

Goose Creek Independent School District
Goose Creek Memorial High School
2015-2016 Campus Improvement Plan

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Comprehensive Needs Assessment

Needs Assessment Overview

Goose Creek Memorial High School is one of 28 campuses in Goose Creek Independent School District. Goose Creek Memorial High School opened its doors in 2008 and serves predominantly middle class families. Goose Creek Memorial High School serves approximately 2100 students in grades 9th to 12th. Five years ago, 1179 students were served by the campus, which in an increase of 78%. Goose Creek Memorial High School offers the Global Business Academy where our focus is to provide students the opportunity to acquire career certifications, gain practical work experience and learn in the context of a particular career or subject.

The student population is 20 % African-American, 28% Anglo, 3% Asian, 47 % Hispanic, 43% male and 57% female with a low socioeconomic status of 46%. The staff population is 7% African-American, 77.3 % Anglo, .8% Asian, 14.6% Hispanic, 37% male and 63% female with an average of 9.4 years of experience.

The overall mobility rate for the campus is approximately 19.4%, with a drop-out rate of .9%. The average daily attendance rate for students is 94% . The average daily attendance rate for staff is 94% . There is a total of 6,840 discipline referrals this year, which is a decrease of 3% from last year.

Goose Creek Memorial High School serves 37 English Language Learner students, 121 students in the Gifted and Talented program (42% males, 58% females, and .8% LEP), 71 students identified for 504 services, 83/45.8% of RtI Tier I students, 75/41.4% of Tier II students, 23/12.7% of Tier III students, and 181 students served through special education services.

The site-based decision-making team looked at last year's program evaluations, survey results, and the following data: Benchmarks, TPRI, EOC scores, Attendance (students and staff), SAT, ACT, PSAT etc.

Committees were formed to look for areas of weaknesses and strengths. The data showed: List your findings here. Don't forget to disaggregate data by all subpopulations. Use a narrative format supported by charts and graphs as appropriate.

Curriculum, Instruction, and Assessment:

Strengths: Campus teachers use a variety of methods of informal and formal assessment in the classroom and implements an after school EOC remediation program. The English department used remediation classes during the school day and STAAR Boot Camps for the English I and English II EOC re-testers. The Social Studies department used remediation classes during the school day for re-testers. The Science department conducted a Biology Blitz where biology teachers planned a 5 day remediation for students needing extra preparation for the Biology STAAR exam. Fifty students attended with 32 of those students passing the exam. The Math department conducted Algebra pullouts.

Needs: We need better communication between district and teachers about content covered on benchmarks to alleviate CBA/Benchmark "surprises."

Demographics:

It is important to note that enrollment at GCM has increased by 7.1% with the Hispanic population increasing by 13.3%.

Strengths: Thirty-three percent(33%) of the teachers at Goose Creek Memorial High School has greater than 10 years experience.

Needs: The campus would benefit if mobility rates were lower. We currently have a 19.4 % mobility rate. Our at-risk students reflects the campuses high mobility and our high economically disadvantaged population. There is also a need for teachers to gain their ESL certifications and get SI trained.

Family and Community Involvement:

Strengths: The campus strengths include: the involvement of Partners in Education, parental involvement in some of the campus activities, and intervention programs for students with special needs. We provide services through RT, Migrant Education, Night School, Peter Hyland, AVID, and College.

Needs: Increasing overall parental involvement ranks as the highest need.

School Context and Organization:

Strengths: There is opportunity for all to be involved in decision making

Needs: There is little consistency with enforcing policies and there needs to be an increase in teacher buy in for school procedures.

School Culture and Climate:

Strengths: Students are achieving at high levels. Goose Creek Memorial leads the district in most EOC tested areas. GCM also has a large number of students involved in school activities. Faculty and staff are huge supporters of extra-curricular activities.

Needs: We need better methods to deal with students who repeatedly break rules.

Assistant Principals need more leverage.

Staff Quality, Recruitment and Retention:

Strengths: Goose Creek Memorial has dedicated teachers who want to make an impact and help their students. Teachers are given opportunities to attend professional development and are qualified and certified in their content. Teachers that are teaching high needs students are qualified and trained.

Needs: The campus morale needs a boost and communication is not good on many levels. Teachers feel that there is a lack of support for them, there needs to be more focus on academics and better order on testing days.

Student Achievement:

Strengths: The campus strengths include: implementation of the Biology Blitz and the U.S. History, Biology, and English 1 curriculum and instruction

Needs: There is a need for an Algebra 1 remediation course and the Biology EOC scores dropped 3% from the previous year. English 2 scores have increased, however, there is still much work needed to improve those scores. Our lowest performing groups on the EOC exams include the Special Ed. population, African American population, and the Hispanic population.

Technology:

Strengths: Most teachers are comfortable using basic technology in the classroom and some teachers have implemented its use daily for reviewing content and for assessments of student learning.

Needs: Teachers need more training on how to integrate technology in the classroom to make lessons more interactive. Also, we often have WIFI, server, and log in issues that prevents the active use of technology. Not all students have IPADS so it is difficult for teachers to expect all students to be responsible for the same work.

Based on the needs assessment for the campus we will use the following as intervention strategies to address campus morale, student achievement across all populations, lack of communication, and campus organization:

Modeling, coaching, and training ELA teachers in best practices in reading instruction.

Implement a campus intervention program for EOC English I and English II re-testers.

Spiral SE/TEKS via warm-ups to re-teach TEKS with low performance

Provide more professional development and instructional strategies (e.g., Kagan, Marzano, Sheltered Instruction etc.) to all teachers.

Provide extended tutorials, Monday thru Thursday, by subject, until 4pm and a bus to take students home each afternoon.

Provide a “boot camp” afterschool tutorial in the weeks preceding upcoming EOC tests, i.e. English in late March, Biology and US History in late April, and Math as a pullout for selected students on the day before the exam.

Establish a campus environment where minor behavior offenses are handled in the classroom to reduce loss of instructional time and utilize ISS (In School Suspension) for students who severely disrupt the learning environment

Provide professional development in classroom management for teachers who have more than 10 office referrals in a semester.

Training to develop rigorous lessons that appropriately address the TEKS at the level of the verb and to content specified by the state.

Implement reading and writing into the instruction daily.

Create a goal-oriented, data-driven, highly motivated, student-centered, and positive school culture.

Comprehensive Needs Assessment Data Documentation

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

Goals

Goal 1: Goose Creek Memorial will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 1: Through rigorous instruction and timely interventions GCM will increase our Level II performance to the following: Algebra I 80% (2% point increase), Biology 94% (Increase 2 points), English I 68%(5 Point increase), English II 68%(5 pt. increase) and US History 96% (increase 3%)

Summative Evaluation: To be determined.


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Offer one parent meeting per semester involving data and success strategies (study skills, test-taking skills, etc.).	Principal, Counselor, Assistant Principal, Content Specialist,	STAAR Results				
2) Hold grade level assemblies where our goals and expectations are communicated to the students.	Teachers, Assistant Principal, Counselor	Documented on school calendar				
3) Distribute/make available Eduphoria Aware data to core teachers for use when advising and discussing with students. Train new teachers in interpreting and using the data to improve instruction.	Content Specialist, Academic Dean	Sign in Sheets				
4) Students who failed a STAAR test, but passed the class, will be placed in the next course and also in a class that will focus on remediation, reteaching, and supplementation of the previous EOC curriculum to improve missed skills in Biology, Algebra I, English I and II, and US History.	Counselor, Academic Dean, Teachers, Content Specialist	Student schedules				
5) Analyze CBA and benchmark performance per department and per level, which includes the discussion of strengths, areas needing improvement, and instructional/curricular adjustments. Analyze grade distributes and failure rates of all teachers at faculty and term meetings.	Content Specialist, Teachers, Academic Dean	Meeting agendas				
6) GCM will provide STAAR tutorials for students after school at-risk of failing Algebra I, Biology, English I or English II, or US History STAAR test. The students will participate in a camp designed to re-teach key strategies and concepts.	Content Specialist, Academic Dean, Teachers	STAAR scores increased				
7) Implement after school tutorial program for all core content areas in separate classrooms beginning in the fall.	Academic Dean, Teachers, Content Specialist, Counselor	Tutorial schedule and sign-in sheets				

8) GCM will develop and implement a comprehensive intervention program (pull-outs, STAAR courses, writing development causes, etc.) for students failing to meet the Level II EOC proficiency standards in all EOC tested areas.	Principal, Academic Dean, Assistant Principal, Content Specialist, Teachers	Tutorial rosters				
9) Campus staff will utilize available data to assess the current curriculum and instructional programs to determine best practices for students attending GCM. Curriculum and instructional needs will be adapted as required to meet the students needs. Student data utilized in meetings and discussions will be based on specific student populations/groups, and will be disaggregated to pinpoint the areas of greatest need for intervention. Data wall meetings will be held to aid teachers to see individual classroom and student needs.	Principal, Academic Dean, Assistant Principal, Content Specialist, Teachers	Meeting minutes and agendas				
10) Counselors will monitor the failure report on TEAMS every three weeks and conference with students who are failing or are in danger of failing courses, for the 6-weeks, semester, or year, and may be in need of additional interventions. Teachers will focus classroom strategies and encourage student success with phone calls home, grade updates etc. All teachers will aim for less than 15% failure rate each grading period.	Counselor, Teachers	An improvement in the number of students passing their courses each six week period, semester, and year.				
11) The counselors and assistant principal will meet each grading period with the content teachers to discuss student concerns and to participate in parent conferences as needed.	Assistant Principal, Counselor, Teachers	An increased number of students earning credits.				

Goal 1: Goose Creek Memorial will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 2: GCM staff will close the achievement gap between all sub-populations with special attention to our two lowest sub groups AA and Hispanic.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) GCM will hold monthly meetings for faculty and staff where campus data and information will be disseminated to all campus level stakeholders disaggregated by race/ethnicity.	Principal, Academic Dean, Assistant Principal, Teachers	Information will be provided via PowerPoint, handouts and email. sign in sheet for all faculty/staff in attendance.				
2) GCM faculty and staff will continue to collaboratively plan with the C&I, Bilingual/ESL, Special Education and CTE Departments to develop strategies to identify and remediate gaps for all students.	Academic Dean, Content Specialist, Teachers	Meeting agendas				
3) Develop and implement a comprehensive intervention program for all students failing to meet the Level II EOC Proficiency standards on any EOC Benchmark Test. Students will be identified and grouped according to deficiencies to allow for targeting interventions prior to the EOC test administration. Parents will be notified of tutorial/remediation options: students will be reminded of tutorials and encouraged to attend.	Principal, Academic Dean, Assistant Principal, Content Specialist, Teachers	Increase in the number of students achieving Level II Proficiency or higher on EOC tests in the December Retest.				
4) Implement a plan to train classroom teachers in the use of IEPs and accommodations. The plan should include an initial training, updated through the year, and a follow up based on teachers in need of additional assistance.	Testing Coordinator, Special Ed Teacher, Department Chair	Sign in sheets				
5) Continued implementation of the "co-teach" model with inclusion and regular education teachers. Ongoing training will take place with involved faculty before the start of school, and throughout the school year.	Assistant Principal, Teachers, Department Chair	Sign-in sheet				
6) Provide time and opportunity to content specialists for regular coaching visits with staff and improved implementation of instructional strategies for all students.	Content Specialist, Academic Dean, Principal	Documentation of visits				
7) Conduct coaching sessions with staff to support classroom instruction that includes expectations and monitoring of sub groups.	Content Specialist, Academic Dean, Principal	Documentation of visits				
						

Goal 1: Goose Creek Memorial will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 3: Will increase the Level III passing rate by 10% for GCM students in every sub-group all STAAR/EOC state assessments and improve to Quartile I in ELA and Math for greater than expected progress.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Utilize innovative technology to assist students in the learning process, including the use of Promethean boards, IPADS and laptops.	Content Specialist, Technology Integration Specialist	Training provided for technology equipment: use of equipment measured by lesson plans, walkthroughs, and equipment checkouts from the library.				
2) Train level leaders in the process of data disaggregation and collaborative planning and discussions-Data Dives (1 per EOC subject Alg. Bio. US History, ELA 1, ELA 2)	Academic Dean, Content Specialist, admin	A minimum of 4 meetings/trainings with level leaders and content specialists during the school year; feedback from level leaders and content specialists on level meetings.				
3) Each core department implements a quarterly meeting focused on vertical teaming/discussions of PAP and AP alignment. Advanced Academic Performance scores, commended scores, and department data as it relates to advanced academic and/or commended performance.	Academic Dean, Content Specialist	Department minutes from each meeting; the goal is to increase commended scores at least 5% in each student group per department.				
4) Teachers will disaggregate and discuss benchmark, CBA, and STAAR data as it relates to advanced academic/Level III performance (per CBA and benchmark exams or STAAR tests); PAP and AP teachers will use the advanced academic/Level III mark as the standard for their courses.	Academic Dean, Content Specialist	Meeting minutes from each meeting; Level III data; the goal is to outperform the district average in the Level III category on benchmark, CBA and STAAR tests.				
						

Goal 2: Goose Creek Memorial will provide a well balanced and appropriate curriculum to all students.

Performance Objective 1: Implement and utilize GC core curriculum that is aligned to the Texas Essential Knowledge and Skills Readiness and supporting standards to provide rigorous instruction to all students.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure the implementation of the Framework of Non-Negotiables, tied directly to the TEKS, but providing training for all Math, Science, ELL, and Social Studies Teachers, with a focus on African American, Special Education, and LEP students.	Principal, Academic Dean, Assistant Principal, Content Specialist, Teachers	Data collected from classroom walk-throughs (Eduphoria), meeting sign-in sheets, staff development handouts, CIP Review.				
2) SPED teachers/inclusion teachers will develop a follow-up plan to meet with teachers during designated grading intervals (progress reports or report cards) in order to address IEP's and accommodations/modifications with teachers who need additional assistance in implementation. The SPED department will meet at least once a quarter to assess the status of IEP's and accommodations/modifications at GCM. The SPED teacher will check in with general ed. teacher at every progress report, regardless of grade in class.	Testing Coordinator, Special Ed Teacher	Minutes of meetings and sign in sheets from SPED meetings. Documentation on progress of IEP, Accommodations, and/or Modifications implementation.				
						

Goal 2: Goose Creek Memorial will provide a well balanced and appropriate curriculum to all students.

Performance Objective 2: Utilize regular academic assessments (formative & summative) to analyze student performance, make decisions about overall instructional programs (including curriculum deficiencies), and provide input on how to improve instruction and assessments in the tested curriculum.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Utilize a content specialist and Assistant Principals to coach teachers in effective instructional practices. Teachers will have the opportunity to use and get trained on Eduphoria test making.	Principal, Academic Dean, Content Specialist, Assistant Principal	An increase in the number of 9th, 10th, and 11th grade students passing STAAR.				
2) Teachers will use regular formative assessments(every 2-3 weeks.) and summative assessments (CBA's, Benchmarks, and common assessments 1-2 per semester) to determine student weaknesses and deficiencies in curriculum and teacher instruction. The resulting data will be utilized to drive instructional practices and adapt curriculum to student needs.	Content Specialist, Teachers	Increased alignment to the TEKS, increased student success on the EOC Exams.				
						

Goal 2: Goose Creek Memorial will provide a well balanced and appropriate curriculum to all students.

Performance Objective 3: Consistently utilize instructional strategies and technology applications that promote motivation, critical thinking and differentiated instruction for all students in the classroom.

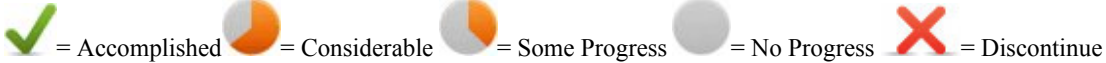
Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Train all teachers in the use of SIOP strategies (ongoing).	admin	Completion of 6 hour SIOP training.				
2) Train a core group of teachers on the following; engaging reluctant learners, instructional strategies for student success, critical thinking and motivational strategies, use technology as an educational tool. (Instructional Coaches)	Academic Dean, Content Specialist, Teachers	Teacher attendance at the staff development sessions; individual documentation of strategies in lesson plans, walkthroughs.				
3) Continue to utilize a SIOP team of core content teachers in all grade levels (ELA, Math, Science, and Social Studies) who will be responsible for monitoring student progress and providing recommendations for student support as needed.	Academic Dean, Teachers,; Principal, ELA Coordinator	Meeting agenda and minutes, sign-in rosters. Plans for increased student achievement.				
4) Schedule ELLs in classrooms with teachers trained in Sheltered Instruction Observation Protocol (SIOP) methodology and ESL Certified 50%.	Academic Dean, Counselor, Teachers, ELA Coordinator, Assistant Principal	All ELLs scheduled into an appropriate classroom that supports their specific curricular and instructional needs.				
5) Campus SIOP teams will meet with the GCCISD ESL specialists at least two times per grading period to plan and review curriculum and instruction practices that best serves the needs of English Language Learners (ELL's) and addresses student deficiencies and failures.	Academic Dean, Teachers, ELA Coordinator, Assistant Principal	Two meetings per grading period. Meeting agenda and minutes, sign-in rosters				
6) All ELP content area teachers will display the TEKS objectives, and content with embedded ELPS objectives in COS and LOS and language objectives in their classrooms.	Teachers, Academic Dean, Principal, Assistant Principal	Teachers will have TEKS and language objectives displayed in classrooms				
7) GCM will implement and utilize the English Language Proficiency Standards (ELPS) to ensure quality instruction is provided to all ELLs, which will include providing linguistic accommodations and extended learning time for ELLs in a manner that is commensurate with their specific language proficiency.	Teachers, Instructional Aide, ELA Coordinator, Assistant Principal	Increased number of ELLs passing academic courses, and improved student achievement on TELPAS, LAT, and STAAR.				
						

Goal 2: Goose Creek Memorial will provide a well balanced and appropriate curriculum to all students.

Performance Objective 4: GCM will continue to implement structures in order to actively monitor classroom instruction and student progress.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Administrators will follow a scheduled walk through program requiring five observations each week.	Academic Dean, Principal, Assistant Principal	Charts from walkthrough data, presentations to faculty regarding walkthroughs				
2) All teachers will follow the GCCISD grading policy.	Academic Dean, Principal, Assistant Principal	Grading period reports indicating few/none instances of neglect (fewer than 5% of teachers out of compliance).				
3) Counselors and teachers will help increase the passing rates by monitoring failing grades and student absences. Counselors will meet with struggling students individually and coordinate an action plan for student success.	Principal, Counselor, Assistant Principal, Academic Dean	Reduction in the number of students failing one or more classes, increase in the passing and attendance rates, counselors portfolios				
4) EOC tested areas will evaluate common assessment data in level meetings at least once a grading period. teams will follow a data analysis protocol in order to identify strengths, weaknesses, next steps and future goals.	Academic Dean, Content Specialist, admin; Assistant Principal, Principal	Student group scores, increase in identified strategies or focus, increase in scores, meaningful action plans based on data.				
						

Goal 3: Goose Creek Memorial will keep all students in school until they obtain a high school diploma, through enhanced and dropout prevention efforts.

Performance Objective 1: Improve GCM student attendance rate to 96% in order to achieve Quartile I in Distinction Designation.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) CIS, Social Workers, Counselors, Teachers, and Assistant Principals will work together to develop a system of contacting parents, and documenting students who fall into the "chronically absent" category (excessive absences) missing 5 days of school, unexcused.. Home visits will be conducted by campus staff to locate students who fall into interventions. District truancy officers to be involved as staff identifies students.	Principal, Academic Dean, Counselor, Assistant Principal, Teachers, Communities In School, Social Worker	Documentation of contacts from each grade-level office; increase in attendance rate; decrease in failure rate. Decrease in the number of students requiring attendance recovery.				
2) Provide tangible incentives for students achieving perfect attendance each six weeks grading period, each semester, and throughout the school year.	Principal, Assistant Principal, Counselor	List of students achieving perfect attendance; increased attendance rate; increased perfect attendance.				
3) Provide a variety of credit recovery opportunities for students at risk of not graduation, including Odyssey class, attendance recovery, and creative scheduling to meet the needs of at risk students. 2nd semester senior intervention program.	Academic Dean, Counselor	Graduation rate, credit and attendance data, home visits, conferences.				
						

Goal 3: Goose Creek Memorial will keep all students in school until they obtain a high school diploma, through enhanced and dropout prevention efforts.

Performance Objective 2: All staff will integrate College and Career Readiness Standards into curriculum, instruction and assessments.






Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Regular campus- wide reminders that addresses the importance of a high Grade Point Average (GPA) and success at school.	Counselor	Assemblies and speakers.				
2) Complete a survey online at the beginning of school to assess club/organization offerings at GCM. Club fair and Fish Camp.	Counselor	Completion of survey and collection/compiling of data. Data will be shared with the school faculty.				
3) Increase the number of students taking and completing rigorous coursework at GCM, including Pre-AP and AP courses as well as Dual Credit courses through Lee College and CTE technical credits.	Principal, Academic Dean, Content Specialist, Teachers	Increased enrollment in advanced academic courses.				
4) Increase number of students scoring 3 or higher on respective AP exams, or earning Dual enrollment course credit through Lee College, in order to achieve Quartile I in Distinction Designation. Student review session at Rice if possible.	Principal, Academic Dean, Content Specialist, Teachers	Increased student success on AP exams, Increased student success on Dual Enrollment courses.				
5) GCM AVID teachers will attend AVID for professional development purposes and to network with other AVID professionals.	Academic Dean, Teachers	Attendance at AVID conference				
6) AVID opportunities and instructional strategies will be presented to students throughout the year.	Teachers	Lessons Plans				
7) The GCM AVID committee will meet regularly to develop strategies that may be implemented campus-wide to enhance classroom instruction and encourage student to continue their education beyond high school, present to teachers through PK,	Teachers	Sign-In Sheet from meetings. Minutes of meetings				
8) As a component of the GCM instructional program, all GCM teachers will be introduced and receive information and expectations regarding the Texas College and Career Readiness Standards.	Teachers, Counselor, College and Career Counselor	Lesson Plans				
9) Counselors will utilize Naviance to develop student graduation plans and help students develop long-term plans for college and career success.	Counselor, College and Career Counselor	An increased number of students graduating from GCM who meet the Texas College and Career Readiness Standards and Guidelines.				
						

Goal 3: Goose Creek Memorial will keep all students in school until they obtain a high school diploma, through enhanced and dropout prevention efforts.

Performance Objective 3: Provide workshops for students and parents emphasizing the importance of higher education (including college night, a college and career awareness program, and access to the GCM College/Career Center).


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) A meeting addressing college/career preparation will be offered to parents at least once during the school year.	Academic Dean, Counselor, Assistant Principal, College and Career Counselor, admin	Completion of meeting, Parent Sign-In Sheets				
2) We will offer a Career Fair/Career and Technology Education (CTE) Fair so students will be able to explore career opportunities available through CTE course offerings.	Academic Dean, Teachers, CTE Specialists	Completion of CTE Fair				
3) Offer a College Fair, where students are able to visit with representatives from numerous colleges and universities during one evening, hosted by GCCISD.	Principal, Academic Dean, Assistant Principal, Counselor, Teachers, College and Career Counselor, admin	Completion of College Fair				
4) Provide counseling opportunities through the GCM College and Career Center.	Principal, Academic Dean, Counselor, College and Career Counselor	Log of students utilizing the College and Career Center				
5) Counselors will meet with students throughout the year to create, update and maintain their Personal Graduation Plans (TEAMS) and Naviance 4-year Plans.	Counselor, College and Career Counselor	Personal Graduation Plans and Naviance 4-Year Plans completed and entered in their respective database.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: Goose Creek Memorial will provide and maintain a safe, positive learning environment.

Performance Objective 1: Utilizing the GCCISD Board Policy, the GCCISD Student Code of Conduct, and GCM campus guidelines, faculty, students, and staff will maintain current Positive Behavior Interventions and Supports which address classroom and campus management and discipline issues in a positive an systemic manner.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) GCM administrative staff will review discipline data each six weeks grading period to identify trends in student behavior, as well as develop interventions to address the needs of those students who are identified as being habitual violators of campus and district behavioral expectations.	Assistant Principal, Teachers, Principal	Decrease in number of discipline referrals				
						

Goal 4: Goose Creek Memorial will provide and maintain a safe, positive learning environment.

Performance Objective 2: Train all staff and faculty on how to recognize signs of bullying, teen violence, and campus or home based abuse through Olweus.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) GCM staff will receive an overview training to assist in helping teachers to recognize signs of bullying, teen violence, and campus or home based abuse.	Counselor, Assistant Principal, Teachers	Training Agendas				
2) Through programs such as Olweus and No Place for Hate students and staff will be informed on how to recognize signs of bullying, teen violence, and campus or home based abuse, and how to report this information to appropriate campus personnel so that these incidents may be investigated accordingly.	Counselor, Teachers, Assistant Principal, Director of Guidance and Counseling	Advisory Lesson Plans				

Goal 5: Goose Creek Memorial will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 1: Recruit and retain Highly Qualified personnel.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) GCM Administrative staff will attend job fairs(when applicable) and recruit early from pool of Highly Qualified teachers in core academic subject areas.	Principal, Academic Dean, Assistant Principal	Job Fair Recruiting Schedule				
2) Assure all assignments and re-assignments are filled with Highly Qualified staff.	Principal, Academic Dean	NCLB Audit				
3) Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.	Principal, Academic Dean	Meeting minutes				
						

Goal 6: Goose Creek Memorial will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 1: Implement communication measures (IRIS calls, quarterly newsletters, website, parent emails) that provide information to parents and students regarding campus data, announcements, progress and grading reports, tutorials and additional help available to students.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Email and post online a quarterly GCM newsletter to parents addressing campus data, announcements, grade reports, success strategies, and upcoming dates that relate to the goal.	Principal, Webmaster, Academic Dean	Emails will be sent to parents and newsletter will be posted.				
2) GCM will communicate with parents via email and other forms of written communication in which student and school performance data and analyses will be shared.	Principal, Academic Dean, Webmaster	Information will be provided via email and letters.				
3) Send out frequent School Messenger calls regarding the following: upcoming campus or district dates, testing information (Semester and Final Exams, STAAR, PSAT, etc.), progress reports, report cards, special events, and other items of importance.	Principal, Academic Dean, Testing Coordinator, Counselor, Teachers, Assistant Principal,; Content Specialist	Completion of School Messenger calls on the items listed; parent survey at the end of the year asking about GCM communication.				
4) Parent meetings for each grade level will be offered to parents during the 1st semester for grades 9,10,11 and 12; and additional parent meetings for all grade levels will be offered during the 2nd semester.	Principal, Academic Dean, Counselor, Assistant Principal	Completion of parent meeting for each grade, Parent Sign-In Sheets				
5) A parent event will be offered to incoming 9th grade parents before the start of school to address current campus, district and State requirements for meeting College and Career Readiness Standards.	Principal, Counselor, Academic Dean, Teachers,; Content Specialist	Completion of meeting and sign in sheets.				
						

Goal 7: Goose Creek Memorial will provide the technology infrastructure and tools to maximize student achievement.

Performance Objective 1: GCM teachers will utilize mobile computer labs and other available campus and/or personal technology to implement subject specific technology TEKS, provide greater learning opportunities, and enhance classroom instruction, including conducting research and completing written assignments.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) All teachers will have access to technology in the classroom for both instruction and assessment.	Principal, Assistant Principal, Academic Dean, Teachers	Lesson Plans				
