

**Canutillo Independent School District
Northwest Early College High School
2015-2016 Campus Improvement Plan**



Mission Statement

Northwest Early College High School will promote a highly rigorous learning environment to ensure that students earn the distinguished achievement plan diploma and the associate of arts/science degree from El Paso Community College and transition to a 4 year college/university to pursue a bachelor's degree.

Vision

Northwest Early College High School students will be educated in an environment that promotes scholarship, leadership, character education and community service.

Core Beliefs

Culture of Excellence

Student Centered

High Expectations

Accountability

Transparency

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Total Enrollment 328, 9th Grade 113, 10th Grade 91, 11th Grade 73, 12th Grade 51

Ethnicity: 87% Hispanic or Latino, 8% White, 3% Black or African American, 2% Asian

Special Populations: At-Risk 19%, 504 4%, GT 16%, LEP 5%, SPED

83 of the 113 incoming freshmen have already passed TSI Reading

Demographics Strengths

Small setting allows for small class sizes.

Opportunity to offer tutoring and individualized instruction as needed.

Enrollment has increased this year in grade 9. Additional students were recruited into grade 10.

40% increase in TSI passing rate for incoming freshmen this year compared to last year.

Demographics Needs

Enrollment at NWECHS needs to reach capacity by start of next academic year. Recruitment strategies are being implemented to increase enrollment. Goal 4

Continue to address reading proficiency issues for students; begin the process of preparing for TSI testing much earlier with incoming freshmen. Goal 2

Student Achievement

Student Achievement Summary

- - 68% percent of the senior class took the ACT, average score was 21.68
 - The average ACT composite score for our county is 16.504
 - 100% passed the TSI (Texas Success Initiative (TSI) for Reading
 - 94% passed the TSI Writing
 - 96% passed the TSI Math

48 students graduated in the class of 2015. Of this group, 55% had already earned an associate's degree. 46 students continued their education beyond high school, 2 students joined the military. NWECHS had a 100% graduation rate. A total of 1, 820 college hours were earned by the graduating class. The class was awarded a total of \$578,069 in scholarship monies.

NWECHS met all state standards and received five distinctions: academic achievement in reading/English Language Arts, academic achievement in science, academic achievement in social studies, top 25% closing performance gaps, and postsecondary readiness.

Student Achievement Strengths

- Nearly 100% of our students pass the state mandated end of course assessments on the first attempt.
- Students are well prepared for college.
- 100% of our students passed the US History EOC.
- All but one student passed the ELA II EOC.
- All students passed the Biology EOC.
- All but four students passed the ELA I EOC.
- All but three students passed the Algebra I EOC.
- Students earned a grand total of 1, 820 college hours.

Student Achievement Needs

- NWECHS needs to focus on increasing our number of students who score at the advanced level of the end of course. **Goal 2**
- Continued focus on increasing the number of students who earn their associate's degree (from 55% to 80%).
- NWECHS did not earn the distinction in math. Continued focus on this is required.
- NWECHS needs to increase ACT scores to increase scholarship opportunities for students.

School Culture and Climate

School Culture and Climate Summary

NWECHS is a small, close knit group of students who frequently describe it as a "family." Students are granted considerable freedoms at the early college that are not granted elsewhere; this fuels the feeling of "college first." There are also many different student organizations for students to join. OHI indicates that faculty is committed to the goals of our school.

School Culture and Climate Strengths

- Student involvement has increased as we have met with students one on one for our proficiency scale review.
- There are very few discipline issues.
- Students continue to seek out opportunities to be involved.

School Culture and Climate Needs

- Attendance and tardies are our focus this year. In a school without bells or halls, constant "sweeps" will help encourage students to be on time. Goal 2
- Continual promotion of our school is necessary to advance this opportunity to the community. Goal 4

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Our staff is very committed to the school. 94% of the staff have a Master's Degree with at least 18 credit hours of graduate study in the area they are teaching. 100% of our classes are taught by teachers who are certified in that subject area. In addition, 94% of our staff sponsor an extra-curricular activity of some sort.

Faculty recruitment and retention is an important focus. This year we were able to recruit two new teachers who both were able to bring different electives to our students.

About 1/2 of our teachers would be considered experienced. The other 1/2 have less than five years of experience.

Staff Quality, Recruitment, and Retention Strengths

- Faculty is very invested in the success of the school.
- Faculty has a strong knowledge base of their particular content area.
- Faculty are willing to go the extra mile for students.

Staff Quality, Recruitment, and Retention Needs

- NWECHS needs to do a better job of supporting new/struggling teachers through the PLC. Goal 2
- Because we are a small school, everyone is tasked to do multiple things. This causes some faculty to "burn out." Involve more parents/community members to assist with various tasks. Goal 4
- NWECHS needs to provide more professional development in the area of technology use. Goal 2
- Frequent changes in administration and clerical staff have made consistency and continuity a challenge.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

NWECHS will continue to follow the TEKS and the corresponding college syllabus. Courses are expected to be taught at a high level to prepare students for college-level study. Data is analyzed during PLC to inform instructional practice.

Curriculum, Instruction, and Assessment Strengths

- Use of CSCAPE
- Use of Eduphoria to analyze data
- Common Assessments
- Rigor
- Student engagement
- ACT Aspire
- PSAT for both 10th and 11th grade students

Curriculum, Instruction, and Assessment Needs

- NWECHS needs to do a comparative data analysis using ALL of our data points to make predictions and determine interventions for students early on (TSI, EOC, Common Assessments, ACT) We tend to look at these items as separate pieces, instead of pieces of a larger puzzle. Goal 2
- PLCs are at varying stages of implementation, with the English PLC as the strongest, most collaborative group. Other PLCs struggle.
- Single subject, non-core area teachers, such as PE, Business, LOTE, do not "fit" into the PLC.

Family and Community Involvement

Family and Community Involvement Summary

With the addition of a part-time parent liaison, NWECHS has been able to significantly increase parental involvement, even in a short time. Monthly parent meetings are held where parents are appraised of activities at the school, educated about an aspect of college readiness, and are able to speak up about any concerns they may have. Parent concerns tend to focus on our facilities (cafeteria, safety, issues at the park, lack of shade, etc.) A weekly school messenger also goes out every Sunday appraising parents of upcoming school events. Administration and teachers also use a variety of electronic resources to connect with parents such as: web page, Remind, e-mail, BlackBoard, etc.

In addition, we have added a school volunteer who coordinates college and career readiness events for us every Friday.

Family and Community Involvement Strengths

- Parents feel that there are opportunities for involvement.
- There are many opportunities for community members to work within our school. Partnerships exist with UTEP, EPCC, and various other professional fields.
- Parents are excited about the calendar change.
- Parents feel that the communication they receive from the school is adequate, up to date and in a language they can understand.

Family and Community Involvement Needs

- Parents would like their children to have greater access to technology. Goal 2
- Parents would like more of a security presence at the campus, especially at the park. Goal 1

School Context and Organization

School Context and Organization Summary

NWECHS opened in 2008. It is a comprehensive four-year public high school that enrolls 400 students in grades 9-12. The school campus is located on the property of our educational partner, El Paso Community College (EPCC). Students at NWECHS are dually enrolled at EPCC. The aim of this school is to attract at-risk, economically disadvantaged, first generation college students and prepare them to be college ready. The school is open enrollment and accepts incoming freshmen and sophomore transfers from the surrounding community if space is available. Grades, attendance, and discipline are NOT determining factors when applying for admission.

The school offers students an 8 period day. Teachers have a common planning time on B Days.

School Context and Organization Strengths

- On campus of EPCC
- Increasing education of our community by targeting at-risk students
- Calendar change to match EPCC calendar

School Context and Organization Needs

- Continue to work to improve PLCs Goal 2
- Proper design of the master schedule as well as system for selection of college classes is needed Goal 2
- System for coping with students are not successful at EPCC needs to be developed and supported by CISD stakeholders. Goal 2

Technology

Technology Summary

All but two classrooms are equipped with interactive white boards. There is high demand for technology based training. Every student receives a laptop for academic use. All technology requires continued maintenance.

Technology Strengths

- There is a plethora of technology tools on our campus.
- Teachers are interested in learning how to use these tools.
- Calculators are provided to every student.
- Laptops are provided to every student.

Technology Needs

- Connectivity is an issue.
- Technology requires continual, swift maintenance to be of use.
- Students do not always bring laptops to school.
- Teachers do not always use laptops effectively in the classroom. Increased PD (given by our own teachers would be excellent). Goal 2
- Continued support of the 1:1 initiative. Goal 2

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Goals

Goal 1: Provide a safe and secure environment.

Performance Objective 1: Train all campus employees to respond appropriately in the event of an emergency, bullying and/or sexual harassment incident.

Summative Evaluation: Evaluate effectiveness of training with a series of mock drills throughout the school year focused on emergencies, bullying and sexual harassment.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Distribute necessary tools/equipment for faculty to respond appropriately to emergency situations.	10	Administration, Nurse	*Classroom inventories				
2) Conduct monthly fire drills and participate in the yearly safety inspection by the fire department.	10	Administration, Nurse	*Time logs from fire drills *Yearly inspection report				
3) Conduct a mock emergency drill with the cooperation of EPCC and local law enforcement.	10	Administration, Teachers, EPCC Law Enforcement	*Mock drill report				
4) Review and update campus EOP with faculty and staff.		Administration, Faculty, CIC	*Revised EOP *Revision List *Faculty Meeting Agenda				
5) Submit safety inspection works orders and follow up to make certain they are completed.	10	Administration, Custodian	*Completed work orders				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Provide a safe and secure environment.

Performance Objective 2: Continue to implement PBIS school-wide to improve interventions for students who are struggling with academics, attendance and/or behavior.










Summative Evaluation: Evaluate academic, attendance and behavioral improvement of students.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Coordinate the implementation of school wide positive behavior intervention support.	2, 10	Prevention Specialist Administration Counselor	Meeting agendas and minutes Meeting sign in sheets				
2) PBIS campus team will include administrator, counselor, teacher, staff and student representation.	2, 10	Prevention Specialist Administration Counselor	Meeting agendas and minutes Meeting sign in sheets				
3) PBIS team will implement PBIS model including meeting on a monthly basis to conduct needs assessments, analyze data, and identify and target campus needs through the implementation of evidence-based practices.	2, 10	Prevention Specialist Administration Counselor	Meeting agendas and minutes Meeting sign in sheets Discipline quarterly reports Campus Needs Assessment Action Plan				
4) Through the student support department, the campus will implement a science based substance abuse and violence prevention curriculum to educate students in grade 9.	2, 10	Prevention Specialist Administration Counselor	Classroom Rosters Prevention Schedules				
5) Participate in the "No Place for Hate" anti-bullying campaign.	1	Prevention Specialist, Administration, Teacher Sponsor	*Classroom Rosters *Activity Sign in Sheets				
6) Conduct a student, parent and staff survey to gauge the safety and security of our campus.	1, 2	Administration	Survey results				
7) Maintain positive behavior by implementing tiered responses through grade level teams, thus resulting in fewer discipline referrals (no more than 5%), in school suspensions and out of school suspensions (no more than 5%).	1, 2	Administration	Discipline reports				
8) Develop a student peer mediation team to assist with additional options for behavioral intervention referrals.	1, 2	Dean of Students, Faculty	Discipline reports Student membership rosters Team Objectives and goal sheets Training certificates (mediation training)				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 1: Provide a safe and secure environment.

Performance Objective 3: Determine safety and security issues that need to be addressed.










Summative Evaluation: Completed surveys with action plan for areas in need of assistance.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Conduct a student, faculty and parent survey to determine areas that need to be addressed.	1, 2	Parent Liaison, Administration	Completed surveys				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Provide a safe and secure environment.

Performance Objective 4: Clearly identify facility needs given age of buildings, population growth and indoor environmental quality in order to provide optimal learning and teaching environments.

Summative Evaluation: Completed audit with plan of action for improvement for the 2016-2017 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Participate in the process of the district facilities master plan.	1	Administration, District Personnel	Completed facilities audit				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 1: All tested students pass EOC exam at Level II. Increase percentages of students earning Level III in all four tested areas for placement in Quartile 1. For ELA 1, from 5% to 10%, for ELA 2 from 8% to 15%, for Biology, from 29% to 45%, from Algebra from 8% to 25% and for US History from 31% to 45%.

Summative Evaluation: Review of EOC scores in May

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) All students will be taught by highly qualified teachers.	1, 3, 10	Administration	Certifications				
2) Qualified and highly effective personnel will be recruited, developed and retained through professional development activities.	1, 3, 5	Administration, Teachers	Professional Development Records, Walk Throughs, Observations				
3) Continue to implement TEKS (Texas Essential Knowledge and Skills).	1, 2, 3, 4, 8, 9	Administration, Instructional Coordinator, Teachers	*Walkthroughs *Observations *Instructional Rounds * EOC scores				
4) Provide students with materials and/or equipment needed to advance the TEKS within the curriculum and provide academically rigorous programs.	1, 2, 3, 4, 8, 9	Administration, Instructional Coordinator, Teachers	*Walkthroughs * Observations * Instructional Rounds * EOC scores				
Funding Sources: 196- High School Allotment - \$6204.00, 196- High School Allotment - \$6204.00, 196- High School Allotment - \$12408.00, 196- High School Allotment - \$6204.00							
5) Provide appropriate staff development that will encourage all to increase the rigor of the academic content and to augment the delivery of said content through the use of PLCs.	1, 2, 3, 4, 8, 9	Administration, Instructional Coordinator, Teachers	*Attendance at staff development opportunities * Participation in PLCs *EOC scores				
6) Provide tutoring to students who did not meet minimum expectations on EOC exams.	1, 2, 3, 4, 8, 9	Administration, Instructional Coordinator, Teachers	* EOC scores				
Funding Sources: 185-State Compensatory Education - \$37000.00							
7) Specific to ELA goals - provide a cross-curricular training on writing for all faculty. Conduct an interdepartmental writing assessment activity aligned with the EOC at least once per semester for all students on campus.	1, 2, 3, 4, 8, 9	Administration, Instructional Coach, Teachers	*Sign in sheets *Walk throughs *Benchmark scores				
8) Target students who have not passed the TSI reading component for an intervention.	1, 2	Administration, Instructional Coordinator, Reading Teacher	TSI scores				

9) Develop a campus-wide tutoring schedule that can be distributed at parent teacher conferences. Refer students who are failing to mandatory tutoring with teachers as an intervention.	1, 2, 3, 9	Teachers, Administration	*Improved grades for struggling students *tutoring logs				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 2: Promote a college going culture through a minimum of five different events that inform and guide students and parents about college. Track the number of college hours earned to determine baseline data for next school year.

Summative Evaluation: 1,820 college hours were earned last year; using data from CORE FTP, increase the total number of college hours earned by students.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Require all students to graduate on the DAP graduation program (grades 11-12). Require students in grade 9 and 10 to select an appropriate HB5 pathway that will lead to college readiness.	1, 7	Counselor	*Graduation rates * Audit Cards				
2) Schedule at least two meetings per year that provide an overview to parents and students on college funding, including, but not limited to, FAFSA, Texas Grant Program and various other scholarship opportunities.	1, 6, 7	Administration, Counselor	*Sign in sheets				
3) Provide the necessary EPCC and UTEP textbooks to students enrolled in college courses.	1	Bookroom Clerk, Office Manager, Administration	Receipts from EPCC and UTEP				
Funding Sources: 196- High School Allotment - \$12724.00							
4) All students will be deemed college ready.	1, 7	Administration, Counselor, Instructional Coach	TSI Scores				
5) Conduct a degree plan audit three times a year to determine courses needed for associate degree.	1, 6	Counselor	*Banner				
6) Continue to be a TSI testing site to ensure student access.	1, 2, 8, 9, 10	Administration, Counselor, Instructional Coach, Technology Teacher	*TSI test data				
7) Streamline course selection at EPCC for students based on high performing ECHS schedules in the area. Develop the master schedule for school year 2015-2016 to better fit student needs for EPCC. Organize the schedule in such a way to facilitate student time and resources.	1	Administration, Counselor	Master schedule for 2015-2016 will be complete prior to the end of the 2016 school year with 100% populated.				
8) Develop a structured program of field trips that allow students to visit various college campuses within the state during their four year tenure at Northwest. Increase number of college recruiters that come to our campus.	1, 2	Administration, Counselor, Ms. Grado	Transportation logs, photos, information collected by students, student surveys.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 3: Use the RTI system to monitor academic progress for all students, grades 9-12, including special populations such as ELL, SPED, 504 and GT, every three weeks.

















Summative Evaluation: At the end of the school year, the system will help increase retention rate, lower academic failures and increase college credits earned.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Each faculty meeting will devote some time to reviewing as a group the academic progress of students. Teachers will list students who are struggling and parent contact will be made.	1, 9	Administration, Counselor, Teachers, Parent Liaison	*Meeting Rosters *Grade Reports *Team Meetings - Reflection * Improved Grades				
2) Based on faculty input, develop and implement a structured response to improve student academic performance. Meet with students who are struggling academically to develop contract for improvement.	1, 9	Administration, Counselor, Teachers	*Meeting Rosters *Grade Reports *Academic Probation Notices *Parent Conferences				
3) Monthly meetings with LPAC committee to monitor ELL performance.	1, 8, 9, 10	Administration, Counselor, LPAC Committee	LPAC documentation				
4) Monitor graduation rates to ensure that 100% of our students graduate from high school and 80% graduate with an associate's degree.	1, 2	ALL	Graduation numbers for both high school and EPCC				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 4: All seniors will take the ACT. All sophomores and juniors will take the PSAT.

Summative Evaluation: Review of scores will become baseline data for interventions.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) All sophomores and juniors will take the PSAT. Fund this to ensure 100% participation.	1, 2	Counselor, Administration	*Attendance				
2) Using the data collected from the 10th graders who took the PSAT, develop a comprehensive program for the 2015-2016 school year that will prepare students for the exam that will take as a junior.	1, 2	Counselor, Administration, Princeton Review	*Individualized plan from test results *Targeted review in classrooms of skills necessary to be successful				
3) 100 % of the senior class will take at least one college entrance exam.	1, 2	Counselor, Administration	Data provided, tracking map in counseling center				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 5: Increase performance on ACT/TSI. Increase math and ELA performance on these examinations to maintain/earn quartile 1 distinctions. Increase the number of students qualifying for college classes at an earlier grade level.

Summative Evaluation: EOC scores and distinction reports.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Use PLCs to analyze the data from the ACT. Each teacher will develop an ACT related learning goal. Our overall goal is to match ECHS performance in our region, which would mean an increase of 2 points on our average ACT score.	1, 2	Teachers, Administration	Data Analysis				
2) Develop a school-wide program that builds in various SAT and ACT test prep strategies into our curriculum.	1, 2	Instructional Coach, Teachers	Written Plan from PLCs				
3) Encourage and support students on standardized tests by providing tutoring geared toward specific exams - PSAT, ACT, SAT, AP and TSI. Provide funding for these tests to ensure participation. Provide funding for Princeton Review (or other vendor of district's choice) for continued intervention. Provide Saturday mock AP test sessions and high-impact review prior to ACT.	1, 2	Administration, Counselor, Instructional Coach, Teachers, Academic Tutors	Attendance at tutoring events, participation in exams, performance data on exams				
4) Attend training/conferences as appropriate to raising the rigor of provided coursework to better prepare all students for college.	1, 2	Administration, Teachers, Counselor, Instructional Coach	Walk Throughs Observations Presentations to PLC				
5) The students will utilize TSI My Foundations Lab on Mondays and Wednesdays for 1.5 hours and on Fridays for 40 minutes and because the site adjusts to the students' needs and improvements, we will be able to chart their growth and adjust my assistance to them.	1, 2, 3, 8, 9	Heidi McConnell	TSI Test Scores				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 6: As attendance is directly linked to academic performance and quartile rankings, closely monitor school attendance for both students and teachers. Increase yearly attendance rate from 96.42% to 98%. Monitor teacher attendance to ensure that students receive quality instruction from certified teachers.

Summative Evaluation: Attendance data from TEAMS

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Monitor attendance closely, with reviews with individual students every 3 weeks. Improve TEAMS reporting to simplify review.	1, 2	Dean of Students, Counselor, Teachers, Attendance Clerk	Attendance reports				
2) Coordinate weekly meetings with school truant officer to notify students who have excessive absences.	1, 2	Dean of Students, Counselor, Teachers, Attendance Clerk	Attendance Reports, Documentation				
3) Closely monitor tardies, truancies and unexcused absences. Utilize tardy sweeps. Strictly enforce discipline consequences.	1, 2	Dean of Students, Counselor, Teachers, Attendance Clerk	Attendance Reports, Documentation, Referrals, Phone Calls to Parents				
4) Coordinate attendance rewards every marking period to students demonstrating perfect attendance.	1, 2	Dean of Students, Attendance Clerk	Increased percentage of students earning the reward Roster with attendance results				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 7: All seniors will become aware of various college funding opportunities through financial aid counselor sessions. Track number of students who complete FAFSA and apply for scholarships, as well as monies earned to establish baseline data for 2015-2016 school year.












Summative Evaluation: Increase in scholarship monies from 2014-2015 to 2015-2016.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Organize a financial aid night for students and parents of juniors and seniors.	1, 2, 7	Counselor	Attendance				
2) Track FAFSA completion, our goal is 100%	1, 2	Counselor	Completion records submitted to counselor for verification				
3) Track scholarships applied for - every student will be encouraged to apply for at least 3 scholarships through their English classes.	1, 2	Counselor	Scholarship submitted Overall increase in the amount of scholarship monies for students				
4) Collect scholarship award letters from students. Enter amounts earned into TEAMS to track total scholarship monies earned from Northwest.	1, 2	Counselor	TEAMS reports				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 8: Support teacher learning through purposeful, individualized professional development in critical learning areas, that promotes high expectations, quality instruction, and instructional supports for all students. This includes GT updates, AP training and using technology effectively in the classroom.













Summative Evaluation: Training Certificates, TTESS Results

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Pilot the new TTESS system	1, 2, 3, 4, 5	Administration	Walk throughs, meetings with teachers, staff development, PLCs				
2) Allow teachers to attend PD that is content specific or supports their specific TTESS goal.	1, 3, 4, 5	Administration	Implementation of training in the classroom, share information/train other staff				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase student academic achievement.













Performance Objective 9: Ease transition from 8th to 9th grade and early college environment.

Summative Evaluation: Of those that are accepted, retain 95% of the in-district students through the first semester of school.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Plan and organize summer bridge program.	1, 2	Administration, CIC and ILT	*Increase in number of students participating *Positive feedback on student surveys *Fall enrollment				
2) Assign teachers to AMS and CMS Mentoring Minds periods two days per week to prepare for TSI tests.	1, 2	Administration, English Department, Academic Tutor	Increase in percentage of students who pass the TSI Reading before the summer bridge (last year 40%).				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase student academic achievement.









Performance Objective 10: Use technology effectively in the classroom to maximize quality of instruction. Support student learning by providing students with needed technology.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Conduct book study with ILT and CIC on Technology Driven Schools. Share within group. Members then present to entire faculty.	1, 2, 3, 4, 5	Administration, CIC and ILT Members	Increased use of technology in the classroom Increased use of student laptop use while at school				
2) Schedule regular technology staff development for faculty.	1, 2, 3, 4	Administration, CIC and ILT	Calendar of events, attendance at staff development, implementation of strategies into classrooms				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Increase student academic achievement.

Performance Objective 11: Recruit and retain highly qualified personnel to add more course selection options for our student body.

Summative Evaluation: Adequate teacher to student ratios for 2016-2017 school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Identify needs by carefully reviewing student course requests, majors and EPCC schedules.	1, 2	Administration, Counselor	Review of ratios based on increase in recruitment.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Enhance Student Character & Drive Towards a Career/Profession

Performance Objective 1: Develop a standards of behavior contract that all students must sign each year they are enrolled at Northwest Early College High School.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Develop a committee to design a student standards of behavior contract specific to Northwest Early College High School. Contract must include DAEP procedures.	1, 2, 6, 9	Administration, Counselor, Teacher Committee	*Sign in logs *Complete contract *Returned Contracts				
2) Review various examples of contracts specific to early college high schools. Coordinate with the district personnel to ensure proper procedures. Each student must submit a completed contract.	1, 2, 6, 9	Administration, Counselor, Teacher Committee	*Sign in logs *Complete contract *Returned Contracts				
3) Have contract ready to distribute during summer bridge program	1, 2, 6, 9	Administration, Counselor, Teacher Committee	*Sign in logs *Complete contract *Returned Contracts				
4) All students are required to be part of at least one club or organization.	1, 2	Teachers, Counselor, Administration	*Increased participation in school activities *Ease transition from 8th to 9th grade (student survey) *Build leadership skills				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: Enhance Student Character & Drive Towards a Career/Profession

Performance Objective 2: Student accomplishments will be regularly recognized in a variety of different formats with at least five scheduled events throughout the school year.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Recognize student achievements (attendance rates, academic accomplishments, membership in organizations, etc.) through both formal and informal means at regular intervals throughout the school year in a wide variety of formats.	1, 2, 6	Administration, Counselor, Teachers, Instructional Coach	*Attendance at events *Event Evaluations *Logs from School Messenger *Tweets *Website *Ceremonies				
2) Recognize students who have perfect attendance.	1, 2	Dean of Instruction	attendance reports				
3) Support student participation in extra curricular activities by funding supplies and providing transportation as needed.	1, 2, 6	Administration, teachers	Transportation logs, expenditures				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 3: Enhance Student Character & Drive Towards a Career/Profession

Performance Objective 3: Promote a college going culture.

Summative Evaluation: Use proficiency scale rubric to evaluate student progress in multiple areas.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Increase the number of college recruitment visits.	1, 2	Parent Liaison, Counselor, Administration	*Calendar of Events *Number of students that attended				
2) Plan and execute weekly college and career readiness presentations throughout the school year.	1, 2	Parent Liaison, Counselor, Administration	*Calendar of Events *Number of students that attended				
3) Expose students to a different college(s) each year through board sponsored field trip.	1, 2	Parent Liaison, Counselor, Administration	*Attendance * Student Reflection				
4) Attend college fair at CHS and Coronado High School.	1, 2	Parent Liaison, Counselor, Administration	*Calendar of Events *Number of students that attended				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							


















Goal 3: Enhance Student Character & Drive Towards a Career/Profession

Performance Objective 4: Implement the Coordinated School Health program to develop faculty and student mental, emotional, learning, physical, and social aspects by offering at least two activities per month for faculty and at least four focused activities per year for students.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Conduct state required FITNESSGRAM testing for students in physical education class.	10	School Health Facilitator, Nurse, Administration, PE Instructor	*FITNESS GRAM reports				
2) Students participate in the MVPA minimum of 30 minutes per day or 225 minutes per two week periods for two semesters while providing instruction from the physical education TEKS.	10	School Health Facilitator, Nurse, Administration, PE Instructor	*Eduphoria YAG *Classroom Walkthroughs *FITNESSGRAM Reports				
3) Provide instruction on Health education (TEKS) including the P.A.P.A. curriculum and approved human sexuality presentation.	3, 10	School Health Facilitator, Nurse, Administration, PE Instructor	*Lesson plans *Walkthroughs *Presentations				
4) Provide at least one representative for the district School Health Advisory Committee.	10	School Health Facilitator, Nurse, Administration	*SHAC sign in sheets *Agendas and minutes				
5) Appropriate personnel will receive training on CPR, AED, First Aid and UDCA.	10	School Health Facilitator, Nurse, Administration, PE Instructor	*Sign in sheets *Certificates				
6) Campus will recruit two wellness coordinators to invite staff to participate in wellness activities during the year to foster positive attitudes toward healthier living.	10	School Health Facilitator, Nurse, Administration, Wellness Coordinators	*Rosters of participation in activities				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 1: Provide at least one opportunity per semester for students/faculty to participate in community service.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) All students are required to complete community service hours in order to graduate.	1, 2	Counselor	*Log				
2) Continue to partner with Headstart to provide opportunities for students to serve their community.	1, 2	Spanish Department	*Participation Log * Photos				
3) Encourage all students to participate in at least one yearly charity event as a school group. For example, Braden Aboud Charity Run, Toys for Tots, etc.	1, 2	National Honor Society, Community Service Organization Sponsors	*Participation Log *Photos				
4) Require all students to participate in at least one extra-curricular activity (club/organization).	1, 2	Teachers, Counselor	*Increased student involvement *Student proficiency scale meetings				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 2: Support student participation in various competitions and organizations that promote our school, such as Academic Decathlon, Mock Trial, UIL, science fair, science cafe, High Q, etc.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Require students and faculty to participate in a wide variety of CISD and community events to promote the value and benefit of Northwest Early College High School.	1, 2	Administration	*Sign in sheets *Rosters *Photos *Meeting Agendas				
2) Support extra curriculars on campus through fund raising opportunities, promotion, and other venues.	1	Administration, Counselor, Instructional Coach, Teachers	Number of students involved in at least one extra curricular activity on campus				
3) Use the proficiency scale rubric to evaluate all students and provide one on one feedback to students regarding their progress at NWECHS.	1, 2	Administration, Counselor	*Meetings *Goal Setting with student				
4) Have a club sponsor meeting where ALL expectations are discussed (including stipend).	1, 2	Dean of Students	*Meeting Roster * Agenda *Self Assessment				
5) Have a club sponsor meeting where ALL expectations are discussed (including stipend).	1, 2	Dean of Students	*Meeting Roster * Agenda *Self Assessment				
6) Fully utilize our flexible Fridays by organizing a variety of different guest speakers that will focus on different subjects.	1, 2	Administration, Counselor	*Attendance at events *Increased awareness about career planning *Thoughtful selection of college courses				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 3: Recognize student academic performance in each grade level (GPA, class rank - top scholars receive letter jackets, AP scores, number of college hours earned in each grade level) by holding a yearly Academic Scholars Night.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Institute a Dean's List to recognize academic achievements of students at EPCC.	1, 2, 6, 8	Dean of Students	Posts each semester				
2) Institute a system of recognition for perfect attendance.	1, 2, 6, 8	Dean of Students, Attendance Clerk	Posts every marking period				
3) Fundraise to have celebratory event "Academic Scholars Night" that recognizes AP scores, college hours earned and top students in each grade level. Top 10% in each grade level receive letter jacket or item to add to their jacket.	1, 2, 6, 8	Principal, Dean of Students, Counselor, Teachers	Event Number of students recognized at the event				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 4: Utilize parents as resources in regard to their interests, talents, and availability, then coordinate the parent resources with those that exist within the school and among the faculty.

Summative Evaluation: Data collected from Parent Liaisons.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Fund a parent liaison to set up and organize parent meetings, training sessions, monthly updates, website, etc.	4, 6, 9	Parent Liaison, Administration	Weekly school messenger updates Remind 101 Agendas & Sign in rosters for meetings				
Funding Sources: 211-Title I-Part A - \$15414.00							
2) NWECHS wants to develop and print all of our recruitments documents in both English and Spanish. In the past, our materials have only been available in English. An important goal of our school is to attract at-risk, economically disadvantaged, first generation college students to attend our school.	4, 6, 9	Administration, Office Manager	Without materials in Spanish, we are missing a sizable chunk of our target audience. There are some funds available to print items, but by translating everything into Spanish, it will double our document size/length. The 211 funds will supplement the expense of this.				
Funding Sources: 211-Title I-Part A - \$597.00, 211-Title I-Part A - \$222.00							
3) Use parents to present during career day.	1, 2	Parent Liaison	Parent Involvement Data				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 4: Building Meaningful Parent Partnership for their Empowerment and Engagement in their Child's Education

Performance Objective 5: Provide multiple information nights for parents (open house, conferences, pre-registration meetings, etc.)

Summative Evaluation: Data collected by parent liaison

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 1: Effectively use website, school messenger, parent portal and other electronic resources.


Summative Evaluation: Data from usage reports and number of followers.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Regularly update our website as our primary recruiting tool.	1, 2	Administration, Teachers	Increased visits, greater use of this tool				
2) Use Facebook, Twitter, and Tumblr to brand Northwest ECHS.	1, 2	Journalism Teacher	Increase in followers				
3) Use Remind 101 to communicate with students via text.	1, 2	Principal	90% of students follow principal and receive updates.				
4) Schedule a weekly school messenger (Sundays) detailing the events for the week.	1, 2	Parent Liaison, Administration	Weekly Reports				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: Convey and Share a Positive Image to all CISD & Community Stakeholders

Performance Objective 2: Participate in at least four events by June 2016 that promote our school and our students.

Summative Evaluation: Attendance at Events

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Develop active presentation for recruitment at AMS and CMS	1, 2	Administration, Counselor	Student response, increase in applications submitted	✓	✓	✓	✓
2) Invite elementary students to our campus for the open trick or treat event.	1, 2	Student Clubs, Sponsors, Administration	Participation, Name Recognition	✓	✓	✓	✓
3) Participate in a school-wide community service activity that will be widely publicized to create name recognition for our school.	1, 2	Student Clubs, Sponsors, Administration	Participation, Name Recognition	○	○	○	
							

Title I

Schoolwide Program Plan

NWECHS will provide tutoring for all EOC, ELL's, and TSI students in need of help through the reading, writing and math intervention classes. Tutor will be used to focus on student's area of weakness and break students into smaller, more effective groups for interventions.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

NWECHS went through the needs assessment process with our faculty and determined areas of focus for the 2015-2016 school year.

2: Schoolwide Reform Strategies

Push students through tutoring and other interventions within classrooms to pass the TSI reading by the end of their freshmen year, the writing at the end of their sophomore year and the math by the end of Algebra II. Fully implement PBIS to address behavior. Promote a college going culture to change school culture.

3: Instruction by highly qualified professional teachers

Hire a HQ teacher for our vacant science position that is also able to teach dual credit courses. Mentor new hires as to retain them.

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Provide staff development to support teacher goals as stated in the TTESS. Provide teachers with opportunities to share their strengths to our teachers in our weekly faculty meetings. Provide content specific training, as requested, for teachers, such as AP workshops and technology workshops.

5: Strategies to attract highly qualified teachers

Offer stipends to teachers who are in high needs areas, such as math and science. Offer stipends to teachers of dual credit courses. Pilot the new TTESS system - introduce in increments at faculty meetings.

6: Strategies to increase parental involvement

Utilize parent liaison to organize monthly parent meetings, as well as numerous other meetings for parents on topics specific to our school. Plan and organize open house, parent teacher conferences, meetings with students and parents that are one on one in grades 10-12, and an incoming freshmen orientation.

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

N/A

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

Support teachers through weekly faculty meetings. Teachers will have greater decision making ability this year through these meetings on a variety of topics that impact our campus - bells schedule, calendar, AP testing, what is taught, etc.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

Review every 3 weeks grades of students in faculty meeting. Develop a system of interventions for students - parent contact, counselor meeting, administration meeting. Utilize improvement contracts consistently.

10: Coordination and integration of federal, state and local services and programs

Continue to work with EPCC to maintain our status as a TSI testing site. Train all personnel on emergency operations protocol. Continue to partner with student support services to provide drug education programs.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Mary Ann Pastran	Parent Liaison	Parent Outreach	.5

2015-2016 Campus Improvement Committee

Committee Role	Name	Position
Administrator	Tracy Speaker	Principal
Classroom Teacher	Adrian Estorga	Teacher
Classroom Teacher	Ervin Garcia	Teacher
Classroom Teacher	Marisela Grado	Teacher
Classroom Teacher	Miguel Martinez	Teacher
Classroom Teacher	James O'Keeffe	Teacher
Classroom Teacher	Sonia Tafoya	Teacher
Paraprofessional	Mary Ann Pastran	Parent Liaison
Parent	Ms. Hay	10th grade parent
Parent	Mr. Saenz	9th grade parent