products</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>Special Ed Teachers Diagnostician</p>	<p>School Year 2011-2012</p>	<p>Sign in Sheets, Certificates, Agendas, Lesson Plans</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>SPED Director CR Teachers Special Ed Teachers Diagnostician</p>	<p>School Year 2011-2012</p>	<p>Sign in Sheets, Certificates, Agendas, Lesson Plans</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>SPED Director CR Teachers Special Ed Teachers Diagnostician</p>	<p>School Year 2011-2012</p>	<p>Sign in Sheets, Certificates, Agendas, Lesson Plans</p>
	<p>IDEA B 244-11 IDEA B ARRA 283-11</p>	<p>SPED Director CR Teachers Special Ed Teachers Diagnostician</p>	<p>School Year 2011-2012</p>	<p>Sign in Sheets, Certificates, Agendas, Lesson Plans</p>

Action Plan XIV - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations in defined in “Campus Performance Objective”, in state assessments in reading, writing, science social studies, math and other grade appropriate assessments like PSAT, SAT, and ACT as well as in completion rate will improve with increased awareness of graduate profile.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
<p>Increase awareness of BISD Graduate Profile by providing information to campus through:</p> <p>Pamphlets, speakers, and presentations</p> <p>Provide instructional opportunities to students to support BISD Graduate Profile</p>	<p>General Fund 199-41</p> <p>General Fund 199-11</p> <p>General Fund 199-41</p>	<p>Superintendent Administration</p> <p>Administration</p> <p>Director of Curriculum CR Teachers</p>	<p>By May 1 and on-going throughout 2011-2012 schoolyear</p> <p>As available throughout the 2011-2012 school year</p>	<p>Campus calendar of events</p> <p>Memo's from communications Anecdotal evidence</p> <p>Emails, memo's and lesson plans</p>

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, TELPAS, Formative Assessments, PSAT, SAT, ACT and completion rate.

Action Plan XV - CAMPUS OBJECTIVE FOR 2011-2012: Overall performance, overall gain, equity performance, and equity gain will improve in grades 9-12, for all subpopulations in defined in “Campus Performance Objective”, in state assessments in reading, writing, science social studies, math and other grade appropriate assessments like PSAT, SAT, and ACT as well as in completion rate will improve with increased participation in the BISD College Readiness Plan.

Activities/Strategies	Resources	Personnel Responsible	Timeline	Formative Evaluation Criteria
<p>Increase participation in the BISD College Readiness Plan by providing:</p> <ol style="list-style-type: none"> 1. Counselor visits to class 2. College and Career Fairs 3. Guest Speakers 4. Creation of 4 year plans 5. Making HS Count and Making College Count assesmblies 6. Administration of career inventory 7. College visits supported by attendance policy. 8. Dual credit and AP credit coursework 9. DAP diploma provided 10. Accuplacer given regularly at HS 11. PSAT for all students 12. AP/PAP Open Enrollment 13. Free AP exam registration 14. SAT prep mini-courses during summer school 15. PSAT and SAT parent night 16. PSAT and SAT vocabulary building program 17. Ripple Effects used to foster college bound mentality 18. Accuplacer Prep during upper level math classes <p>to provide instructional opportunities to students to support college and career readiness.</p>	<p>General Fund 199-31 General Fund 199-31 General Fund 199-11 General Fund 199-31 General Fund 199-11 General Fund 199-31 General Fund 199-11 General Fund 199-11 General Fund 199-11 General Fund 199-31 High School Allotment General Fund 199-11 General Fund 199-31 High School Allotment General Fund 199-31 General Fund 199-31 General Fund 199-11</p>	<p>Counselors Counselors Counselors Counselors Counselors Counselors Administration Registrar CR Teachers Counselors Counselors Counselors Counselors Counselors CR Teachers Counselors Administration Counselors</p>	<p>Throughout 2011-12 By April 1 By April 1 By January 15 By January 15 By January 15 Throughout 2011-12 Throughout 2011-12 Throughout 2011-12 Twice a year Once a year August 23 Once a semester Once throughout 2011-12 On-going throughout 2011-2012 SY On-going throughout 2011-2012 SY</p>	<p>Counselor Schedule Agenda of Fair Lesson Plans 4 year plan records Agenda of assembly Inventory student data PEIMS records of college visits Dual Credit documentation DAP diplomas roster Accuplacer roster PSAT roster AP/PAP registration roster SAT prep program roster Sign in Sheets Lesson plans Ripple Effects student data Lesson Plans</p>

Summative Evaluation: The summative evaluation data will include data from TAKS, TAKS M, TAKS Alt, TELPAS, Formative Assessments, PSAT, SAT, ACT and completion rate.

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