

IMPACT ECHS Campus Improvement Plan 2014-15

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Strategic Objective/Goal 1:	IMPACT ECHS will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary performance.**						
Performance Objective 1:	We will increase our phase in level 2 performance to 100% and our final level 2 performance to 90% in all subjects for all students.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Expectations	Hold at least one grade level assembly per semester where goals and expectations are communicated to the students.						
	Teachers, ; Counselor, ; Principal, ; Testing Coordinator,	All Students	9/2/2013	6/6/2014	0	Student will attend assemblies when scheduled. Summer Bridge for freshmen students	Sign in sheet, school calendar.
Expectations	Offer one parent meeting a semester to discuss data and student success strategies.						
	Principal, ; Counselor, ; Testing Coordinator, ; Teachers,	Parents of 9-12th grade	9/2/2013	6/6/2014	\$100 from local instructional supply money	Parents will sign in. The percentage of parent attendance will be tracked by grade level.	Sign in sheets, School Calendar
Data Analysis	Analyze CBA, benchmark performance, and past state assessments per department per grade level, to analyze student weaknesses and make necessary curricular adjustments.						
	Teachers, ; Testing Coordinator, ; Principal,	9-11 students	9/2/2013	6/6/2014	0	Increased performance on CBA/Benchmark assessments.	Meeting Agendas

Intervention	Students who failed a STAAR test will be placed in a writing lab, math lab, or other needed content area intervention; focusing on subject area acceleration using the Learning lab, other appropriate software or program designed to meet individual needs.						
	Counselor, ; Teachers, ; Principal, ; Testing Coordinator,	STAAR test failures who do not meet level 2 performance.	7/1/2013	6/6/2014	\$300.00	Master schedule.	Student schedule
Performance Objective 2:	Increase the student percentage meeting level 3 on STAAR test for all subjects from 17% to 25%						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Professional Development	All faculty will participate in professional development activities focusing on the delivery of instruction, specifically the Common Instructional Framework. The faculty will use techniques promoted by The Common Instructional Framework, SIOP, and AVID strategies, in order to promote students' critical thinking and problem solving skills.						
	Principal, ; Content Specialist,	All students	7/1/2013	6/6/2014	Funds for training in Common Instructional Framework, AVID, SIOP \$6,000.00	Friday morning agendas with common instructional framework target, lesson plans, classroom walk-throughs	Friday Agendas, sign-in sheets, classroom observations
Teaching Strategies	Utilize innovative technology to assist students in the learning process including the use of iPads and subject appropriate apps. Teachers will committ to using one new technology application each semester.						
	Teachers,	All Students	7/1/2013	6/6/2014	Funds as needed from the app budget not to exceed \$600	App spotlight once a month during Friday meetings.Lesson Plans and classroom walkthroughs	Agenda
Performance Objective 3:	80% of students will receive their Associate of Arts with concentration in Humanities or Associate of General Studies degree and 100% will be core complete by the end of their senior year.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

College Readiness	100% of the student population is college ready by the end of their freshman year in reading and writing as measured by the TSI assessment.						
	Testing Coordinator, ; Teachers,	9th and 10th grade.	7/1/2013	6/6/2014	TSI cost of \$5,000.	TSI testing data provided to school from test administrator.	Test scores
College Readiness	Students that are not TSI ready in Math by the end of their freshman year will be placed in a math lab with the expectation that we will have 100% pass by completion of Algebra II.						
	Teachers, ; Testing Coordinator, ; Counselor,	Sophomores who have not passed TSI Math	7/1/2013	6/6/2014	Accuplacer diagnostic software	TSI scores, Master Schedule	TSI scores, Student schedules
Strategic Objective/Goal 2:	IMPACT ECHS will provide a well balanced and appropriate curriculum to all students.						
Performance Objective 1:	Implement and utilize the GC Core Curriculum that is aligned to the Texas Essential Knowledge and Skills Readiness and Supporting Standards to provide rigorous instruction to each student.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Teaching Strategies	All Impact teachers will make reading a component of their classroom instruction. Teachers will look for written text that relates to their content and incorporate into their instruction. Online and textbook resources will be utilized as appropriate.						
	Teachers, ; Content Specialist,	All Students	7/1/2013	6/6/2014	0	Increase number of students achieving final level 2 proficiency on all subjects in the STAAR EOC using lesson plans and classroom walkthroughs.	Cumulative lesson plans and classroom observations, test results.

Teaching Strategies	All Impact teachers will make writing a component of their course by teaching note taking skills and utilizing AVID/WICOR writing strategies.						
	Teachers,	All Students	9/2/2013	6/6/2014	0	Increase number of students achieving final level 2 proficiency on all STAAR subject tests by looking at lesson plans and classroom walkthroughs.	STAAR test results.
Tutorials	All Impact teachers will offer after school tutorials for students in need of additional instruction.						
	Teachers,	All Students	9/2/2013	6/6/2014	Funds needed for after school transportation (\$9,000) and tutorial pay for teachers (\$16,000).	Monitor during independent study classes every 3 weeks, by checking progress report and report card grades as well as MY LC Campus grades.	Report cards and College grades
College/Career Readiness	Where possible, STAAR tested dual-credit subjects should be taught by state-certified teachers cognizant of the required TEKS and STAAR requirements.						
	Principal, ; Teachers,	All students	8/26/2013	6/30/2014	0	GCCISD and LEE College rosters of IMPACT students in dual credit classes.	GCCISD and LEE College rosters of IMPACT students in dual credit classes.
Strategic Objective/Goal 3:	IMPACT ECHS through enhanced and dropout prevention efforts, all students will remain in school until they have obtained a high school diploma						
Performance Objective 1:	Maintain an attendance rate of more than 97% with an additional 100 students added to the campus.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

Attendance	Contact the parents of students who are absent daily to ensure that the parent is aware of the absence.						
	Attendance Clerk, ; Principal, ; Smith, Richard	All Students	9/2/2013	6/6/2014	0	Teacher attendance will be posted 5-15 minutes after the beginning of the period. Phone calls are made daily.	Log of phone calls.
Attendance	Contact parents of students that are marked absent for the day to discuss reason for absence. Parents will be reminded of the importance of attending class and the ramifications for missing a college class.						
	Attendance Clerk, ; Smith, Richard	All students	7/1/2013	6/6/2014	0	Parent phone calls and a log of parent phone calls	Parent phone call log
Attendance	A parent conference will be scheduled for any student who misses more than three days, regardless for the reason of the absences. At the conference a plan will be developed by the parent, student, and Academic Dean/Assistant Principal to eliminate any further absences.. In addition a state and district required contract will be reviewed and signed by all parties.						
	Attendance Clerk, ; Smith, Richard	All Students	8/26/2013	6/6/2014	0	Conferences will be scheduled. Minutes from those conferences will be emailed to parents and the teachers of the student	Minutes from meeting and signed contract
Attendance	Provide incentives for students achieving perfect attendance each grading period and semester.						
	Principal,	All Students	8/1/2013	6/6/2014	Partner in Education \$500	Review of attendance rate each six weeks.	list of individual students getting the awards.
Performance Objective 2:	Implement structures at IMPACT ECHS that will address both retention rates and exit strategies for all students.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

College/Career readiness	Each semester ensure all students are on track to complete an Associate's Degree, or have earned 48 college hours by the end of their senior year.							
Student Retention	Principal, ; Counselor, ; Teachers, ; Smith, Richard	All students	8/26/2013	6/30/2014	0	Check students grades each semester and completed coursework. Have students meet with a Lee College counselor and the IMPACT counselor each semester.	College and High School transcripts	
Student expectations	An plan will be developed so students know minimum performance expectations at IMPACT. If students fail to meet these expectations they will return to their home campus to earn their High School diploma.							
Strategic Objective/Goal 4:	IMPACT ECHS will provide and maintain a safe, positive learning environment.							
Performance Objective 1:	Utilize the GCCISD board policy, code of conduct, and IMPACT campus guidelines to maintain positive behavior interventions and supports.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	

Data analysis	Review discipline data from Review 360 each grading period to develop discipline plans as needed.						
	Teachers, ; Principal,	All students	7/1/2013	6/6/2014	0	Data from Review 360.	Data from Review 360 and discipline plans.
Performance Objective 2:	Each year faculty, staff, and students will receive training on recognizing bullying, teen violence, and campus or home based abuse.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Staff Development	Each year administration, faculty and staff will receive an overview training to identify signs of abuse.						
	Counselor, ; Teachers, ; Principal, ; Smith, Richard	All students	8/1/2013	6/6/2014	0	Training certificates and sign in sheets.	Training certificates and sign in sheets.
Student awareness	As needed, plans will be developed for students to receive instruction and intervention on issues of concern. These might include bullying, abuse, self-harm, tolerance, or other topics.						
	Counselor, ; Social Worker, ; Communities In School,	All students	8/26/2013	6/30/2014	0	Lesson plans, Sign-in sheets	Sign-in sheets, classroom observations
Performance Objective 3:	IMPACT will support communication between students and administration to help foster positive organizational health.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Communication	Student council will meet once a six weeks with the campus Principal to discuss overall student needs and student concerns.						
	Principal,	All students	9/2/2013	6/6/2014	0	Meeting minutes	Meeting minutes

Communication	Daily announcements will be delivered to students in a variety of forms to ensure all students have access to information.						
	Teachers, ; Principal,	All students	8/26/2013	6/30/2014	0	Announcements will be posted in written form in classrooms, bulletin board and/or YouTube announcement will be played in Study Hall.	Facebook and/or YouTube, e-mailed announcements
Strategic Objective/Goal 5:	IMPACT ECHS will recruit, develop, and retain highly qualified and highly effective personnel.						
Performance Objective 1:	All students will be taught by a teacher who has met the requirement as highly qualified.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Recruitment	IMPACT administration will attend job fairs and recruit early from a pool of highly qualified teachers in core subject areas.						
	Principal,	All Students	8/1/2013	6/30/2014	0	Job fair report	Job fair recruiting schedule
Recruitment	Assure that all assignments and reassignments are filled with highly qualified staff.						
	Principal,	All students	8/1/2013	6/6/2014	0	Master Schedule	NCLB Audit
Recruitment	Evaluate campus teacher induction program/mentorship initiatives and make changes to improve the program efforts to retain teachers.						
	Assistant Superintendent for Curriculum and Instruction, ; Principal, ; Raymundo, Suzanna	All students	8/1/2013	6/6/2014	0	Minutes of meeting	Minutes of meeting
Performance Objective 2:	Ensure 100% of teachers receive highly qualified professional development.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

Staff Development	Assess staff development needs of those teachers that are not meeting HQ standards						
	Principal,	All Students	8/1/2013	6/6/2014	0	Staff development assessment	Staff development assessment
Staff Development	Develop staff development growth plans for all non-HQ teachers.						
	Principal,	All Students	8/1/2013	6/6/2014	Title II	Written HQ intervention plan completed for each non-HQ teacher	Written HQ intervention plan completed for each non-HQ teacher
Staff Development	Conduct mid year review of staff development hours						
	Principal,	All Students	8/1/2013	6/6/2014	0	Staff development report	Staff development report
Performance Objective 3:	Ensure teachers attend at least one district or out of district professional development during the course of the school year.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Staff Development	IMPACT will send delegates from our campus to the AVID professional development conference. These teachers will share strategies learned.						
	Teachers,	All Students	8/1/2013	6/6/2014	District staff development funds. \$2,000.00	Meeting minutes to show strategies. Strategy spotlight once a month. Also, certificate from AVID summer institute.	Meeting minutes to show strategies. Strategy spotlight once a month. Also, certificate from AVID summer institute.

Staff Development	IMPACT teachers will attend an AP Conference, Subject area conference, and/or Early College High School conferences to promote rigor in the classroom.						
Principal, ; Teachers,	All Students	8/1/2013	6/30/2014	District Staff Development funds and \$2,000.00 in Campus funds	Teachers will share strategies learned with the group during the strategy spotlight, as well as turn in those professional development certificates to the office.	Teachers will share strategies learned with the group during the strategy spotlight, as well as turn in those professional development certificates to the office.	
Strategic Objective/Goal 6:	IMPACT ECHS will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 1:	IMPACT ECHS will provide opportunities for parents to participate in their child's educational career.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Communication	IMPACT ECHS will communicate with parents via The Spartan Monthly, parent e-mails, IRIS alerts, website postings and parent conferences.						
Principal, ; Teachers, ; Webmaster,	All Students	8/26/2013	6/30/2014	Supplies, email distribution lists, IRIS alert access, \$200.00	Parent survey, monitoring routine, communications	Updated website, newsletter, IRIS calls	
Performance Objective 2:	IMPACT ECHS will continue to build a "family culture" with our stakeholders via faculty collaboration, family communication and community partnerships.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Partnership	IMPACT will work with its partner in education Shine Dental to promote education and community support. This could include activities such as Red Ribbon week, contributions toward membership in Phi Theta Kappa, etc., and other activities as agreed upon.						
Principal,	All Students	7/1/2013	6/6/2014	Partner in Education (PIE)	Completion of planned activities.	Annual PIE report	

Communication	Parent and student meetings will be conducted throughout the year to inform the stakeholders about academic strengths, areas of concern, parental support, and student expectations. Other topics of discussion could be AVID strategies and college entrance concerns.						
	Principal,	All students	8/26/2013	6/30/2014	Campus funds for materials, \$500.00	Completion of meetings, evaluations/feedback of meeting effectiveness	Sign in sheets, agendas, presentations
Strategic Objective/Goal 7:	IMPACT ECHS will provide the technology infrastructure and tools to maximize student achievement.						
Performance Objective 1:	Instructional technology will be used to increase student interest, motivation and achievement						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Instructional technology	Teachers will integrate technology resources and tools into their lessons, including the following: E-instruction, Brain Pop, iPads, Smart Boards, and other instructional apps.						
	Principal, ; Teachers,	All students	8/26/2013	6/30/2014	\$\$ in campus budget for technology needs and upgrades	Lesson plans, classroom observations, technology training	Lesson plans with integrated technology
Performance Objective 2:	Identify and implement teacher applications for the iPad that promote collaboration in the classroom.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Technology Implementation	IMPACT will work with TMS to increase collaborative applications in the classroom and develop ways for teachers and students to share digital information in the classroom and outside of the classroom.						
	Director of Educational Technology, ; Principal,	All Students	9/2/2013	6/6/2014	Allocate district TMS personnel to investigate issues, and follow up on feedback given from teachers.	Formal survey of technological implementation to be given to the teachers at the conclusion of the year to gauge level of usage.	Lesson plans for technology collaboration, copy of survey results.