

Socorro Independent School District
Americas High School
2017-2018 Campus Improvement Plan



Mission Statement

Americas' mission is to engage all students and motivate them to be productive problem-solving members of society.

Vision

Americas' vision is to create a safe, supportive, interactive, and fun learning environment for all students.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Americas High School is one of 48 campuses in Socorro Independent School District. Americas High School opened its doors in 1996 and serves 2409 students in grades 9 to 12. A year ago, 2355 students were served by the campus, which is an increase of 2.3% in student population.

The student population is 1.78 % African-American, 2.74% White, 0.42% Asian, 94.69 % Hispanic, 51.43% male and 48.57% female with a low socioeconomic status of 59.11%.

The campus mobility rate is 13.05% and the ADA (Average Daily Attendance) for the 2016-17 is 94.85%. There was a total of 788 discipline referrals this year, which is an increase of 25.5% from the year before.

Americas High School serves 237 English Language Learner students, 227 students in the Gifted and Talented program, 79 in section 504, and 211 students served through special education services.

Student Demographics (2016 - 2017 Fall PEIMS file loaded 05/15/2017) Count Percent

Gender

Female	1,170	48.57%
Male	1,239	51.43%

Ethnicity

Hispanic-Latino	2,281	94.69%
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Race

American Indian - Alaskan Native	0	0.00%
Asian	10	0.42%
Black - African American	43	1.78%
Native Hawaiian - Pacific Islander	2	0.08%
White	66	2.74%

Two-or-More	<u>7</u>	0.29%
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School Population (2016 - 2017 Fall PEIMS file loaded 05/15/2017) Count Percent

Student Total	<u>2,409</u>	100%
9th Grade	<u>664</u>	27.56%
10th Grade	<u>545</u>	22.62%
11th Grade	<u>600</u>	24.91%
12th Grade	<u>600</u>	24.91%

Student by Program (2016 - 2017 Fall PEIMS file loaded 05/15/2017) Count Percent

Bilingual	0	0.00%
English as a Second Language (ESL)	<u>202</u>	8.39%
Career and Technical Education (CTE)	<u>2,276</u>	94.48%
Free Lunch Participation	<u>1,166</u>	48.40%
Reduced Lunch Participation	<u>258</u>	10.71%
Other Economically Disadvantaged	0	0.00%
Gifted & Talented	<u>227</u>	9.42%
Special Education (SPED)	<u>211</u>	8.76%
Title 1 Participation	<u>2,409</u>	100.00%
Dyslexia	<u>26</u>	1.08%

Other Student Information (2016 - 2017 Fall PEIMS file loaded 05/15/2017) Count Percent

At-Risk	<u>1,041</u>	43.21%
Economically Disadvantaged	<u>1,424</u>	59.11%
Title I Homeless(<u>*Special Notes*</u>)	0	0.00%
Immigrant	<u>33</u>	1.37%
Limited English Proficient (LEP)	<u>237</u>	9.84%

Migrant	<u>3</u>	0.12%
Military Connected	<u>83</u>	3.45%
Foster Care	<u>2</u>	0.08%
CTE Single Parent/Pregnant Teen	<u>8</u>	0.33%

Demographics Strengths

At Americas HS, there is an abundance of students taking advanced academic courses.

- AHS students taking AP courses increased from 641 in 2015-16 to 724 in 2016-17.
- AHS students taking Dual Credit courses increased from 379 in 2015-16 to 400 in 2016-17.

Americas HS is in the process of becoming an AVID demo-site this upcoming year.

TEA has approved Trailblazers Early College to be an early college high school at Americas HS in 2016-17.

Libertas continues into its fifth as a law and public administration magnet program

Americas HS offers the following for support throughout the year to help our students become successful academically:

- Power Saturdays
- EOC blitzes
- Before and after school tutoring
- Plato
- Fall and Spring Intersession remediation
- 9 week remediation during both intersessions

The campus mobility rate decreased from 18.36% to 13.05%.

Problem Statements Identifying Demographics Needs

Problem Statement 1: There were 788 discipline referrals in 2016-17 compared to 628 the previous year. This is an increase of 25.5%. **Root Cause:** Most referrals were level 1 referrals which can be handled by teachers with proper interventions.

Student Academic Achievement

Student Academic Achievement Summary

2017 Spring EOC Data: All Students

	2016 Percent Approaches Grade Level	2016 Percent Masters Grade Level	2017 Percent Approaches Grade Level	2017 Percent Masters Grade Level	Percent Change Approaches Grade Level	Percent Change Masters Grade Level
Algebra I	77.60%	11.70%	85.5%	12.5%	+7.9%	+0.8%
Biology	90.10%	12.00%	91.7%	18.9%	+1.6%	+6.9%
English I	63.50%	6.00%	61.1%	4.9%	-2.4%	-1.1%
English II	68.40%	5.90%	61.3%	2.7%	-7.1%	-3.2%
US History	94.50%	34.00%	96.4%	37.2%	+1.9%	+3.2%

2017 Spring EOC Data: LEP Students

	2016 Percent Approaches Grade Level	2016 Percent Masters Grade Level	2017 Percent Approaches Grade Level	2017 Percent Masters Grade Level	Percent Change Approaches Grade Level	Percent Change Masters Grade Level
Algebra I	46.2%	3.8%	67.4%	5.6%	+21.2%	+1.8%
Biology	65.2%	1.4%	74.3%	6.7%	+9.1%	+5.3%
English I	17.9%	0.0%	24.2%	0.0%	+6.3%	0.0%
English II	23.3%	0.0%	23.5%	0.0%	+0.2%	0.0%
US History	72.2%	5.6%	81.8%	14.3%	+9.6%	+8.7%

2017 Spring EOC Data: SPED Students

	2016 Percent Approaches Grade Level	2016 Percent Masters Grade Level	2017 Percent Approaches Grade Level	2017 Percent Masters Grade Level	Percent Change Approaches Grade Level	Percent Change Masters Grade Level
Algebra I	37.3	1.5%	46.3%	0.0%	+9.0%	-1.5%
Biology	53.8%	1.9%	60.0%	0.0%	+6.2%	-1.9%

English I	12.0%	0.0%	13.3%	0.0%	+1.3%	0.0%
English II	15.4%	0.0%	11.8%	1.3%	-3.6%	+1.3%
US History	52.3%	4.5%	78.9%	5.3%	+26.6%	+0.8%

TELPAS Composite Rating

Grade	# Students	Beginning	Intermediate	Advanced	Advanced High	Avg. Composite Score
9 th	79	6%	25%	43%	25%	2.7
10 th	60	12%	15%	37%	37%	2.9
11 th	71	7%	24%	37%	32%	2.8
12 th	40	0%	20%	48%	33%	3.0

TELPAS Summary Rating Report (by percent)

Grade	# Students	Beg	Int	Adv	Adv High	Beg	Int	Adv	Adv High	Beg	Int	Adv	Adv High	Beg	Int	Adv	Adv High
9 th	79	14	20	34	32	13	25	29	33	9	31	41	19	10	35	27	28
10 th	60	13	15	23	48	13	18	27	42	13	21	49	16	7	27	18	48
11 th	71	10	20	38	32	14	18	46	21	13	23	41	24	10	23	46	21
12 th	40	0	28	40	33	0	30	43	28	5	23	53	20	0	30	35	35

SAT - 2017 Cohort

- Mean Total Score: 960
- 571 test takers out of 611 enrolled - 93%
- 26% met both ERW & math benchmarks

SAT - 2018 Cohort

- Mean Total Score: 920
- 592 test takers out of 666 enrolled - 89%
- 13% met both ERW & math benchmarks

Student Academic Achievement Strengths

The following were gains from 2015-16 to 2016-17 in End-of-Course Comparison:

- Algebra I EOC students approaching grade level increased 7.9% and also increased 0.8% in students mastering grade level
- Biology EOC students approaching grade level increased 1.6% and also increased 6.9% in students mastering grade level
- U.S. History EOC students approaching grade level increased 1.9% and also increased 3.2% in students mastering grade level
- LEP students approaching grade level increased in all 5 EOC exams.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Based on the 2017 EOC results, English I and English 2 exam results showed students approaching grade level decreased. **Root Cause:** The instructional focus throughout the year on the English exams was the short answer portion, however, the state removed the short answer portion 6 weeks before the test was administered. Therefore, instructional focus will be based on informational texts and the essay.

Problem Statement 2: Based on the 2017 EOC results, Algebra I increased by 7.9 points. However, AHS scored just below the district average. **Root Cause:** Students did not have opportunity to increased instructional time offered through an additional math class.

Problem Statement 3: Based on 2017 EOC data, our ELLs continue to perform below the general population. **Root Cause:** Due to limitations in language acquisition and comprehension levels, our English Language Learners are not performing at the same level as the general population.

Problem Statement 4: Based on 2017 EOC data, students with learning disabilities continue to not have growth/progress toward the EOC requirements. **Root Cause:** The academic rigor in their class settings has not provided positive results.

Problem Statement 5: Special education students EOC performance is -21 points below the target of 60 in all subjects. **Root Cause:** Alignment between instruction and TEKS .Common assessments are based on specific SE; Lesson frames are not aligned with the walkthroughs; Differentiated instruction is not being provided in classroom settings.

Problem Statement 6: ELL students EOC performance is -3 points below the target of 60 in all tested subjects. **Root Cause:** Instruction is not aligned to the TEKS. Assessments are not aligned to specific SE's. Lesson frames did not have specific strategies for special populations.

Problem Statement 7: Special education students performance on STAAR Reading is 43% points lower than target (60%). **Root Cause:** There is not

enough attention to the growth component of performance.

Problem Statement 8: Special education student's performance on STAAR math is 12 point lower than targeted student performance (60%). **Root Cause:** Students enter high school heavily skilled on TI Inspire calculators.

Problem Statement 9: Student performance for ELL on STAAR Reading is 24 points below all targeted student performance (60%). **Root Cause:** Lack of specific intervention class for LEP population.

School Processes & Programs

School Processes & Programs Summary

Americas strives to increase the level of instructional rigor across all areas which will lead to student success. Curriculum and Instruction meetings are held weekly to discuss and provide follow up support with the emphasis on student weaknesses to drive instruction. Campus and district common assessments were used to provide data to determine areas of student support. Professional Learning Communities (PLC's) meet twice a week to plan and break down data. Faculty meetings are scheduled into the calendar to disseminate both campus and curriculum information and/or concerns. Small Learning Communities will be formed with 9th and 10th graders in the way of houses built into the Master Schedule. Each house will contain the same students with the same core teachers. SLC meetings will take place weekly to discuss student to build better relationships with both the student and parents. Student information will be shared with common teachers to determine the best support and interventions for these students. Furthermore, parent meetings will include all the teachers from the same house.

Our LEP students are serviced their freshman and sophomore year in English I SOL and English II SOL classes with ESL certified teachers. Evening English classes are offered to parents on campus throughout the year. Credit Recovery classes are offered through PLATO in our Blazer Center throughout the year including both intersessions and the summer. A variety of dual credit classes are offered to students and TSI testing takes place on campus to qualify students to take the classes. The school's robotic program competes and is run through Project Lead the Way.

Americas High School works with it's students and staff to implement technology to improve student success. Staff is sent to trainings to stay up-to-date with the latest technology. Freshman students this year received new laptops through the district one to one initiative. Then next year's freshman students will also receive new laptops as the district's one to one initiative continues. Thus next year, all freshman and sophomores will have laptops.

School Processes & Programs Strengths

Curriculum and Instruction meetings meet weekly and include: two SCE Coaches, each department head, head counselor, librarian, ESL teacher, and all administrators

- Departments meet with their PLC's twice a week to discuss planning, curriculum, common assessment data, and best practices
- Administrators complete 20 teacher PowerWalks a week to help determine trends on strengths and area of needed support for teachers
- Admin, department instructional coaches and SCE coaches together completed several instructional rounds and debriefed after to discuss strenghts and areas for growth
- The campus assessment data drives the instruction and is used to determine professional development for AHS teachers
- More teachers attended AVID training during the Summer Institute
- All AP tests were paid by the district for all students in every AP class on campus

Technology

AHS staff attended district technology conference in January where there were breakout sessions including Flipping the Classroom and Edmodo

- All 9th grade students this year was given a laptop through the one-to-one initiative by the district
- Students at AHS are allowed by their teachers to use their phones and laptops for research when needed
- AHS and the district are entering the third year of on-line registration with several campuses reaching 100% completion rate by the end of May
- ELL's are supplied with individual ipads containing programs for comprehension and translation
- All classrooms are equipped with interactive white boards
- All math classrooms have a classroom set of Ti-Inspire calculators with chargers. 160 calculators were purchased this year so every Math teacher and Science teacher has a set of 40
- A cow was purchased this year to allow classroom sets of laptops during instruction

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Based on 2017 data, the number of students in the AVID program decreased. **Root Cause:** The exit process is currently bypassing the program coordinator.

Problem Statement 2: Some dual credit classes are facilitated by faculty. **Root Cause:** Teachers are not yet credentialed to teach a dual credit course.

Perceptions

Perceptions Summary

For all incoming Freshmen, Americas HS holds an orientation called Trailblazer 101 for students and parents on the Saturday before the first day of school. The campus parent liaison works with parents to educate them on school trends and on important training offered throughout the year. The Principal holds periodical Breakfast with the Principal to reach and out and speak to parents and make herself available. The Principal has an open door policy and believes in being transparent in all school related issues. She communicates all important information to parents using her twitter account and the call-out system.

Perceptions Strengths

On the 2016-17 Parent, Student, and Teacher climate survey, the following received the highest ratings:

- Parents feel their child's school makes an effort to keep them and their family informed about what's going on in school.
- Students feel their teachers expect students to do their best.
- Teachers feel administration treats them with respect.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Based on the 2017 Climate Survey, parents feel that teachers are not interested in getting to know the students. **Root Cause:** Teachers have expressed the need for support so as not to feel overwhelmed by the amount of students they are responsible for, which can range from 200-220 students.

Problem Statement 2: Based on the 2017 Climate Survey, students feel that the majority of class time is spent listening to the teacher talk. **Root Cause:** Teachers use lecture as the primary method of instruction.

Problem Statement 3: A safety concern is the rotunda area. **Root Cause:** Currently, visitors must walk through the rotunda in order to check in; because of that issue, some visitors bypass the check-in area.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Study of best practices















Goals

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 1: For the 2017-2018 school year, Americas High School will continue to build on last year's plan of action to ensure that 100% of stakeholders feel safe at school and school events.

Evaluation Data Source(s) 1: Stakeholders will feel safe 100% of the time.

Summative Evaluation 1: Met Performance Objective












Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) A safety committee will continue to support the campus (examples are safety, parental involvement, military involvement, culture, discipline, attendance, campus policy, and student involvement). A teacher from each department will be required to serve on the committee.</p>		Campus administration, committee chairs, teachers	Meeting Agendas, Meeting minutes, sign in sheets			
<p>Critical Success Factors CSF 6</p> <p>2) Security, counselors, and administration will be highly visible before school, during transitions, during lunch, and after school. Teachers will also stand outside their doors during all transitions.</p>		Campus administration, counselors, teaches, campus security	A lower number of campus incident reports and discipline referrals			
<p>Critical Success Factors CSF 6</p> <p>3) AHS will diligently monitor all cameras inside the building and outside to include the athletic fields.</p>		Administration and Campus Security	Decrease number of discipline referrals and property damage on campus			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 2: For the 2017-18 school year, Americas High School will fulfill 100% of the requirements for safety audits and safety drills to be prepared for multiple emergency scenarios.

Evaluation Data Source(s) 2: AHS will fulfill 100% of the safety audits and safety drills.

Summative Evaluation 2: Met Performance Objective















Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
<p>Critical Success Factors CSF 6</p> <p>1) Emergency Operations Plan will be presented to all campus faculty and staff at the beginning of the year so everyone will be aware of procedures to follow in the case of a crisis.</p>	1.0, 2.0, 4.0, 9.0	Campus administration, safety committee members, faculty, staff	Safety exercise and fire drill documentation will be submitted to the district			
<p>Critical Success Factors CSF 6</p> <p>2) Safety committee members will delegate teachers from different areas in the school and assign task specific responsibilities during safety exercises. During school safety exercises, safety committee members will debrief and annotate what was effective and plans for improvement.</p>	1.0, 2.0, 3.0, 4.0, 8.0, 9.0	Assistant Principal, safety committee chair, teachers	Reduced time to conduct effective safety exercise and fire drills.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 3: For the 2017-2018 school year, the number of bullying-related incidents reported at Americas High School will decrease by 10%.

Evaluation Data Source(s) 3: Bullying related incidents will decrease by 10%.

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
<p>Critical Success Factors CSF 6</p> <p>1) Provide materials to support campuses implementing the Olweus Bullying Prevention Program and guide them through the program timeline.</p>	4.0, 6.0, 10.0	Counselors, CIS	Olweus Bullying Prevention Program Questionnaire, PEIMS incidents, K-12 Alerts			
<p>Critical Success Factors CSF 6</p> <p>2) The Department of Guidance and Counseling will provide guidance lessons through monthly rotational presentations to students addressing student competencies and character education training utilizing outside community resources.</p>	2.0, 6.0, 10.0	Counselors, CIS	Number of lessons, number of campus referrals			
<p>Critical Success Factors CSF 6</p> <p>3) Weekly Olweus classes for students to voice concerns or issues having to do with bullying, ideas on prevention, and advocating and providing support for victims during school and school events. This will include lessons on sexting, dating violence, and the potential negative effects of social media. Blazer Action News is created by teachers and students with an Olweus component.</p>		All School Stakeholders	Decrease number of bullying incidents in school and community.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 4: For the 2017-2018 school year, the attendance rate for all students at Americas High School will increase by 1% over the attendance rate of the previous year.

Evaluation Data Source(s) 4: The attendance rate will increase by 1%.

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Coordinate with AHS's Partners in Education to create an incentive program to encourage students to attend school every day.	1.0, 2.0, 3.0, 4.0, 6.0, 8.0, 9.0, 10.0	Administration, CIS, Parent Liaison	Student attendance will show an increase from previous year.			
2) Loss of Credit students will be divided among administration to increase parent contact and LOC contract distribution.	1.0, 2.0, 6.0, 9.0, 10.0	Administration, CIS, Parent Liaison	The number of completed LOC contracts will increase from last year.			
3) Automatic call-outs, email, and text alerts will be sent out to parents of students who are absent or tardy for each period.		Administration, attendance clerks, CIS	Increased attendance, lower LOC, and less tardies			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 5: For the 2017-2018 school year, the total number of disciplinary referrals at Americas High School will decrease by 5%

Evaluation Data Source(s) 5: Disciplinary referrals will decrease by 5%.

Summative Evaluation 5: Exceeded Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Increase teacher, administration, and security visibility during the instructional day upon transition from class to class.		Teachers, Staff, Security, Administration	A reduction in student truancy and/or behavioral incidents as evidenced by attendance reports and number of tardy sweeps.			
2) Teachers will be trained on how to manage Level I referrals.		Administration, security, AP clerk	Decreased number of discipline referrals.			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 1: By the end of the 2017-2018 school year, 100% of Americas High School teachers will be familiar with the requirements of House Bill 5.

Evaluation Data Source(s) 1: 100% of teachers will be familiar with House Bill 5.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
<p>Critical Success Factors CSF 7</p> <p>1) New teachers will be offered staff development on the requirements of House Bill 5.</p>		Administrators, Counselors, SCEI Coaches, Department Chairs	All teachers are able to answer questions about House Bill 5.			
<p>Critical Success Factors CSF 7</p> <p>2) Provide communication throughout the school year about informational meetings held or other written information provided about the details and updates on House Bill 5 and academic course options and requirements.</p>		Administration, Counselors, SCEI Coaches, Department Chairs	Teachers attend meetings or receive new information provided.			
<p> = Accomplished = Considerable = Some Progress = No Progress = Discontinue </p>						





















Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 2: By the end of May 2018, Americas High School will develop and implement opportunity for 98% of students to be college and career ready.

Evaluation Data Source(s) 2: 98% of students to be college and career ready.

Summative Evaluation 2: Met Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
<p>Critical Success Factors CSF 7</p> <p>1) Teachers will be offered professional development on implementing the College and Career Ready Strategic Plan.</p>	1.0, 2.0, 8.0, 9.0, 10.0	Administrators, Counselors, SCEI Coaches, Department Heads	Teachers increased knowledge in College and Career Ready Strategic Plan.			
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) School Improvement Team will work on the development of a College and Career Ready Strategic Plan.</p>	2.0, 4.0, 9.0, 10.0	Administration, School Improvement Team	A plan is developed that can be rolled out to the campus.			
<p>3) Provide resources and listings of standardized instructional materials/references for each content area:</p> <ul style="list-style-type: none"> â€¢ Teacher recommendations (SE-aligned), â€¢ Needs Assessment â€¢ Computer Assisted Instruction (Web 2.0 tools) â€¢ Calculators â€¢ Multi-Media â€¢ Curriculum Writing Projects (LDC, Writer's Workshop) *Library resources (shelf and digital) *Laboratory equipment and supplies *Technology, to include but not limited to, Ipads, Ipad security carts for storage, computers, Laptops, IWBs, ELMOs or document cameras. *Special Education materials *Bilingual Education materials *Gifted & Talented materials *Supplemental Teacher materials <p>[AP, QD, LE, TQ]</p>	1.0, 3.0, 4.0, 9.0, 10.0	Administrators, Teachers, Content and SCEI Coaches, Library Media Specialists	Improved 3rd, 6th and nine-week grades, increase advanced academic performance/pipeline			

4) Use multiple strategies to teach content in all areas to include GT. For example: Kagan cooperative learning strategies, technology, team teaching, AVID, SIOP, the Fundamental Five, Cornell Notes, student presentations, PowerPoints, project based learning, library usage - going "Back to Basics"		Administration, AVID Coordinator, GT Coordinator, Teachers	Increases in student grades, decrease failure rates			
5) Provide supplementary teaching materials, supplies, and accommodated equipment for student use.	1.0, 3.0, 8.0, 9.0, 10.0	Administration and teachers	Increase in student grades, and decrease in failure rates			
Funding Sources: 211 - Title I, Part A - 5000.00						
6) Purchase of materials to support AP, Pre-AP, and Dual Credit (study guides, text books, project materials, technology)		GT Students, GT Coordinators, AP & Pre-AP and Dual Credit Teachers, GT Admin, AP Admin, Counselors	Graduation rate, college entry, award letters, national merit scholar, college credit, AP results of a score of 3, 4, 5 with possibility of college credit.			
7) Provide AP and GT students with opportunities to enroll and participate in curriculum based field trips, to include transportation.	1.0, 2.0, 6.0, 8.0, 9.0, 10.0	AP Teachers, Admin, GT Coordinator, GT Students, AP Students, Dual Credit Counselor and Teachers, Advise Texas College Advisor	Increase number of AP field trip experiences, increase exposure to college readiness opportunities, increase in hands on projects and activities			
8) Train teachers on indexes and make growth a primary focus		SCEI Coaches, Admi	Improvement in SPED performance on EOC Reading			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 3: By January 2018, Americas High School shall increase the level of instructional rigor across the core content areas, to indicate an overall improvement in student state assessment scores so that all content areas are above 85% approaches grade level.

Evaluation Data Source(s) 3: All content areas will improve to or above 85% approaches grade level..

Summative Evaluation 3: Significant progress made toward meeting Performance Objective


















Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Provide professional development opportunities using research based, data driven, and innovative methodologies and tools through varied providers.	1.0, 2.0, 3.0, 4.0, 8.0, 10.0	Administration, SCEI Coaches, Department Heads	School business forms, walkthroughs, professional development attendance records			
2) Provide SIOP training to all core teachers and have follow up support with the emphasis on student weaknesses to drive instruction.		Administration, SCEI Coaches, Department Chairs (Instructional Curriculum Coaches)	Teacher improvement, growth opportunities, increase in academic success for ELL's			
3) Provide targeted assistance, supplemental support, and intervention for all at-risk students to increase student passing rates in all content areas with library aide. CIA will establish students in need of assistance through curriculum and instruction (C&I).	1.0, 2.0, 3.0, 9.0, 10.0	Library Aide, Teachers, SCEI Coaches, Administration, Department Chairs	Student improvement			
4) Lesson frames are redesigned and checked on a weekly basis.		SCEI Coaches, Department Chairs, Administration	Teacher planning improvement, student improvement			
5) Common assessments are based on specific SE's.		Teachers, Department Chairs, SECI Coaches, Administration	Student improvement on Benchmark Tests and EOC Tests			
6) Instruction monitored through walkthroughs (PowerWalks), verifying alignment.		Administration, SCEI Coaches, Department Chairs	Student improvement on EOC exams			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 4: For the 2017-2018 school year, Americas High School will improve its student state assessment scores in English I and English II to 85% approaching grade level.

Evaluation Data Source(s) 4: English I and II EOC exams reach 85% approaching grade level.

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Provide professional development opportunities using research based, data driven, and innovative methodologies and tools through varied providers.	1.0, 2.0, 3.0, 4.0, 8.0, 9.0	Administration, SCEI Coaches, Department Chairs	Teacher improvement, growth opportunities			
2) Train all core content teachers and ESL teachers in SIOP and provide follow up support.		Administration, SCEI Coaches, Department Heads, ESL teachers	Teacher improvement, growth opportunities			
3) Concede planning time to SPED teacher that have several preps.		Administration	Improvement in SPED performance on EOC Reading			
4) SPED focused sessions during intersession, before and after school		SCEI Coaches, SPED Dept. Chair, Admin	Improvement in SPED performance on EOC Reading			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 5: For the 2017-2018 school year, Americas High School will improve its student state assessment scores in Algebra I by increasing from 85.5% to 88% approaches grade level.

Evaluation Data Source(s) 5: Algebra I state assessment scores will increase to 88% approaches grade level.

Summative Evaluation 5: Met Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Train all core content teachers and ESL teachers in SIOP and provide follow up support.		Administration, SCEI Coaches, Department Chairs, ESL teachers	Teacher improvement, growth opportunities			
2) Provide release time and substitutes for teachers to attend professional development, conduct walkthroughs of master teachers, and to meet with mentor teachers.		Administration, SCEI Coaches, Department Chairs	Teacher improvement, growth opportunities			
3) Lesson frames are redesigned and checked on a weekly basis.		SCEI Coaches, Department Chairs, Administration	Teacher planning improvement, student improvement			
4) Common assessments are based on specific SE's.		Teachers, Department Chairs, SECI Coaches, Administration	Student improvement on Benchmark Tests and EOC Tests			
5) Instruction monitored through walkthroughs (PowerWalks), verifying alignment.		Administration, SCEI Coaches, Department Chairs	Student improvement on EOC exams			
6) Spiral and continue capitalizing on calculator skills. Ensuring all math classes have fun classroom sets of Ti Inspires		Department Chair, Admin, SCEI Coaches	Improvement on student STAAR Math performance			
7) Refocusing curriculum to include more use of Ti Inspire (practice how we play)		SCEI Coach, Dept. Chair, Admin	Improvement on student STAAR Math performance			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 6: For the 2017-2018 school year, Americas High School will improve its student state assessment scores in Biology to increase from 91.7 to % approaches grade level.

Evaluation Data Source(s) 6: Biology state assessment scores will increase to % approaches grade level.

Summative Evaluation 6: No progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Provide professional development opportunities using research based, data driven, and innovative methodologies and tools through various educational providers to include Blackburn, Seidlitz, and district resource personnel.	1.0, 2.0, 3.0, 4.0, 8.0, 9.0	Administrators, SCEI Coaches, Department Heads	Teacher improvement, growth opportunities			
2) Increase number of teachers/administrators/support staff that receive SIOP staff development and provide follow up support with the emphasis on student weaknesses to drive instruction.	1.0, 2.0, 3.0, 4.0, 8.0, 9.0	Administrators, SCEI Coaches, Department Heads	Teacher improvement, growth opportunities			
3) Lesson frames are redesigned and checked on a weekly basis.		SCEI Coaches, Department Chairs, Administration	Teacher planning improvement, student improvement			
4) Common assessments are based on specific SE's.		Teachers, Department Chairs, SECI Coaches, Administration	Student improvement on Benchmark Tests and EOC Tests			
5) Instruction monitored through walkthroughs (PowerWalks), verifying alignment.		Administration, SCEI Coaches, Department Chairs	Student improvement on EOC exams			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 7: For the 2017-2018 school year, Americas High School will improve its scores in U.S. History from 96.4 to 98% approaches grade level.

Evaluation Data Source(s) 7: U.S. History state assessment scores will improve to 98% approaches grade level.

Summative Evaluation 7: No progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Provide professional development opportunities using research based, data driven, and innovative methodologies and tools through various providers to include district resource personnel.	1.0, 2.0, 3.0, 4.0, 8.0, 9.0	Administration, SCEI Coaches, Department Heads	Teacher improvement, growth opportunities			
2) Train all core content teachers and ESL teachers in SIOP and provide follow up support.		Administration, SCEI Coaches, Department Heads, ESL teachers	Teacher improvement, growth opportunities			
3) Lesson frames are redesigned and checked on a weekly basis.		SCEI Coaches, Department Chairs, Administration	Teacher planning improvement, student improvement			
4) Common assessments are based on specific SE's.		Teachers, Department Chairs, SECI Coaches, Administration	Student improvement on Benchmark Tests and EOC Tests			
5) Instruction monitored through walkthroughs (PowerWalks), verifying alignment.		Administration, SCEI Coaches, Department Chairs	Student improvement on EOC exams			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 8: For the 2017-2018 school year, the overall number of students enrolled in pre-advanced/advanced placement courses at Americas High School will increase by 10% as compared to the overall enrollment for the 2016-2017 year.

Evaluation Data Source(s) 8: Student enrollment in Pre AP/AP courses will increase by 10%.

Summative Evaluation 8: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Provide communication throughout the school year about informational meetings held to provide details on academic course options and requirements and the impacts on post high school education.	2.0, 3.0, 9.0	Administration, Counselors, Teachers, SCEI Coaches	Number of course enrollment sections of courses in master schedule			
2) Students and parents will be informed (through district call out system, website, posters around campus, and marquee) about the different informational meetings about these programs.		Administration, Counselors, SCEI Coaches, Teachers, Parent Liaison	Number of course enrollment sections of courses in master schedule			
3) Train teachers on indexes and make growth a primary focus.		SCEI Coaches, Admin	Improvement in SPED performance on EOC Reading			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 9: For the 2017-2018 school year, the overall number of students enrolled in dual-credit courses at Americas High School will increase by 10% as compared to the overall enrollment for the 2016-2017 year.

Evaluation Data Source(s) 9: Student enrollment in dual-credit courses will increase by 10%.

Summative Evaluation 9: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Provide communication throughout the school year about informational meetings held to provide details on academic course options and requirements and post high school requirements and opportunities.	2.0, 3.0, 9.0	Administration, Counselors, Teachers, SCEI Coaches	Number of course enrollment sections of courses in master schedule			
2) Students and parents will be informed (through district call out system, website, posters around campus, and marquee) about the different informational meetings about these programs.		Administration, Counselors, Teachers, SCEI Coaches, Parent Liaison	Number of course enrollment sections of courses in master schedule			
3) Train teachers on indexes and make growth a primary focus.		SCEI Coaches, Admin	Improvement in SPED performance on EOC Reading			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 10: For the 2017-2018 school year, the overall number of students participating in ACT/SAT college admissions test administrations at Americas High School will increase by 20% as compared to the 2016-2017 school year, in preparation for post-secondary education.

Evaluation Data Source(s) 10: ACT/SAT test participation will increase by 20%.

Summative Evaluation 10: Significant progress made toward meeting Performance Objective















Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) The SAT will be administered to all 11th grade students.	1.0, 2.0, 3.0, 9.0, 10.0	Administration, counselors	Increased number of student opportunities to be college ready.			
2) Provide communication throughout the year for testing opportunities, post high school requirements and opportunities to students through their classes		Administration, teachers, counselors	Increased participation in college entrance exams			
3) Train teachers on indexes and make growth a primary focus.		SCEI Coaches, Admin	Improvement in SPED performance on EOC Reading			
4) Train teachers on indexes and make growth a primary focus.		SCEI Coaches, Admin	Improvement in SPED performance on EOC Reading			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 11: By the beginning of the 2017-2018 school year, the numbers of students enrolled in Career and Technical Education classes at Americas High School will increase by 10% as compared to the 2016-2017 beginning-of-year enrollment.

Evaluation Data Source(s) 11: Student enrollment in CATE classes will increase by 10%.

Summative Evaluation 11: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Incoming freshman students have selected an endorsement and a pathway to increase enrollment in CATE courses for the 2016-2017 school year.		Counselors	Enrollment numbers CATE sections in master schedule			
2) Parent informational meetings will be conducted to present details and benefits of our CATE programs, as well as academic course options.	1.0, 2.0, 3.0, 6.0, 10.0	Administration, counselors	Number of course enrollment Sections of courses in master schedule			
3) Train teachers on indexes and make growth a primary focus.		SCEI Coaches, Admin	Improvement in SPED performance on EOC Reading			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 12: During the 2017-18 school year, all Migrant students enrolled at Americas HS will have the support needed to show 100% success in school.

Evaluation Data Source(s) 12: 100% of Migrant students at Americas HS will pass all their classes and EOC exams.

Summative Evaluation 12: Met Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Migrant students will be identified once school begins and meet with an administrator to determine their needs.		Administrator	All classes and EOC exams are passed.			
2) All migrant students are monitored for evidence of success in each of their classes.		Administrator	All classes are passed.			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 13: During the 2017-2018 school year. LEP and SPED students will increase 15% in all EOC exams.

Evaluation Data Source(s) 13: Results for LEP and SPED students in all EOC exams increase by 15%.

Summative Evaluation 13: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) All core content teaches will be SIOP trained.		Administration, SCEI Coaches, ESL teachers	LEP students increase their results in EOC scores			
2) Rigor will increase with SPED students in their class settings.		Core content teachers, SPED teachers	Increase in EOC exams for SPED students.			
3) Teachers will incorporate all 4 language objectives into daily instruction.		Core content teachers, SPED and ESL teachers	Increase in EOC exam results			
4) Lesson frames are redesigned and checked on a weekly basis.		SCEI Coaches, Department Chairs, Administration	Teacher planning improvement, student improvement			
5) Common assessments are based on specific SE's.		Teachers, Department Chairs, SECI Coaches, Administration	Student improvement on Benchmark Tests and EOC Tests			
6) Instruction monitored through walkthroughs (PowerWalks), verifying alignment.		Administration, SCEI Coaches, Department Chairs	Student improvement on EOC exams			
7) Providing ELPS training/spot checks in all areas and not just during TELPAS window by English/ESL teachers		ESL teachers, SCEI Coaches, Admin	Improvement on ELL performance on EOC Reading			
8) Empowering (vs. policing) teacher leaders to be involved in walkthroughs, providing trainings, etc. (increasing critical mass)		Admin	Improvement on ELL performance on EOC Reading			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 1: For the 2017-2018 school year, 95% of teachers will be scored at proficient or higher as measured by T-Tess standards.

Evaluation Data Source(s) 1: 95% of teachers demonstrating proficient or higher on T-Tess.

Summative Evaluation 1: Met Performance Objective


Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) A structured system for monitoring instructional practice at AHS will continue in 2017-2018 school year yielding quantitative and qualitative PowerWalk data. The amount of PowerWalks will be 15 each week for the 2017-2018 school year.		Administration	All Eduphoria data and TTESS evaluations will be used to monitor the progress of all teachers and any updates to TINAs or training needed to help teachers struggling will be provided.			
2) Teachers will be provided professional development in utilizing and implementing the use of best practices in areas such as, but not limited to, the TEKS, technology, Gifted and Talented, and differentiated instruction. which pertains to student-centered learning. A district initiative is being implemented to include open-ended responses in all core content campus common assessments.		Administration, SCEI coaches, and or District Personnell	Weekly PLC's and SLC's meetings will take place and best practices will be shared. PowerWalks data and common assessments data will be used to check for implementation of how the best practices learned have helped.			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 2: For the 2017-2018 school year, Americas High School will maintain 100% highly qualified teachers in all core academic subjects.

Evaluation Data Source(s) 2: AHS will maintain 100% highly qualified teachers in all core academic subjects.

Summative Evaluation 2: Met Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) It is SISD practice that all teachers hired must be highly qualified.	1.0, 2.0, 3.0, 4.0, 5.0, 6.0, 8.0, 9.0, 10.0	Administration and Human Resource	See District Policy	✓	✓	✓
						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 3: During the 2017-2018 school year, Americas High School will increase the number of professional development opportunities offered to employees by 100% as compared to the 2016-2017 school year.

Evaluation Data Source(s) 3: Professional development opportunities offered to employees will increase by 100%.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective












Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) All of the Americas High School faculty will be trained in differentiated instruction during the 2017-2018 school year, to include training in special population needs and strategies.		Administrators, SCEI coaches, Outside Institutions	An increase in common assessments, benchmarks tests, and EOC scores in all core areas, specifically in the areas of English reading, writing, and math. In addition, the staff development will focus on increasing the masters grade level scores in all core areas.			
2) All core teachers at Americas High School will be trained Sheltered Instruction Observation Protocol (SIOP) during the 2017-2018 school year.		Adminstration, SCEI coaches, Outside Institutions	An increase in common assessments, benchmarks tests, and EOC scores in all core areas, specifically in the areas of English reading, writing, and math. In addition, the staff development will focus on increasing our commended/advanced scores in all core areas.			
3) Based on data, SCEI coaches will be offering professional development after school training once a week.		Administration, SCEI coaches	An increase in common assessments, benchmarks tests, and EOC scores in all core areas, specifically in the areas of English reading, writing, and math. In addition, the staff development will focus on increasing our commended/advanced scores in all core areas.			
4) We will continue at the teacher mentoring program.		Principal	Teacher retention.			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 4: During the 2017-2018 school year, Americas High School will allocate funding to purchase scientifically research-based programs, materials, and/or resources for professional development training in order to meet 60% of system safeguard indicators.

Evaluation Data Source(s) 4: AHS will meet 60% of system safeguard indicators.

Summative Evaluation 4: Met Performance Objective









Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Teachers at Americas High School will continue to be trained in and use AVID and SIOP strategies as vehicles to implement best practices in all are classes to meet the needs of all students.		Administration, SCEI coaches	An increase in common assessments, benchmarks tests, and EOC scores in all core areas, specifically in the areas of English reading, writing, and math. In addition, the staff development will focus on increasing our commended/advanced scores in all core areas.			
2) Our campus will invest in the following programs to help with our special populations: Differentiated instruction, SIOP, Eduphoria, Read 180, Lead 4ward, and OLWEUS.		Administration	An increase in common assessments, benchmarks tests, and EOC scores in all core areas, specifically in the areas of English reading, writing, and math. In addition, the staff development will focus on increasing our commended/advanced scores in all core areas.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 5: By June 2018, Americas High School will send a team of teachers to AVID training in order to increase the level of instructional rigor across the core content areas, to indicate an overall improvement in student state assessment scores in all content areas by 3%.

Evaluation Data Source(s) 5: Overall improvement in student state assessment scores in all content areas will increase by 3%.

Summative Evaluation 5: Significant progress made toward meeting Performance Objective









Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Teachers, counselors, admin will attend summer institute for AVID training.	2.0, 3.0, 4.0, 8.0	AVID Coordinator, AHS teachers, Administration, Counselors	Teachers will implement AVID strategies into their daily lesson plans.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 6: By the end of the 2017-2018 school year, 100% of Americas High School teachers will be familiar with the requirements of House Bill 5.

Evaluation Data Source(s) 6: 100% of teachers will be familiar with House Bill 5.

Summative Evaluation 6: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
<p>Critical Success Factors CSF 7</p> <p>1) Teachers will be offered staff development on the requirements of House Bill 5.</p>	2.0, 3.0, 4.0, 8.0, 10.0	Administrators, Counselors, SCEI Coaches, Department Chairs	Teachers are able to answer questions about House Bill 5.			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: During the 2017-2018 school year, SISD will increase participation of parent and family members in parent and family engagement activities by 5% to support the academic success of all students

Performance Objective 1: During the 2017-2018 school year, Americas High School will increase the number of collaborative educational involvement activities and events for parents and community members by 50% as compared to the 2016-2017 school year to promote teamwork and unity in the education of students.

Evaluation Data Source(s) 1: Collaborative educational involvement activities and events for parents and community members will increase by 50%.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective












Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) The Parent Liaison and the Communities in Schools Coordinators will work to ensure that all parents of students who attend Americas High School are afforded various opportunities (Drive-by Breakfast, Trailblazer 101, Awards Ceremonies, Parent-Teacher Conference Nights, Community Service, Parenting workshops, Re-classified Parent Nights, etc...) to participate in the collaborative educational involvement and events to promote teamwork and unity. The Parent Liaison will provide support via technology, refreshments, supplies and materials for parental involvement training, workshops, classes and seminars.	1.0, 2.0, 4.0, 6.0, 9.0, 10.0	Parent Liaison, Communities in Schools Coordinators, Administration	There will be an overall increase in the educational events and activities for parents of Americas High School as presented by agendas and signature pages.			
2) Invite parents to participate in the discussion of roles and functions of the various committees where school-wide decisions can best be made to impact student achievement and campus progress, i.e. SIT, LPAC, etc...		Administration, Staff, Communities in Schools Coordinators, Parent Liaison	Increased parental participation; Increase in collaborative events;			
3) Provide Opportunities for Parent Liaison, SISD Parents and Community members to attend events and / or conferences in order to bolster parental involvement thereby supporting students' academic achievement. Continue Latino Family Literacy project.	3.0, 4.0, 5.0, 6.0, 10.0	Parent Liaison Administration	Increase attendance to Professional Development (Local and State Conferences, Regional 19 & District Services)			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 4: During the 2017-2018 school year, SISD will increase participation of parent and family members in parent and family engagement activities by 5% to support the academic success of all students

Performance Objective 2: For the 2017-2018 school year, Americas High School will increase the number of notifications, sent via newsletters, email, call-outs, etc. to parents, business, and community members by 50%.

Evaluation Data Source(s) 2: Notifications to parents, business and community members will increase by 50%.

Summative Evaluation 2: Met Performance Objective












Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Americas High School will ensure that all community members have access to school events, activities, and information through various avenues of communication.	1.0, 2.0, 3.0, 4.0, 5.0, 6.0, 8.0, 9.0, 10.0	Americas High School Staff, Administration	Increased parental contact with Americas High School teachers and staff; Increased parental involvement			
2) Increase all-calls, newsletters, websites/ emails, etc... to contact, invite and inform parents of all students' EOC test results by holding an EOC Education meeting for parents and students to provide concrete and up-to-date informatin about EOC and implications for graduation, along with information regarding HB5.		Americas High School Staff, Administration, Parent Liaison	Parent attendance to EOC Education meeting(s) to include sign-in sheets and updates to website(s).			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: During the 2017-2018 school year, SISD will increase participation of parent and family members in parent and family engagement activities by 5% to support the academic success of all students

Performance Objective 3: By the end of the 2017-2018 school year, Americas High School will increase by 25% over the previous year, the number of partnership activities with businesses, higher education institutions, and other outside agencies to support student education.

Evaluation Data Source(s) 3: Partnership activities with businesses, higher education institutions, and other outside agencies will increase by 25%.

Summative Evaluation 3: Met Performance Objective












Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Communities in Schools Coordinators and the Student Activities Director will work to seek and increase the number of partnership activities working in conjunction with Americas High School students and staff by providing monthly presentations to include the following topics: drugs, gangs, sexual harassment, disaster preparedness, dating violence, and sexually transmitted diseases. [FCE, SC]	1.0, 2.0, 3.0, 4.0, 5.0, 6.0, 8.0, 9.0, 10.0	Communities in Schools Coordinators, Student Activities Director, Administration	An increase of community partnerships will be coordinated and documented by both Communities in Schools Coordinators and the Americas High School Activities Director to support an increase of at least 25%.			
2) Support and promote Parent Involvement trainings and seminars by providing the following: -Technology Equipment -Refreshments for parent meetings/classes -Supplies and Materials for * Drive-by Breakfast * Trailblazer 101 * Awards Ceremonies * Parent-Teacher Conference Nights * Community Service * Parenting workshops * Re-classified Parent Nights [FCE, SC] * Mother/daughter conference * Father/ Son conference	1.0, 2.0, 4.0, 6.0, 8.0, 10.0	Parent Liaison, Communities in Schools Coordinators, Administration, Staff	Increased parental awareness and involvement			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: During the 2017-2018 school year, SISD will increase participation of parent and family members in parent and family engagement activities by 5% to support the academic success of all students

Performance Objective 4: For the 2017-2018 school year, Americas High School will have a minimum of 5 customer service trainings to ensure a positive and welcoming school climate for parents and community members.

Evaluation Data Source(s) 4: AHS will have 5 customer service trainings by the end of the school year.

Summative Evaluation 4: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Support Staff will attend customer service trainings so as to ensure that all stakeholders questions and concerns are handled appropriately and efficiently.	2.0, 4.0, 6.0, 8.0, 10.0	Administration, Clerical Staff, Support Staff	The community culture survey will support increased customer service satisfaction.			
2) Support Staff will meet regularly with their supervisor and/or administration to collaborate on the benefits of customer service trainings attended and to discuss further support needs of the campus.	1.0, 2.0, 4.0, 6.0, 8.0, 9.0, 10.0	Support staff, Administration, Supervisor	The cultural survey will show support of a friendlier, more attentive and community focused response to questions and concerns reciprocated in a timely manner by Americas High School staff.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 1: For the 2017-2018 school year, 60% of all students in all subgroups at Americas High School will meet all system standards as measured by reports such as the Performance-Based Monitoring Analysis System.

Evaluation Data Source(s) 1: 60% of all students in all subgroups will meet all accountability standards.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Americas will provide scientifically researched based instructional strategies.	1.0, 2.0, 3.0, 4.0, 5.0, 6.0, 8.0, 9.0, 10.0	Administration, C & I	Increase student scores in assessments			
2) Provide targeted assistance with prescriptive lessons to students in all subgroups	1.0, 2.0, 3.0, 4.0, 5.0, 8.0, 9.0, 10.0	Administration, C & I, teachers	Decrease in # of failing scores			
3) Outside the regular scheduled day instruction will be provided by most teachers that targets struggling subgroups.	1.0, 2.0, 8.0, 9.0	Administration	Increase in Scores (Common Assessments, EOC, and classroom grades)			
4) Library programs and services will be offered beyond the instructional day to provide students with extended learning opportunities through tutoring and enrichment activities. Timeline: Before/after school; intersession; summer.	9.0, 10.0	AHS Librarians	Increase in student achievement in the four core content areas			
5) Lesson frames are redesigned and checked on a weekly basis.		SCEI Coaches, Department Chairs, Administration	Teacher planning improvement, student improvement			
6) Common assessments are based on specific SE's.		Teachers, Department Chairs, SECI Coaches, Administration	Student improvement on Benchmark Tests and EOC Tests			
7) Instruction monitored through walkthroughs (PowerWalks), verifying alignment.		Administration, SCEI Coaches, Department Chairs	Student improvement on EOC exams			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 2: During the 2017-2018 school year, 100% of Americas teachers at all grade levels will provide students with meaningful and effective academic interventions to ensure their academic growth.

Evaluation Data Source(s) 2: 100% of all teachers will provide students with meaningful and effective academic interventions to ensure their academic growth.

Summative Evaluation 2: Met Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Americas will provide scientifically researched based instructional strategies.	1.0, 2.0, 3.0, 4.0, 5.0	Administration, C & I	Increase student achievement in all assessments			
2) Core subject teachers will be trained in Sheltered Instruction Observation Protocol.		Administration, SCEI Coaches	Increased assessment scores			
3) All teachers will provide at least one comprehensive writing activity every 9 weeks.	1.0, 4.0, 8.0, 9.0	Administration	Increase in EOC scores			
4) SPED focused sessions during intersession before and after school		SCEI Coaches, SPED Dept. Chair, ADMIN	Improvement in SPED performance on EOC Reading			
5) Providing ELPS training/spot checks in all areas and not just during TELPAS window by English/ESL teachers		ESL Teachers, SCEI Coaches, Admin	Improvement in ELL performance on EOC Reading			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 3: For the 2017-2018 school year, Americas administrators will increase, by 100%, the number of campus teachers provided with professional development support and resources to achieve professional growth and high student academic achievement rates.

Evaluation Data Source(s) 3: Administrators will increase by 100% the number of campus teachers with professional development support and resources.

Summative Evaluation 3: Met Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Professional development focusing on differentiated instruction will be provided to all teachers.	1.0, 2.0, 3.0, 4.0, 5.0, 8.0, 9.0, 10.0	Administration, C&I	increase in grades for all special populations			
2) Core subject teachers will attend Sheltered Instruction Observation Protocol training.	1.0, 2.0, 3.0, 4.0, 5.0, 8.0, 9.0, 10.0	Administration	Increase in student achievement in all core areas			
3) Teacher Designed Professional Development that is content specific.	1.0, 2.0, 3.0, 4.0, 5.0, 6.0	Administration, SCEI Coaches, Department Chairs	Teacher Feedback Forms/Surveys			
4) Train teachers on indexes and make growth a primary focus.		SCEI Coaches, Admin	Improvement in SPED performance on EOC Reading			
5) SPED focused sessions during intersession before and after school		SCEI Coaches, SPED Dept. Chair, Admin	Improvement in SPED performance on EOC Reading			
6) Empowering (vs. policing) teacher leaders to be involved in walkthroughs, providing trainings, etc. (increasing critical mass)		Admin	Improvement on ELL Performance on EOC Reading			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 4: During the 2017-2018 school year, Americas administrators will schedule at least 1 weekly data feedback session with Curriculum and Instruction personnel to acquire support and resources.

Evaluation Data Source(s) 4: Administrators will schedule at least 1 weekly data feedback session with C & I personnel.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Administration, department chairs, SCEI coaches, and academic coordinators will meet weekly to review data and make instructional decisions for the campus.	1.0, 2.0, 3.0, 4.0, 5.0, 8.0, 9.0, 10.0	Administration, C & I	System evaluation Data walls			
2) Administration will meet weekly to review PowerWalk data		Administration	Lesson frames			
3) Administrators, Department Chairs, and SCEI Coaches will meet with individual departments on a Bi-Weekly basis to review data and other pertinent information.	1.0, 4.0, 8.0, 9.0	Administration, Department Chairs, SCEI Coaches	Agendas			
4) Instruction monitored through walkthroughs (PowerWalks), verifying alignment.		Administration, SCEI Coaches, Department Chairs	Student improvement on EOC exams			
5) Common assessments are based on specific SE's.		Teachers, Department Chairs, SECI Coaches, Administration	Student improvement on Benchmark Tests and EOC Tests			
6) Lesson frames are redesigned and checked on a weekly basis.		SCEI Coaches, Department Chairs, Administration	Teacher planning improvement, student improvement			
7) Empowering (vs. policing) teacher leaders to be involved in walkthroughs, providing trainings, etc. (increasing critical mass)		Admin	Improvement on ELL Performance on EOC Reading			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 5: During the 2017-2018 school year, Americas personnel will actively engage parents in the education process to ensure the academic and behavioral success of students by increasing parent attendance at school meetings and events by 50% as compared to the 2016-2017 school year.

Evaluation Data Source(s) 5: Parent attendance at school meetings will increase by 50%.

Summative Evaluation 5: Some progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Schoolwide parent meetings to disseminate student information will increase from one a semester to two.	1.0, 6.0, 9.0, 10.0	Administration	Evaluation			
2) Parent classes offered by campus parent liaison will increase from once a week to biweekly.	1.0, 2.0, 6.0, 10.0	Parent liaison	Increase number of parent/community involvement			
3) Develop and improve different methods of communication with parents such as call-outs, twitter, marquee, and the school web page..		Administration, librarian	More parent involvement in activities			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 6: By Spring 2018, the percentage of interventions documented by teachers at Americas High School for appropriate academic support will increase by 50 % compared to the 2016-2017 school year.

Evaluation Data Source(s) 6: Documented interventions will increase by 50%.

Summative Evaluation 6: Significant progress made toward meeting Performance Objective

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Oct	Jan	May
1) Teachers and Administrators will document student interventions using Euphoria as a platform.	1.0, 2.0, 3.0	Teachers, Counselors, Administrators	Intervention documentation will be more timely and allow for intervention to happen quicker.			
2) Through the use of Olweus day, teachers will support the EOP safety procedural practices and student responsibilities by documenting interventions once a month.	1.0, 2.0, 3.0, 4.0, 5.0, 8.0, 9.0, 10.0	Teachers, campus administration	Students increase their awareness of EOC procedures.			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

State Compensatory

Budget for Americas High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.11.6118.00.004.7.30.5.00.	6118 Extra Duty Stipend - Locally Defined	\$47,450.00
199.11.6118.00.004.7.30.9.00.	6118 Extra Duty Stipend - Locally Defined	\$32,312.00
199.11.6119.00.004.7.30.0.00.	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$112,957.00
199.11.6119.00.004.7.30.8.00.	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$51,233.00
199.12.6129.00.004.7.30.0.00.	6129 Salaries or Wages for Support Personnel	\$17,057.00
199.11.6141.00.004.7.30.0.00.	6141 Social Security/Medicare	\$1,521.00
199.11.6141.00.004.7.30.8.00.	6141 Social Security/Medicare	\$2,381.00
199.12.6141.00.004.7.30.0.00.	6141 Social Security/Medicare	\$248.00
199.11.6142.00.004.7.30.0.00.	6142 Group Health and Life Insurance	\$13,242.00
199.11.6142.00.004.7.30.8.00.	6142 Group Health and Life Insurance	\$7,083.00
199.12.6142.00.004.7.30.0.00.	6142 Group Health and Life Insurance	\$6,621.00
199.11.6143.00.004.7.30.0.00.	6143 Workers' Compensation	\$464.00
199.11.6143.00.004.7.30.8.00.	6143 Workers' Compensation	\$727.00
199.12.6143.00.004.7.30.0.00.	6143 Workers' Compensation	\$76.00
199.11.6146.00.004.7.30.9.00.	6146 Teacher Retirement/TRS Care	\$1,161.00
199.12.6146.00.004.7.30.0.00.	6146 Teacher Retirement/TRS Care	\$90.00
199.11.6146.00.004.7.30.0.00.	6146 Teacher Retirement/TRS Care	\$2,431.00
199.11.6146.00.004.7.30.5.00.	6146 Teacher Retirement/TRS Care	\$1,023.00
199.11.6146.00.004.7.30.8.00.	6146 Teacher Retirement/TRS Care	\$3,520.00
199.11.6149.00.004.7.30.0.00.	6149 Employee Benefits	\$1,238.00
199.11.6149.00.004.7.30.5.00.	6149 Employee Benefits	\$352.00

199.11.6149.00.004.7.30.8.00.	6149 Employee Benefits	\$2,869.00
199.11.6149.00.004.7.30.9.00.	6149 Employee Benefits	\$301.00
199.12.6149.00.004.7.30.0.00.	6149 Employee Benefits	\$255.00
6100 Subtotal:		\$306,612.00
6200 Professional and Contracted Services		
199.32.6299.99.004.7.30.0.00.	6299 Miscellaneous Contracted Services	\$17,500.00
6200 Subtotal:		\$17,500.00

Personnel for Americas High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
208974 - CORRAL, BENJAMIN J	SCE-INTERV COACH	SCE	1
215591 - STEPHENSON, LISA M	SCE-INTERV COACH	SCE	1
217932 - KNIGHT, BRITTANY	SCE-TEACHER CSR	SCE	1
218624 - MUNIZ, ELVIA L	LIBRARY AIDE	SCE	0.5
219339 - TESTERMAN, JOSEPH A	TEACHER	SCE	0.14
219558 - PEREZ-HURTADO, EUNICE	LIBRARY AIDE	SCE	0.5

Title I Components

Schoolwide Program Plan

Ten Schoolwide Components

- 1: Comprehensive Needs Assessment**
- 2: Schoolwide Reform Strategies**
- 3: Instruction by highly qualified professional teachers**
- 4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff**
- 5: Strategies to attract highly qualified teachers**
- 6: Strategies to increase parental involvement**
- 7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs**
- 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**
- 9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards**
- 10: Coordination and integration of federal, state and local services and programs**

Campus Funding Summary

211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	5	Supplemental Instructional Supplies		\$5,000.00
				Sub-Total	\$5,000.00
				Grand Total	\$5,000.00