



Socorro AVID Empowerment Plan

Mission

At Socorro ISD, we will effectively use the domains of AVID: Leadership, Instruction, Culture, and Systems, to empower teachers, impact student learning, and achieve schoolwide success in order to close the achievement gap and prepare all student for college readiness.

Objective 1

Improve the coordinator position

Goal 1

Provide quality training to AVID coordinators and AVID elective teachers

Strategy 1

Visit demonstration schools both in and out of El Paso

Strategy 2

Utilize AVID coordinators and elective teachers to provide training

Strategy 3

District wide job-a-like training will be provided to coordinators, elective teachers, and site team members.

Goal 2

Provide district wide support and resources to improve the AVID coordinator position

Strategy 1

Provide campus AVID coordinators a stipend

Strategy 2

Improve the technology resources to support the AVID curriculum

Strategy 3

Create a co-coordinator position to support the implementation of AVID

Strategy 4

Make coordinators aware of college fairs, college visits, and other district wide opportunities



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Goal 3

Align the elementary, middle, and high school AVID systems

Strategy 1

District vertical and horizontal alignment training will be provided

Strategy 2

Feeder pattern vertical and horizontal alignment meetings will be provided



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Objective 2

Support implementation and refinement of the AVID Elective system at the campus level

Goal 1

Form a partnership with the local community and campus stakeholders

Goal 2

Meet the required AVID graduation criteria

Goal 3

The site team will help support and improve the AVID Elective curriculum

Goal 4

Implement the Weeks AT a Glance

Goal 5

Increase the number of AVID students by following the recruitment criteria

Strategy 1

Coordinators will get administrator access to different information data bases

Strategy 2

District wide data collecting staff development will be given to coordinators

Strategy 3

Provide district wide recruitment protocol

Goal 6

Ensure that the master schedule supports the sustainment and growth of the AVID elective

Strategy 1

Counselors will become familiar with the selection criteria to properly enroll students into elective sections

Strategy 2

Counselors will collaborate with AVID coordinators to fill and sustain the elective sections

Strategy 3

Administration will involve the coordinator in securing and sustaining AVID elective sections



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Objective 3

Ensure that the four AVID domains are transforming the culture and academic expectations of the campus schoolwide

Goal 1

Use the site team plan and the AVID continuous improvement cycle to expand AVID's best practices and college career mindset schoolwide

Strategy 1

The AVID coordinator will share site time goals during campus SD and PLC's

Strategy 2

Invite all stakeholders to AVID parent and information nights

Strategy 3

The AVID coordinator will train and provide strategies during campus SD and PLC's

Strategy 4

Survey teachers to acquire short and long term classroom goals to be used to drive future training.

Goal 2

Form a partnership with Academic Services to expand AVID's best practices and college career mindset schoolwide

Strategy 1

Instructional Officers will use the District Support framework to promote AVID's best practices

Strategy 2

Technology specialist will use the District Support framework to promote AVID's best practices

Strategy 3

Instructional officers, specialists, and SCEI coaches will be inclusive of coordinators and site team members when providing grade level and/or school wide staff development



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Goal 3

SCEI coaches, site team members, and department chairs will support and implement AVID's best practices and college career mindset in the classroom

Strategy 1

District Director will provide training to department chairs to expose and deepen understanding of the CCI

Strategy 2

Department chairs will support AVID's mission and goals by working along side site team and campus teachers to implement AVID's best practices

Strategy 3

District Director will provide staff development to SCEI coaches

Goal 4

AVID's best practices will be supported through campus staff development

Strategy 1

Site team members will provide professional development to expand the knowledge of AVID's four domains



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Objective 4

Ensure that 100% of AVID campuses are utilizing certification tools to meet certification standards to improve their campus

Goal 1

Ensure senior data reflects college readiness requirements and that all deadlines have been met

Goal 2

Ensure Site Data reflects campus data and that all deadlines have been met

Strategy 1

Provide coordinators admin access to Eduphoria

Goal 3

Utilize the CCI instrument to create a systematic pathway to impact students through the implementation of AVID schoolwide

Strategy 1

Campus will provide power planning time to gather evidence that adheres to the certification instrument

Strategy 2

Administration and counselors will become familiar with the CCI

Strategy 3

Administration will look for evidence of AVID implementation

Strategy 4

Coordinators will create a system to implement an AVID strategy bi-monthly or monthly through various tactics like bingo cards.

Strategy 5

Create a district wide gathering of evidence of protocol



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Objective 5

Increase the number of staff trained per campus in AVID's best practices

Goal 1

Provide path training to district teachers, administrators, and staff.

Strategy 1

Allocate funds and resources for Path training

Strategy 2

Determine campus needs in regards to teacher training

Goal 2

Allocate funds for AVID Summer Institute

Goal 3

Provide ongoing campus training to teachers, administrators, and staff

Strategy 1

Utilize staff development half days for training



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Objective 6

Develop a strong tutoring system to sustain AVID growth

Goal 1

Allocate resources and sufficient funds to hire and sustain AVID tutors that supports AVID's 7:1 ratio

Goal 2

Create and follow a district wide hiring protocol for AVID tutors

Strategy 1

Create a district wide hiring protocol that includes a screening process for AVID tutors

Goal 3

Utilize seniors and juniors students to support the growth of AVID elective sections by creating and sustaining a peer tutoring system

Strategy 1

Create a district wide peer tutoring hiring system

Goal 4

Provide college and peer tutor training workshops throughout the year

Strategy 1

Staff development for coordinators will be provided to further develop the tutorial system that includes on going tutor training

Strategy 2

District wide training will be offered to tutors

Strategy 3

Tutors are highly encouraged to attend district path trainings



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