

Sterling High School Campus Improvement Plan

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Reviewers:

Strategic Objective/Goal 1:	Sterling High School will increase student achievement by providing rigorous learning opportunities and curriculum that meets students' needs for achieving exemplary academic and post-secondary success.						
Performance Objective 1:	Through rigorous instruction and timely interventions, we will increase our Level III performances to the following: Algebra 1 - 90%, Biology - 90%, Reading/Writing I - 83%, Reading/Writing II - 83%						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Interventions	Develop and structure remediation classes for all students who did not meet satisfactory performance on spring and summer administration of End of Course.						
	McReynolds, Julie	9th - 11th grade	8/19/2013	6/6/2014	None	Check up quizzes, grades, benchmark test, test scores	Tutorial logs, teacher conference schedules
Interventions	Implement a plan to support 10th and 11th graders who need to retake their EOC exams in December. This plan will include student data meetings, parent meetings, small group instruction, support classes and mentoring						
	McReynolds, Julie; Foxworth, Kevin	10th and 11th grade students needing to pass one or more EOC from the previous year	8/19/2013	6/6/2014	State Comp Ed funds for EOC remediation materials (\$1,000)	Walkthroughs and monitoring of interventions; formative assessment data	Increase in EOC December passing performance

Interventions (SS)	Continue to implement a tutorial program which targets students who are at risk of failing the EOC or TAKS exam(s) as addressed in the June 2013 Needs Assessment.							
	McReynolds, Julie; Foxworth, Kevin	Students at risk of failing EOC or TAKS exam(s)	8/19/2013	6/6/2014	\$15,000 in State Comp Ed funds for paid tutorials, bus transportation, and materials	Monitoring of student grades and test scores	Tutorial logs; sign in sheets; increase in EOC/TAKS scores	
Interventions (SS)	As addressed by the Needs Assessment committee, SPED and LEP teams and Assistant Grade level Principals will serve as an intervention team to monitor performance of Sp Ed and LEP students. A data analysis and review of student level data will be conducted by the intervention team designed to identify factors contributing to low performance.							
	McReynolds, Julie; Foxworth, Kevin; James, Michelle	SPED	8/19/2013	6/6/2013	None	Check up quizzes, attendance, grades	SPED EOC passing rates	
Performance Objective 2:	Sterling High School will increase the percentage of students meeting Level III (advanced performance) by at least 5% on all End of Course exams							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Level III/Advanced Performance	Develop capacity within faculty to focus on a level III performance on STAAR for advanced academic students by understanding the design of STAAR EOC released exams and the depth of knowledge of each question aligned with Student Expectation.							
	McReynolds, Julie	Teachers, students taking EOC exams	8/19/2013	6/6/2014	Eduphoria Aware to run data and create charts; time during back to school orientation and faculty meetings	Monitor Level III performance on check up quizzes and benchmarks	Level III scores on 2013-2014 EOC exams	
Performance Objective 3:	100% of seniors at Sterling High School will be accepted to a two-year college, technical school, four-year college or military branch of service							
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	100% of seniors at Sterling High School will complete the Apply Texas application						
	Monroe, Clara	All seniors	8/19/2013	6/6/2014	Computer lab/access for all seniors; Apply Texas access for all seniors; lesson plan for strategy from English IV team	Completion of lesson and activity	Apply Texas report of seniors applying to a college, technical school or university
College/Career Readiness	Increase the percentage of students taking Dual Enrollment and Advanced Placement classes at Sterling High School						
	Monroe, Clara	Primarily juniors and seniors	8/19/2013	6/6/2014	Advertising; meeting agendas for dual enrollment/AP offerings, GC Pass funding for Accuplacer testing; Lee College liaison for dual enrollment	Dual Enrollment/AP course offering report; Dual Enrollment/AP student enrollment	Dual Enrollment/AP course offering report; Dual Enrollment/AP student enrollment
College/Career Readiness	All juniors and seniors at Sterling High School will utilize the College/Career center to complete a comprehensive individualized post secondary plan as identified in the Needs Assessment of June 2013.						
	Monroe, Clara	All students with an emphasis on juniors and seniors	8/19/2013	3/31/2015	High School allotment funds (approximately \$35,000) to provide College/Career lab; resources and supplies for College/Career Center; GC Pass funds to provide advising and testing from Lee College; Naviance licenses and training	Student report of College/Career Center usage each grading period; scheduled lessons/activities in the College/Career for juniors and seniors; face to face meetings with all 11th and 12th graders; Naviance activities	All plans are on file; senior plans are completed by March, 2014
College/Career Readiness	All juniors and seniors at Sterling High School will take at least one college preparation/entrance exam (ACT, SAT, PSAT, Accuplacer)						
	Monroe, Clara	10th, 11th and 12th grade students	8/19/2013	6/6/2014	Supplemental funds (High School Allotment and GC Pass grant) for exams; advertising; meetings for promoting and explaining exams	Monthly monitoring of college readiness assessments; assistance in registering students for exams	SAT, PSAT, ACT, Accuplacer reports

Performance Objective 4:	Increase performance for ELL students by placing students in core SIOP trained teachers.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
LEP Population Performance (SS)	SIOP team and Assistant Principal to monitor student performance in classroom grades, attendance and EOC check-up quizzes every 2 weeks.						
	McReynolds, Julie; James, Michelle; Foxworth, Kevin	LEP students	8/19/2013	6/6/2014	None	EOC Check up quiz performance, classroom grades, attendance	EOC performance
SP ED Population(SS)	Increase performance for SPED students by placing them in inclusion classes. SPED team and Assistant Grade level Principal to monitor performance in classroom grades, attendance and EOC check-up quizzes.						
	McReynolds, Julie; Foxworth, Kevin; James, Michelle	Sp Ed	8/19/2013	6/6/2014	None	EOC check up quizzes, grades, attendance	SP ED EOC Performance
Strategic Objective/Goal 2:	Sterling High School will provide a well balanced and appropriate curriculum to all students						
Performance Objective 1:	Sterling High School will continue to implement structures in order to actively monitor classroom instruction and student progress						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Monitoring student progress, instruction, and assessment	Administrators will follow a scheduled walkthrough program requiring five observations each week						
	McReynolds, Julie	All students and teachers	8/19/2013	6/6/2014	Eduphoria PDAS; Lenovo tablets; IPADS, data collection charts	Periodic review and analysis of walkthrough data	Charts from walkthrough data; presentations to faculty regarding walkthrough

Monitoring student grades and progress	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						
Monitoring student grades and progress	McReynolds, Julie	Students at risk of failing classes	8/19/2013	6/6/2014	Time for conferences; supplies for action plans and interventions	Periodic monitoring of failure reports by grade level; periodic review of counselor portfolios	Reduction in the number of students failing one or more classes; increase in the passing and attendance rates; counselor portfolios
Monitoring student grades and progress (SS)	All teachers will follow the GCCISD grading policy. A grade monitoring system will be implemented to ensure that all teachers are entering the correct amount of grades in a timely manner						
Monitoring student grades and progress (SS)	McReynolds, Julie	All students and teachers	8/19/2013	6/6/2014	TEAMS reports	Monitoring reports from TEAMS; data collection each grading period	Grading period reports indicating few/none instances of neglect (fewer than 5% of teachers out of compliance)
Performance Objective 2:	Level teams at Sterling High School will meet weekly in collaborative planning meetings to ensure consistent and quality curriculum implementation						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

Collaborative Planning	Level leaders will create a planning schedule for their teams						
	McReynolds, Julie	All teachers on level teams	8/19/2013	6/6/2014	Planning document; time to meet	Lesson plans; planning calendars; planning reflections	Lesson plans; planning calendars; planning reflections
Collaborative Planning	Level leaders will meet at least once a grading period to review best practices in planning, GCCISD curriculum expectations, and teaming procedures						
	McReynolds, Julie	Level Leaders and Assistant Principals	8/19/2013	6/6/2014	Time; snacks for meetings; supplies for meetings	Review of level leader meetings; monitoring of planning meetings	Meeting agendas
Collaborative planning (SS)	Intervention team will conduct a review of student level data; results from these analyses will be monitored by the campus leadership team.						
	McReynolds, Julie; Foxworth, Kevin; Curl, Michael; Rodriguez, Marcelino Ryan; James, Michelle; Smith, Carrie	9-12 grades, LEP, SP ED populations	8/19/2013	6/6/2013	None	Check up quizzes, benchmark, grades, attendance	EOC passing rates, graduation rates
Performance Objective 3:	Implement structures to ensure the GCCISD curriculum is being implemented consistently and accurately at Sterling High School						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Curriculum Implementation	All teachers will display daily content and language objectives in their classrooms, which align to the GCCISD curriculum						
	McReynolds, Julie	All teachers	8/19/2013	6/6/2014	Guidelines for writing content and language objectives; training on how to write content and language objectives	Walkthroughs focusing on the quality and use of objectives	Walkthrough data; lesson plans

Performance Objective 4:	Sterling High School will ensure academic success for all students by closing the achievement gaps						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Interventions for low performing student groups (SS)	Based on check up quizzes and benchmark scores, implement a targeted intervention that provides intense support for students at risk of failing specific EOC exams. Interventions include specialty classes, small groups and pullouts for tutorials						
	McReynolds, Julie	At risk students, students on the Student Level Review roster	1/1/2014	5/16/2014	\$1,000 in State Comp Ed funds for supplies, curriculum and events	Formative assessments in specific subjects to ensure targeted interventions and growth	Benchmark scores, attendance EOC scores
Interventions for low performing student groups (SS)	Provide training in SPED collaborative teaching and support strategies at least once a quarter for ELA and math teachers as identified by the Needs Assessment committee of June 2013.						
	McReynolds, Julie	Math and ELA teachers; SPED teachers	8/19/2013	6/6/2014	Funds for professional learning (\$1,000)	Walkthroughs; conferences; reflections on trainings	Reflections on trainings; certificates of professional development; increased SPED EOC scores
Interventions for low performing student groups (SS)	SIOP teams will be formed at all grade levels in order to perform the following: support Sterling High School's Limited English Proficient students; implement the campus ESL action plan; assist with LPAC and TELPAS requirements as identified in Needs Assessment.						
	McReynolds, Julie	LEP students	8/19/2013	6/6/2014	District funds for an ESL aide; continuous training in SIOP; time for SIOP teams to meet	Periodic review of ESL Action Plan; constant monitoring of LEP students' grades, attendance, benchmark and CBA performance	LEP student schedules; LEP scores

Strategic Objective/Goal 3:	Sterling High School through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
Performance Objective 1:	Implement structures at Sterling High School that will address common graduation obstacles, including student seat time, credit recovery, and testing remediation						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Graduation/Completion	Provide a variety of credit recovery opportunities for students at risk of not graduating, including the scheduling of TAKS classes for seniors who have not passed TAKS in one or more area.						
	McReynolds, Julie	Odyssey licenses and staff; odyssey supplies (\$500 from State Comp Ed); State Comp Ed funds for TAKS camps and curriculum (\$2,000)	8/19/2013	6/6/2014	Increase in the number of senior "retesters" passing TAKS at each administration; reduction of students not graduating due to TAKS or credits	Monitoring students needing credits; monitoring students needing to pass one or more areas of TAKS	Graduation rate; TAKS scores throughout the year; credit recovery data
Performance Objective 2:	Continue to implement a process at Sterling High School that improves the ability of teachers, counselors and administrators to monitor student progress, credits and state stesting performance.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Student Monitoring	All core teachers will use Eduphoria Aware in order to understand their student's historical performance on state assessments and be able to monitor academic progress throughout the year.						
	McReynolds, Julie; Rodriguez, Marcelino Ryan; Curl, Michael; Smith, Carrie; James, Michelle	All students	8/19/2013	6/6/2014	Eduphoria Aware training	Use of reports and data in team, level, and faculty meetings throughout the year; the implementation of timely interventions.	Department meeting minutes; Eduphoria Aware training; completed requirements in data room

Graduation/Completion	An individualized intervention plan will be created for all students at risk of dropping out or not graduating from Sterling High School						
	Pickens, Gloria; Workman, Heather	Seniors and repeat 11th graders at risk of not graduating due to attendance, credits or testing	8/19/2013	6/6/2014	Home visits; action plan procedure and protocol with interventions; funds for letters, IRIS calls and other forms of home contact	Attendance reports; frequent evaluation of action plans throughout the year	Documented home visits; documented action plans
Strategic Objective/Goal 4:	Sterling High School will provide and maintain a safe, positive learning environment.						
Performance Objective 1:	Sterling High School faculty will be proactive and consistent in enforcing a positive, structured campus environment						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Discipline and management	All teachers and administrators will follow the campus discipline management process and code of conduct						
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	Training at Back to School orientation	Monitoring of discipline data; review of discipline concerns	Discipline referrals by teacher or grade level; discipline policy; Student code of conduct
Discipline and management	All faculty members will consistently be active and highly visible in the building for the following: morning duty, greeting students at the door during passing periods, in the hallways during sweeps, and after school duty creating the increased adult presence that was identified by the Needs Assessment committee.						
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	Training at Back to School orientation	Frequent monitoring of the following: morning duty, passing periods, sweeps, and after school duty.	Training agenda; sweep policy; duty roster
Emergency Plan	All faculty will be trained and familiar with campus and district emergency crisis plans						
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	Training materials and videos	Effectiveness of drills	Training agenda; completion of drills and training

Performance Objective 2:	Sterling High School will provide a positive campus atmosphere that reinforces high expectations and rewards student accomplishments							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Campus Climate/Culture	We will initiative campus activities that increase school spirit and pride. Examples include attendance and grade incentives; recognizing student success through marquis and announcements; recognizing teacher accomplishments in faculty meetings; and provide opportunities for wearing spirit apparel.							
	McReynolds, Julie	All students and faculty members	8/26/2013	6/6/2014	Funds for student incentives, teacher rewards; celebrations and display boards (most items will be purchased using PIE funds: \$4,000)	Completion of events/activities listed	Announcements, flyers, sign in sheets	
Strategic Objective/Goal 5:	Sterling High School will recruit, develop, and retain highly qualified and highly effective personnel.							
Performance Objective 1:	Sterling High School will recruit and retain Highly Qualified personnel so that 100% of the Sterling teachers are 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	
Highly Qualified	Attend job fairs (when applicable) and recruit early from a pool of highly qualified teachers in core academic subjects							
	Foxworth, Kevin	All faculty	8/19/2013	6/6/2014	0	Job fair report	Job fair report	
Highly Qualified	Assure all assignments and re-assignments are filled with Highly Qualified staff							
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	0	Master Schedule NCLB Audit	Master Schedule NCLB Audit	
Highly Qualified	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers							
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	0	Minutes	Minutes	

Performance Objective 2:	Sterling High School will ensure that 100% of our teachers receive high-quality professional development each year							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Highly Qualified	Access the staff development needs of those teachers not meeting HQ standards							
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	0	Staff development needs assessment	Staff development needs assessment	
Highly Qualified	Develop staff development growth plans (part of HQ intervention plan) for all non-HQ teachers							
	Foxworth, Kevin	All students	8/26/2013	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	
Highly Qualified	Conduct mid-year review of teacher staff development hours							
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	0	Staff development report	Staff development report	
Performance Objective 3:	Sterling High School will attract and maintain high-quality, Highly Qualified (HQ) teachers							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Highly Qualified	Select only HQ teachers from the applicant pool							
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	0	HQ Audit Report	HQ Audit Report	

Highly Qualified	Implement a HQ Teacher Intervention Plan for all non-HQ teachers						
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	Title II	Intervention plan on file	Intervention plan submitted to personnel within 6 weeks of hire
Highly Qualified	Ensure campus personnel decision-makers are available during peak recruiting/hiring times						
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	0	Staffing assignments	Submission of campus staffing assignments
Highly Qualified	Terminate teachers who have not met NCLB requirement by the time required to become highly qualified						
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	0	Teachers who are not HQ in their subject will not be recommended for renewal	HQ roster
Highly Qualified	Encourage all teachers to become ESL and GT certified						
	Foxworth, Kevin	All students	8/26/2013	6/6/2014	Title II and III	Assess the percentage of teachers with ESL and GT certification	Campus ESL and GT certification roster
Strategic Objective/Goal 6:	Sterling High School will establish and maintain parental and community partnerships in education to enhance student achievement						
Performance Objective 1:	Sterling High School will provide multiple 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

Student Records	Grade level offices will routinely ensure the accuracy of student records and contact information						
	Land, Marshall; Rodriguez, Marcelino Ryan; Curl, Michael; Smith, Carrie	All students	8/19/2013	6/6/2014	TEAMS; PIEMS; grade level secretaries	Record checks completed by specific deadlines throughout the school year	Completed record checks; corrected student records
Parental involvement	Sterling High School will host various activities and events in order to encourage parents to participate in their student's high school education.						
	Monroe, Clara	All students	8/19/2013	7/4/2014	supplies, event coordination, publicity and advertisement, District personnel	Scheduling and completion of events; parent sign in sheets; IRIS calls and website announcements	Completion and attendance of the following: College night, Career night, Grade level meetings, College Readiness seminars
Communication	Sterling High School will continue to communicate to parents using newsletters, parent emails, IRIS alerts, website postings and parent conferences/meetings.						
	Foxworth, Kevin	All students	8/19/2013	7/4/2014	Supplies; email distribution lists; access to IRIS calls	Parent survey; monitoring routine communications (Lee Weekly, IRIS calls, etc)	Completed newsletters, IRIS calls, updated website
Performance Objective 2:	Sterling High School will continue to build a "family culture" with our stakeholders through 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

Communication	Parent and student meetings will be conducted throughout the year to inform stakeholders about academic strengths, areas of concern, parental support, and student expectations.						
	McReynolds, Julie	All students	8/26/2013	6/6/2014	Campus funds for materials	Completion of meetings; evaluations/feedback of meeting effectiveness	Sign in sheets, agendas, presentations
Community	Sterling High School and Methodist Houston San Jacinto Hospital will actively partner together to serve and support our students/faculty						
	McReynolds, Julie	All students and faculty members	8/26/2013	6/6/2014	Partner in Education funds	completion of planned activities throughout the year	Agendas, budget expenditures, annual PIE report
Community and Collaboration	In order to promote campus-wide community and support, we will strongly encourage faculty members to participate in the following: athletic events, parent/student meetings, faculty fellowships and graduation						
	Foxworth, Kevin; McReynolds, Julie	All students and faculty members	8/26/2013	6/6/2014	PIE funds for special events; campus budget for parent and student meetings	Completion of planned events, parent and student surveys	Sign in sheets, agendas
Strategic Objective/Goal 7:	Sterling High School 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, Promethian boards, and Science Starters						
	McReynolds, Julie; Foxworth, Kevin	All students	8/26/2013	6/6/2014	\$2,000 in campus budget for technology needs and upgrades	Lesson plans, classroom observations, technology training	Lesson plans with integrated technology

College/Career Readiness	We will implement a college/career computer lab to assist with college readiness testing, online application and scholarships, and Naviance activities.						
		All students; emphasis on 11th and 12th graders	8/19/2013	6/6/2014	High School Allotment	Completion of activities throughout the school year	Agendas, sign in sheets, evaluations
Performance Objective 2:	We will provide professional development on instructional technology throughout 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
Professional Development	Targeted professional development will be provided for teachers to integrate effective technology tools in the classroom, including Edmodo, E-Instruction, Smart boards, and iPads						
		All students	8/26/2013	6/6/2014	Trainers (Instructional technology and teacher trainers)	Completion of training, modeling of strategies, coaching and feedback of lessons	Sign in sheets, agendas