

Alto High School 2018-2019 Campus Improvement Plan



Be Excellent-Be Encouraged-Be Energized

CommitteeMembers

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|-------------------------|----------------------|
| Principal | Shanequa Redd-Dorsey |
| Counselor | Dimitri Starovic |
| Dean of Students | Timothy Ektefaei |
| Teacher | Emily Robertson |
| Teacher | Anetha Francis |
| Special Education Rep. | Sharae Schmitt |
| Parent | Dana Irvin |
| Business Representative | Jason Duplichain |

It shall be the mission of the Alto Independent School District to educate all its students to the fullest capacity possible of each student. This shall include the opportunity to develop, within a comprehensive curriculum, the ability to think logically, independently and creatively and to communicate effectively. Quality at all levels, equities in all endeavors, and accountability for all responsibilities shall be the characteristics of this district. The Alto Independent School District, therefore, shall use every reasonable resource to provide a living education for culturally diverse students in order that, upon graduation, those students are qualified to meet the developments and uncertainties of the future.

Alto High School Campus Improvement Plan

2018-2019

Goal 1- Student learning and progress: Alto High School student achievement on Domain 1 will increase from 68% to 78%.

Goal 2- Increase our campus CCMR percentage from 28% to 75% and graduate 100% of our students

Goal 3- Reduce and Eliminate Disproportionality with our African American Students

Goal 1- Increase student achievement school-wide on all EOC test.

Objectives/Targets- 70% passing rate for ELA I and ELA II; 80% passing rate for Biology; 75% passing rate for Algebra I; 100% passing rate for U.S. History; Increase student performance on all sub populations with a focus on African American and Hispanic Students.

| Strategies | Responsible Staff | Resources | Time Line | Evaluations | Schoolwide Components |
|--|---|---------------------------|--|---|------------------------------|
| EOC teachers will follow the YAG and create a pacing calendar for all EOC courses. | EOC Teachers Director of Curriculum Principal | TEKS Resource | All pacing calendars completed by the end of the 1 st six weeks | Aligned lesson plans Increase in EOC scores for all students | 1,2 |
| Targeted PD for EOC teachers to increase teacher capacity and improve student achievement. | EOC Teachers Director of Curriculum Principal | Region 7 Other Sources | Throughout the school year. One each semester | Increase in EOC scores | 4,10 |
| EOC teachers will plan with other teachers vertically | EOC Teachers Middle School Teachers | TEKS Resources | Once every six weeks | Increase in EOC scores | 8 |
| EOC teachers will conduct peer observations once a monthly during their conference or planning period. | EOC Teachers Principal | T-TESS documents | Weekly feedback reports | Increase in instructional best practices | 2,8 |
| EOC teachers will conduct data meetings with | EOC Teachers Principal | DMAC | Every six weeks | Increase in EOC scores | 2,8 |

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| campus administrators. | | Various sources | | | |
| Cross-curricular writing during enrichments following the STAAR EOC writing process. | All teachers Principal | N/A | Throughout the school year | Increase in EOC writing scores | 2,9 |
| All teacher post daily objectives that are aligned with the TEKS | All teachers | T-TESS Rubric | Daily | 100% daily objectives posted in each classroom | 2 |
| Daily walk-throughs by campus administrations | Campus Administrators | | Daily | Proficient ratings in all T-TESS dimensions | 2 |

Goal 2- Review, align, and expand course offerings that help students earn endorsements and achieve College, Career and Military Readiness (CCMR) indicators.

Objectives/Targets- Provide opportunities for students to achieve CCMR indicators through AP, Dual, SAT,ACT, TSIA, Industry Certifications and Military Recruitment.

| Strategies | Responsible Staff | Resources | Time Line | Evaluations | Schoolwide Components |
|---|------------------------|-----------|----------------|------------------------|-----------------------|
| Identify and research attributes of schools that have shown success in CCMR | Principal Counselor | N/A | First semester | Increase on CCMR score | 1 |

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| <p>preparations for students.</p> <p>All Seniors apply to college through cross curricular classes, ie BIM, EOC. Research careers, universities, trade schools, grants, scholarships, etc.</p> | <p>Director of Assessments and Special Programs</p> <p>Counselor</p> | <p>Apply Texas</p> | <p>End of first semester</p> | <p>100% seniors apply to college, vocational, or military</p> | <p>1</p> |
| <p>Research and attend college information days at local schools or colleges. Provide transportation (field trip). Do seniors get 'college day' to use?</p> | <p>Counselor, FBLA teacher Dean of Students</p> | <p>N/A</p> | <p>One each semester</p> | <p>End of the School</p> | <p>1</p> |
| <p>Juniors apply for SAT, ACT testing - fee waivers available? Provide transportation</p> | <p>Counselor</p> | <p>ACT/SAT Preps</p> | <p>Fall and Spring Semester</p> | <p>End of the 2018-19 school year</p> | <p>1</p> |

Goal 3- Reduce and Eliminate Disproportionality with our African American Students.

Objectives/Targets- Create a system that will decrease student out of placements. Create positive behavioral interventions and supports for a schoolwide approach to make schools safer and improve student behavior. Implement more opportunities to increase parent involvement and create a positive community relationship

| Strategies | Responsible Staff | Resources | Time Line | Evaluations | Schoolwide Components |
|---|--------------------------|---------------------------|--|--|------------------------------|
| Provide cultural awareness training to all staff throughout the school year | District Principal | Multiple Resources | Throughout the school year | Culture relevant teaching | 1,2,3,4 |
| Create classroom systems, routines and procedures as aligned with the T-TESS model. | All Staff | Harry Wong, other sources | End of the first three weeks of school | Decrease in office referrals Positive teacher student relationships | 1,2,3 |
| All teachers will create and display classroom expectations and norms | All Staff | Harry Wong. other sources | End of the first three weeks of school | Decrease in office referrals Positive teacher student relationships | 2,3 |
| Increase parent contact Update parents through the district | All Staff | N/A | Fall and Spring Semesters | Surveys, Remind 101, Parent Involvement | 1,6 |

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| website, and others forms of social media | All Staff | Social Media | Fall and Spring Semesters | Monitor, Surveys, Remind 101, Parent Involvement | 1,6 |
| Conduct parent meetings for federal Title programs on programs requirements | Principal Counselor Director of Special Programs | N/A | Fall and Spring Semester | Sign-in sheet | 1,6 |
| Provide opportunities to increase parental involvement: Parent Conferences, Open House, Volunteer Activities, Booster Organizations, Campus Website, Remind 101 | Principal Counselor Director of Special Programs Athletic Director Teachers | Local Budget | Fall and Spring Semester | Sign-in sheets, newsletters, social media | 1,6,10 |

Goal 4- Alto HS will recruit and retain effective personnel to ensure students are taught by competent and highly qualified teachers and paraprofessionals.
Objectives/Target- All Alto High School teaches will meet highly qualified standards. All teachers will be certified in assigned content areas.

| Strategies | Responsible Staff | Resources | Time Line | Evaluation | Schoolwide Components |
|--|-------------------|-----------|-----------|------------|-----------------------|
| Attend various job fairs and conferences | Principal | N/A | | | 3,5 |

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| <p>to recruit highly qualified teachers</p> <p>Coordinate with HR before any reassignment of staff to ensure certification and funding requirements have been met.</p> <p>Reach out to local universities, colleges, and region service centers seeking out qualified teachers.</p> | Counselors | N/A | Fall and Spring Semesters | Highly qualified and motivated teacher hires | 3 |
| | Principal Administration | | Fall and Spring Semesters | Completed master schedule before the 2019-2020 school year | 3,5 |
| | Principal | N/A | Fall and Spring Semesters | New teacher hires | 3 |