

New Caney Independent School District

Porter High School

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

Our Mission is to provide for every youth, regardless of ability, environment, or race, an educational program that will develop the competitive spirit, knowledge, skills, and behavior patterns, which will make each student successful, responsible and productive members of the global community.

Vision

Porter High School will be the best place to learn, teach, and build a global community via a winning positive competitive spirit, innovative technologies, rigorous/relevant curriculum, and engaging instruction.

Core Beliefs

SPARTAN VALUES

Integrity: We stand for integrity which is the foundation for all we do.

Competition: We compete to win! Competition breeds excellence.

Collaboration: We work together because working as a team helps provide the best possible solutions.

Creativity: We think outside the box and being innovative creates ideas within our organization.

Respect: We are honest with each other, value our diversity and talents, and know we are stronger together as one.

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Goals





Goal 1: Porter High School will provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 1: Students in all grades will master all RLA, Math, Social Studies and Science curricula as evidenced by earning scores on the 2024 STAAR EOCs and college readiness indicators that meet or exceed the state averages by at least 5%.

Evaluation Data Sources: Disaggregated data from the 2024 STAAR EOC tests will show student performance exceeded the state average on each grade level test

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will use ELlevation and other online support and diagnostic software to improve reading comprehension and fluency. Target population is ESL, SPED, Dyslexia, 504 and struggling readers.</p> <p>Strategy's Expected Result/Impact: Through the use of high quality support and diagnostic software, student learning will be positively impacted, and students will meet growth and performance goals identified in Performance Objective 1.</p> <p>Staff Responsible for Monitoring: EL Instructional Coach, Campus Instructional Coach</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Touchstone - Title III- 263 - \$1,613</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will set performance goals and participate in district bundle tests; teachers monitor results and conference individually with students concerning their performance and adjust and monitor goals as necessary.</p> <p>Strategy's Expected Result/Impact: Through the development of individual goals and ownership of goals, students will meet performance levels identified in Performance Objective 1.</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coaches</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will meet with EL Instructional Coach and will utilize EL paraprofessional to coordinate language objectives, activities, interventions, translations and SLAM strategies for EB students in their classes. All core teachers have been SLAM trained. ELLevation Instructional strategies will be used to increase English language acquisition.</p> <p>Strategy's Expected Result/Impact: Through scaffolding of lessons, students will meet performance levels identified in Performance Objective 1.</p> <p>Staff Responsible for Monitoring: EL Instructional Coach and administrators.</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: EL Aides - Title III- 263 - \$46,213, EL Coach - State Compensatory Ed - \$12,463, EL Aides - State BIL/ESL, EL Coach - State BIL/ESL - \$55,802</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers will attend workshops and learning opportunities provided by campus instructional coaches, district instructional specialists and outside consultants to support and bolster both performance and self-efficacy of English teachers.</p> <p>Strategy's Expected Result/Impact: Through the development of teacher instructional practices, students will meet performance levels identified in Performance Objective 1.</p> <p>Staff Responsible for Monitoring: Administration, , District Specialists and Campus Instructional Coaches</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: All core Teachers will be GT certified and will implement research-based strategies to challenge and enrich curriculum for GT identified students. District instructional specialists and the Director of Advanced Academics support these efforts, as well as provide training and PD activities and data disaggregation to improve practice and support student achievement</p> <p>Strategy's Expected Result/Impact: Through the development of high quality advanced academin instruction, students will meet performance levels identified in Performance Objective 1. In addition, students will successfully participate in and succeed in advanced academic coursework.</p> <p>Staff Responsible for Monitoring: District GT Coordinator and Director of Advanced Academics, and AP Advisory Council Campus Representative</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 6 Details	Reviews			
<p>Strategy 6: Accelerated Instruction will be provided for students not passing STAAR or EOC to help fill learning gaps and enable them to pass the state assessment, focusing on first time repeaters.</p> <p>Strategy's Expected Result/Impact: Through participation in accelerated learning opportunities, students will meet performance levels identified in Performance Objective 1.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Student Success Coach; Campus Instructional Coaches</p> <p>Funding Sources: ELA - State Compensatory Ed</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Teachers will provide academic support strategies to meet the needs of Emergent Bilinguals including the use of ELLevation strategies and student monitoring in the sheltered and core academic classrooms.</p> <p>Strategy's Expected Result/Impact: Through the academic support of EB students, students will meet growth and Performance Objective 1.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; EL Instructional Coach</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: The use of content and language supports will be intentionally taught to students who require them, and these supports will be provided on each assessment administered through Eduphoria.</p> <p>Strategy's Expected Result/Impact: By instructing students in the use of content and language supports, students will meet growth goals and Performance Objective 1.</p> <p>Staff Responsible for Monitoring: EL Instructional Coach; 504 Coordination; Special Education Department Lead</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Porter High School will provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 2: Porter High School will provide a high quality, balanced, academically rigorous CTE program that enables students to pursue their choices in post-graduation opportunities.

Evaluation Data Sources: CTE industry based certifications numbers for the 2022-2023 school years; Porter High School's CCMR score report

Strategy 1 Details	Reviews			
<p>Strategy 1: CTE classes will align within Career Plans with the intent of providing defined career electives designed to better prepare the student for post-secondary education or the industry which they intend to enter.</p> <p>Strategy's Expected Result/Impact: Through providing defined career plans that build in skills and complexity, students will develop the knowledge and understanding necessary to earn industry certifications and enter the career or college of their choice upon graduation.</p> <p>Staff Responsible for Monitoring: CTE Director; Dean of Instruction; Lead Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: A/V Computer (Stir 9.16.2024) - CTE - Perkins -244 - \$3,481.83</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Industry certifications will be embedded into the appropriate CTE courses to facilitate student workforce preparedness.</p> <p>Strategy's Expected Result/Impact: By embedding industry certifications into the appropriate course sequences, students will develop the knowledge and understanding necessary to earn these certifications.</p> <p>Staff Responsible for Monitoring: CTE Director and Coordinator; Dean of Instruction; CTE Teachers</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Instructional coaching staff will provide Tier 1 instructional support to CTE teachers to help develop a rigorous learning environment that assures the development of the knowledge necessary to successfully earn industry certifications.</p> <p>Strategy's Expected Result/Impact: By providing Tier 1 instructional support to the CTE teachers, students will receive improved instruction which then supports increased learning and greater success on certification tests and workforce preparedness.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Campus Instructional Coaches</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Goal 1: Porter High School will provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.


Performance Objective 3: Porter High School will increase the percentage of students and student groups that are college ready as demonstrated by students taking advanced classes and tests such as Advanced Placement (AP), Dual Credit (DC), SAT, and ACT to meet or exceed the state level in participation. State levels: (AP 25.5%, SAT/ACT 71.6%) and performance (AP 50%, SAT 1375, ACT 20.3).


Evaluation Data Sources: Advanced Placement and Dual Credit enrollment and completion data for 2022-2023 school year; ACT/SAT/TSI score reports; Porter High School's CCMR score report

Strategy 1 Details	Reviews			
<p>Strategy 1: Through backwards curriculum planning and support, vertical alignment of rigor in content, instruction and assessment will be developed in order to facilitate student college readiness and success in Advanced Placement and Dual Credit coursework.</p> <p>Strategy's Expected Result/Impact: Through backwards curriculum planning and vertical alignment of rigor, students will be better prepared for success in Advanced Academics classes and all other college readiness indicators.</p> <p>Staff Responsible for Monitoring: District Advanced Academics Coordinator; Dean of Instruction; Campus AP Coordinator; Department Chairs</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Students participating in honors and advanced academics coursework will be exposed to assessment questioning and format through embedded content from released tests and preparation materials.</p> <p>Strategy's Expected Result/Impact: Through exposure to assessment questioning and format using released tests and preparation materials, students will better prepared for success in Advanced Academics classes and all other college readiness indicators.</p> <p>Staff Responsible for Monitoring: District Advanced Academics Coordinator; Dean of Instruction; Campus AP Coordinator</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: eBook Site Licenses - ESSER III Grant ARP -282 - \$2,427.30</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Students will have access to high quality test preparation coursework, tutoring and support outside of school hours to help prepare for Advanced Placement and college entrance exams.</p> <p>Strategy's Expected Result/Impact: By providing test preparation courses, tutoring and support outside of school hours, students who participate will be better prepared for and score better on college entry exams such as ACT, SAT and TSIA2.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Campus AP Coordinator</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Through targeted TSI testing and teacher recommendations, counselors will have data informed advisory meetings with students who meet the standards for admission into advanced academics courses in order to inform them of the benefits and opportunities available to them through Advanced Placement, OnRamps and Dual Credit classes.</p> <p>Strategy's Expected Result/Impact: By identifying students who have the necessary foundational skills and knowledge, the number of students who participate in advanced academics will increase.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Lead Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June

 No Progress

 Accomplished

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Goal 1: Porter High School will provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 4: Porter High School will strive for and achieve a 98% graduation rate and an attendance rate that exceeds the state high school average.

Evaluation Data Sources: PEIMS and TAPR reports which provide official report on attendance and graduation rate.





Strategy 1 Details	Reviews			
<p>Strategy 1: Porter High School will provide on-campus CRC to help provide the environment and support for students to regain lost credits to graduate through an accelerated program, and upon completion of graduation requirements, we will host mini ceremonies to celebrate their achievements and to inspire and motivate other students in the program.</p> <p>Strategy's Expected Result/Impact: By providing alternative routes to high school graduation to those students who fall behind, we will increase the number of students who graduate.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Lead Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Students at risk of not graduating their senior year will be provided a teacher mentor who will monitor their progress, support their academics, behavior and attendance and maintain contact with parents to help assure that these students complete their senior year successfully and graduate.</p> <p>Strategy's Expected Result/Impact: Through documented, one on one support for struggling Seniors and their parents, the number of students who successfully graduate each year will increase.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Mentor Teachers</p> <p>ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p>Funding Sources: Mentoring Stipend - Title IV- 289 - \$20,000</p>	Formative			Summative
	Oct	Dec	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Pregnancy related services (PRS) will be utilized for students who self-identify as needing the services. East Montgomery County Youth Services will be contracted to assist and connect students with appropriate resources. The campus will assist with homebound services, offer alternative solutions for graduation completion, and offer child development classes.</p> <p>Strategy's Expected Result/Impact: By providing Pregnancy Related Services, those students who qualify will receive the support and services needed to successfully complete high school with their cohort.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Counselors</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: School Messenger will call absent students, and the attendance committee will meet to take appropriate action on excessive absences and investigate immediately any possible dropout situations</p> <p>Strategy's Expected Result/Impact: Through monitoring absences and taking appropriate actions, students will attend school more regularly, increasing both student achievement and attendance rates.</p> <p>Staff Responsible for Monitoring: Associate Principal; Attendance Department</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Porter High School will recognize and celebrate students who have perfect attendance at end of year awards ceremony</p> <p>Strategy's Expected Result/Impact: By celebrating those who have perfect attendance and creating a positive culture around attendance, students will attend school more regularly, increasing both student achievement and attendance rates.</p> <p>Staff Responsible for Monitoring: Associate Principal; Assistant Principals</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Students at risk for losing course credit because of absences will be placed on an attendance recovery plan.</p> <p>Strategy's Expected Result/Impact: By intervening with students who are at risk of losing credit as a result of excessive absences and creating an attendance recovery plan, students will earn credit and graduate with appropriate cohort.</p> <p>Staff Responsible for Monitoring: Associate Principal; Assistant Principals</p> <p>Funding Sources: CREDIT RECOVERY TEACHER - State Compensatory Ed - \$79,187</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Porter High School will provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 5: Provide access to updated, high quality print and digital library resources.

Evaluation Data Sources: Library system check out statistics.
Records of library materials by age, check out numbers, and relevant, current content.

Strategy 1 Details	Reviews			
<p>Strategy 1: Analyze current library records, identify areas of need and purchase resources to update the campus library collections.</p> <p>Strategy's Expected Result/Impact: Students will have access to check out library resources that are of high interest and relevant to help cultivate a culture of literacy to support student achievement.</p> <p>Staff Responsible for Monitoring: Director of Digital Learning, Campus Principals, Media Specialists, Coordinator of Library and Instructional Materials</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Porter High School will provide a safe and orderly setting that enhances the teaching and learning environment for students and staff.


Performance Objective 1: Porter High School will investigate, establish, and promote programs to ensure the safety of students and staff.

Evaluation Data Sources: PEIMS data will be disaggregated to identify strengths and areas needing improvement through PEIMS discipline records. Parent, staff, and student surveys will also be conducted.

Strategy 1 Details	Reviews			
<p>Strategy 1: All NCISD resources and programs which help insure a safe and orderly environment will be fully implemented: School Peace Officer with K-9 visits to the campus; Raptor visitor screening; security cameras; bullying and violence prevention training for staff and students; Red Ribbon Week anti-drug abuse activities; dating violence education; safety drills; health services; random drug testing for athletes and coaches; counseling services; transition from DAEP/JJAEP placements; CPI PBSI training; mandatory staff and student ID badge display; local anti-bullying reporting systems</p> <p>Strategy's Expected Result/Impact: Through the adherence to a strict policy and procedures related to school safety, students will experience academic growth and success in a safe and secure school environment.</p> <p>Staff Responsible for Monitoring: Principal; Associate Principal; Mr. Michael Guillian; All Staff</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Porter High School will implement daily exterior door safety audits and continue to maintain all safety measures and devices such as alarms, cameras and first aid equipment.</p> <p>Strategy's Expected Result/Impact: Through the adherence to a strict policy and procedures related to school safety, students will experience academic growth and success in a safe and secure school environment.</p> <p>Staff Responsible for Monitoring: Principal; Associate Principal; Mr. Michael Guillian</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Porter High School will establish an Emergency Response Team (ERT) that will meet regularly to establish norms, review safety procedures and policies and assure the continued safety of our students and staff.</p> <p>Strategy's Expected Result/Impact: Through the establishment of an Emergency Response Team, safety will be improved through the examination of procedures and safety implementation processes.</p> <p>Staff Responsible for Monitoring: Principal; Associate Principal; Mr. Michael Guillian</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative			Summative
	Oct	Dec	Mar	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 3: Porter High School will provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds.

Performance Objective 1: Porter High School will hire and retain highly qualified teachers and well-qualified paraprofessionals.

Evaluation Data Sources: The PHS staffing plan will reflect 100% of teachers and paraprofessionals meeting the state certification standards.





Strategy 1 Details	Reviews			
<p>Strategy 1: Administrators will network and attend job fairs as needed to attract and hire state certified and industry experienced staff.</p> <p>Strategy's Expected Result/Impact: By networking and attending job fairs, administrators can identify and attract qualified staff.</p> <p>Staff Responsible for Monitoring: Principal; Dean of Instruction</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Porter High School administration will strive to develop a culture of high expectations and high support to a positive growth focused work environment for all staff and faculty through SEL and programs to improve teacher work life.</p> <p>Strategy's Expected Result/Impact: By creating a positive worklife and culture, teachers will be attracted to Porter High School and more likely to stay with the school.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; 7 Mindsets Lead</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Porter High School will provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds.

Performance Objective 2: Porter High School will provide meaningful and quality professional growth opportunities for all administrators, counselors, teachers, and paraprofessionals, including LOTE and ESL teachers. Staff will participate in high-quality professional development activities during the year.

Evaluation Data Sources: NCISD will collect data regarding staff participation and the effectiveness of staff development activities.





Strategy 1 Details	Reviews			
<p>Strategy 1: Porter High School wil provide meaningful and high-quality leadership, social and emotional, and academic professional development for all administrators.</p> <p>Strategy's Expected Result/Impact: Through high quality leadership, social and emotional and academic professioanl development, administrators will continue to grow in all aspects of school leadership and provide a quality work a dlearning environment for staff and students.</p> <p>Staff Responsible for Monitoring: Prinicpal; Dean of Instruction; Director of SEL</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Funding Sources: - Title II- 255</p>	Formative			Summative
	Oct	Dec	Mar	June
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Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will attend high quality, research-based staff development and training sessions including professional conferences and sessions offered by Region 4 and Region 6, including Rice Institute and Lead4ward, and will implement strategies in their classrooms. Teachers will attend trainings provided by District Instructional Specialist and Campus Instructional Coaches.</p> <p>Strategy's Expected Result/Impact: Through opportunities to attend high quality development and training, teachers will grow in their professional and instructional skills</p> <p>Staff Responsible for Monitoring: Dean of Instruction; District Instructional Coaches; Campus Instructional Coaches</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: Professional Development - Title II- 255</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: General education teachers will be trained to maximize effectiveness of SPED co-teachers and inclusion paraprofessionals/ teachers in their classes.</p> <p>Strategy's Expected Result/Impact: Through coaching and support from district Special Education specialists, teachers will become effective at utilizing the talent and resources provided by special education professionals.</p> <p>Staff Responsible for Monitoring: District Special Education Staff; District Instructional Coaches; Dean of Instruction</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
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Goal 3: Porter High School will provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds.

Performance Objective 3: Administrators will support district new teacher mentor program efforts; will strive to create a positive and pleasant school climate; and also to support PHS staff in order to retain happy and productive educators in each classroom and in each department on campus.

Evaluation Data Sources: Staff retention rates; Panorama survey results; Google form Climate and Culture surveys





Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers new to the district and novice teachers will be paired with a mentor and participate in district and campus activities to support their content and classroom management growth.</p> <p>Strategy's Expected Result/Impact: Through mentoring and support, novice teachers will be supported professionally and emotionally as they grow in competency in both instruction and classroom management.</p> <p>Staff Responsible for Monitoring: Dean of Instruction; Instructional Coaches</p> <p>Funding Sources: Instructional Coaches - State Compensatory Ed - \$154,235</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will strive to create a system of teacher support through offering Social and Emotional Growth opportunities, designing teacher positive spaces and developing strong relationships from the top down to assure a sense of workplace belonging.</p> <p>Strategy's Expected Result/Impact: By developing systems that support teacher well-being, administration will be better able to attract and retain quality teachers and improve the work culture of Porter High School.</p> <p>Staff Responsible for Monitoring: Principal; Dean of Instruction; Director of SEL/7 Mindsets</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: Porter High School will provide opportunities for parents and community members to support student achievement.

Performance Objective 1: Porter High School will increase parent and community engagement.

Evaluation Data Sources: Event attendance data; Program participation observations and data; Parent and student surveys that report impact of these parent involvement programs and opportunities

Strategy 1 Details	Reviews			
<p>Strategy 1: Porter High School parents are provided the following options, among others, for involvement in their child's education: parent volunteers; attend and volunteer at fine arts, extracurricular, and athletic competitions and functions; book fairs; fundraising; awards ceremonies; Meet the Spartans open house event.</p> <p>Strategy's Expected Result/Impact: Through offering a variety of parental involvement opportunities, parent will become involved in the school and their students' education, which will benefit student performance and success.</p> <p>Staff Responsible for Monitoring: Principal; Associate Principal; Dean of Instruction; Counselors; All Staff</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Various parent training events and communication avenues such as the campus website, bi-weekly community newsletter, Facebook, Twitter, school marquee board; School Messenger callout system; Remind 101 app, and Skyward are provided to parents.</p> <p>Strategy's Expected Result/Impact: Using a variety of communication platforms, parents will maintain an understanding of the events, supports and opportunities for involvement and will increase parental involvement.</p> <p>Staff Responsible for Monitoring: Associate Principal; Dean of Instruction; EL Instructional Coach</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Porter High School will reach out to and provide support for our Spanish speaking families by assuring that all parent communication will be sent out in English and Spanish; parent night meetings, such as grade level meetings and FASFA/TASFA nights, will be offered in separate English and Spanish sessions; create and conduct targeted support events to help families navigate our school systems so that they can be empowered to support their children's academic growth and success.</p> <p>Strategy's Expected Result/Impact: Through providing opportunities for involvement and inclusion for families who are English and/or Spanish speaking, parents will have more access to important information, support and resources regardless of home language.</p> <p>Staff Responsible for Monitoring: Associate Principal; Dean of Instruction; Lead Counselor</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Counselors will hold parent and student meetings both during and after school hours to help advise and guide them to resources and through processes that will help assure student success both at Porter High School and as they transition into post-secondary school or career of choice.</p> <p>Strategy's Expected Result/Impact: By providing advising and guidance, counselors will provide the support necessary for students to transition into college or career of choice upon graduation.</p> <p>Staff Responsible for Monitoring: Lead Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				