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 curricula that meets students' needs for achieving exemplary academic and post-secondary success.						
Performance Objective 1:	Sterling High School will increase student achievement by monitoring 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**
Interventions	Use remediation classes in 9th through 12th grade at a ratio of 20 to 1 to help increase student understanding and performance						
	McReynolds, Julie	9th - 11th grade	8/25/2014	6/6/2015	None	Master schedule	Master schedule
Interventions	Use INOVA to identify percentage goals in each demographic and identify "bubble" students to provide remediation during teaming period and after school for increased student achievement.						
	McReynolds, Julie; Foxworth, Kevin	9th - 12th grade students needing to pass one or more EOC from the previous year	8/25/2014	6/6/2015	State Comp Ed funds for EOC remediation materials ($1,000)	Walkthroughs and monitoring of interventions; formative assessment data	Increase in EOC passing performance
Interventions	Schedule 6 week meetings with district coordinators to facilitate data analysis of CBA/EOC assessments with science, math, ELA, and social studies departments so that teachers can target specific student expectations that need to be re-taught.						
	McReynolds, Julie; Foxworth, Kevin	SPED	8/25/2014	6/6/2015	None	Student grades, CBA scores, benchmark scores	EOC passing rates

Intervention	Content Specialist will monitor after-school tutorial groups, set up calendars for remediation, and turn in student attendance data.						
	Rohach, Karen; Britt, Donna; Ham, Gina; Woods, Elizabeth	At Risk students	8/25/2014	6/6/2015	None	Tutorial attendance, calendars	EOC scores, TELPAS scores
Interventions	Monitor gaps in achievement for sub population groups through core subject meetings with teachers and led by administrators and content specialists.						
	Foxworth, Kevin; Smith, Carrie; Land, Marshall; Curl, Michael; Wilson, Rae; Rohach, Karen; Britt, Donna; Ham, Gina; Woods, Elizabeth; Gillings, David	Low performing student groups	8/25/2014	6/6/2015	INOVA Online	INOVA data, benchmark scores, CBA scores, student grades	EOC performance
Interventions	Campus administration will monitor lesson plans to ensure that WAC strategies and activities are provided.						
	Foxworth, Kevin; McReynolds, Julie; Gillings, David; Smith, Carrie; Wilson, Rae; Curl, Michael; Land, Marshall	All students	8/25/2014	6/6/2015	None	Lesson plans, walk through evaluations	EOC Scores
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	Teachers will counsel with students to set individual growth goals based on INOVA data and then monitor student progress through common assessments.						
	McReynolds, Julie	Teachers, students taking EOC exams	8/25/2014	6/6/2015	Eduphoria Aware to run data and create charts; time during back to school orientation and faculty meetings as well as INOVA Online	Monitor Level III performance on check up quizzes, CBA scores and benchmark scores.	Level III scores on 2014-2015 EOC exams
Level III/Advanced Performance	All Pre-AP and AP classes will focus on level 3 performance by setting goals and monitoring progress towards those goals.						
	McReynolds, Julie; Curl, Michael; Land, Marshall; Smith, Carrie; Wilson, Rae; Gillings, David	Pre-AP students	8/25/2014	6/6/2015	None	Lesson plans, walk through analysis	EOC Level III performance
Level III/Advanced Performance	Teachers will discuss successful strategies and plan interventions during PLC.						
	Foxworth, Kevin; McReynolds, Julie	All Students	8/25/2014	6/6/2015	None	PLC meeting schedules, PLC agendas	EOC Level III performance
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						
	Onken, Brandy	All seniors	8/25/2014	6/6/2015	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						
	Onken, Brandy	Primarily juniors and seniors	8/25/2014	6/6/2015	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 2014.						
	Onken, Brandy	All students with an emphasis on juniors and seniors	8/25/2014	12/15/2014	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 ad 12th graders; Naviance activities	All plans are on file; senior plans are completed by December, 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)						
	Onken, Brandy	10th, 11th and 12th grade students	8/25/2014	6/6/2015	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
College Career Readiness	Continue to offer the school day SAT to juniors with 15 or more credits.						
	Foxworth, Kevin; McReynolds, Julie; Onken, Brandy	11th grade students	8/25/2014	6/6/2015	High school allotment	SAT schedule	SAT participation

College Career Readiness	College and Career Coordinator will bring attention to dual credit opportunities and work to increase communication between campus and parents regarding AP/Dual Credit opportunities through night meetings.							
	Foxworth, Kevin; McReynolds, Julie; Onken, Brandy	11th and 12th grade studnets	8/25/2014	6/6/2015	None	Schedule of meetings	Duall credit enrollment.

College Career Readiness	Continue to work with local colleges/universities and Project Lead the Way to help teachers achieve qualifications to teach dual credit classes resulting in increased participation.							
	McReynolds, Julie; Onken, Brandy; Duhon, Michelle	11th and 12th grade students	8/25/2014	6/6/2015	None	Meeting agendas	Teacher qualifications

College/Career Readiness	Business teachers will use SAT/ACT vocabulary and Questions of the Day to increase college readiness.							
	McReynolds, Julie; Duhon, Michelle	11th and 12 grade students	8/25/2014	6/6/2015	None	Lesson plans, walk through reflections	SAT/ACT scores

Performance Objective 4:	Create a Cohort Express team of counselor/administrator/support staff that monitors the 2015 Cohort group for EOC progress, attendance, and behavior and serves as a link for communication from students to parents to 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)	Assign a counselor to work directly with teachers who have our New Arrival Center (NAC) and ELL students to support all guidance and counseling needs for this population. They will monitor progress, EOC support/remediation /intervention for these students.							
	McReynolds, Julie; Foxworth, Kevin; Pickens, Gloria	LEP students	8/25/2014	6/6/2015	None	EOC Check up quiz performance, classroom grades, attendance	EOC performance, TELPAS performance
ELL Performance	ELL Counselor will schedule a minimum of 1 parent conference per grading period.							
	McReynolds, Julie; Foxworth, Kevin; Pickens, Gloria	ELL students	8/25/2014	6/6/2015	None	Parent call log	Parent call log

Intervention	ELL Counselor will facilitate SI meetings and work directly with teachers to be more effective in implementing SI strategies. They will work with staff in particular Science, Social Studies, and ELA to improve TELPAS scores and procedures.						
	Pickens, Gloria	ELL Students	8/25/2014	6/6/2015	None	SI meeting agendas, formative walk through evaluations	TELPAS scores, EOC scores
Intervention	ELL Counselor will ensure accuracy in ratings and verification. They will collect TELPAS portfolio's and monitor the ESL/LUCHA team teachers.						
	Pickens, Gloria	ELL students	8/25/2014	6/6/2015	None	TELPAS raters scores, TELPAS portfolios	TELPAS scores/exam administration
ELL Performance	ELL counselor and district ESL specialist will expedite procedures and protocols for the collection of TELPAS benchmark portfolios at least twice a year.						
	McReynolds, Julie; Pickens, Gloria	ELL	8/25/2014	6/6/2015	None	Counselor schedule of portfolio collection	Portfolio collection, TELPAS 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	8/25/2014	6/6/2015	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	Use directors and content coordinators to direct continuous PLC focus on equity in grading practices						
	McReynolds, Julie	All students and teachers	8/25/2014	6/6/2015	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)
Monitoring student grades and progress	EOC tested areas will evaluate check up quizzes 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						
	McReynolds, Julie	All students, especially student groups at risk of performing below the campus or district average	8/25/2014	6/6/2015	Supplies for the data room ($250); time to complete analysis on Thursday mornings	Completion of data charts, follow up and monitoring of "next steps" and future goal	Student group scores; increase in identified strategies or focus; increase in scores
Monitoring of student grades and progress	Administrator of Special Programs will expedite procedures and protocols that ensure accuracy in ratings and verification for the TELPAS process.						
	Pickens, Gloria; McReynolds, Julie	ELL	8/25/2014	6/6/2015	None	Meeting agendas, written policies	TELPAS administration and ratings
Monitoring student grades and progress	Administrator of Special Programs will supervise and evaluate ESL/LUCHA team teachers.						
	Pickens, Gloria; McReynolds, Julie	ELL	8/25/2014	6/6/2015	None	PDAS observations, walk through evaluations	TELPAS scores
Monitoring student grades and progress	Campus administration will work with the district ESL specialist to ensure staff is SI trained and understands TELPAS accountability.						
	Foxworth, Kevin; Pickens, Gloria	ELL	8/25/2014	6/6/2015	None	PLC schedule	TELPAS scores, EOC scores

Monitoring student grades and progress	Teachers will reteach - reassess students to ensure TEKS are mastered.						
	McReynolds, Julie	All students	8/25/2014	6/6/2015	None	PLC Meeting schedule	EOC scores, TELPAS scores
Performance Objective 2:	Use PLC to train on procedures for successful 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**
Curriculum Implementation	Provide Writing Across the Curriculum PD for staff.						
	Foxworth, Kevin; McReynolds, Julie	All students	8/25/2014	6/6/2015	None	PLC schedule	EOC scores
Curriculum Implementation	In PLC, teachers will discuss successful strategies and plan interventions.						
	Foxworth, Kevin; McReynolds, Julie	All Students	8/25/2014	6/6/2015	None	PLC meeting schedule	EOC Scores, TELPAS scores
Curriculum Implementation	Develop procedures so teachers understand the impact of TELPAS through training, monthly meetings, ELL counselor accountability and TELPAS check up meetings.						
	Pickens, Gloria; Foxworth, Kevin; McReynolds, Julie	ELL	8/25/2014	6/6/2015	None	Meeting agendas	TELPAS ratings
Curriculum Implementation	Use directors and content coordinators to direct continuous PLC focus on effective use of formative assessment to monitor student achievement.						
	Foxworth, Kevin; McReynolds, Julie	All students	8/25/2014	6/6/2015	None	PLC schedule	EOC scores

Curriculum Implementation	Use Content Specialists to provide PD opportunities for teachers to be aware of the future passing standards and how to adjust their instruction. This will enable teachers to teach to the rigor of what is expected.						
	Foxworth, Kevin; McReynolds, Julie; Rohach, Karen; Britt, Donna; Ham, Gina; Woods, Elizabeth	All students	8/25/2014	6/6/2015	None	PLC schedule	EOC Level 2 and Level 3 scores
Curriculum Inplementation	Use PLC format to inform teachers of the increased standards of Phase 2 in STAAR/EOC.						
	Foxworth, Kevin; McReynolds, Julie	All students	8/25/2014	6/6/2015	None	PLC schedules	EOC scores
Performance Objective 3:	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	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	1/12/2015	5/29/2015	$1,000 in State Comp Ed funds for supplies, curriculum and events	Formative assessments in specific subjects to ensure targted interventions and growth	Benchmark scores, attendance EOC scores
Interventions for low performing student groups	Use ICU program at 9th grade level as support for monitoring academic performance for special education population						
	Foxworth, Kevin; McReynolds, Julie; Smith, Carrie	Sp Ed students	8/25/2014	6/6/2015	ICU database	ICU messaging, student grades, CBA scores, Benchmark scores	EOC performance

Interventions for low performing student groups	Use a walk-through data analysis process to provide targeted instructional feedback to critical content areas.						
	Foxworth, Kevin; McReynolds, Julie	Sp. Ed., ELL	8/25/2014	6/6/2015	Eduphoria walk through reporting	Walk through analysis	EOC scores, TELPAS scores
Interventions	Teachers will gradually increase rigor on assignments to model EOC test level II final standard.						
	Foxworth, Kevin; McReynolds, Julie	All students	8/25/2014	6/6/2015	None	Lesson plans	EOC scores
Interventions for low performing student groups	Identify target populations to reach quartile 1 distinction percentages.						
	Foxworth, Kevin; McReynolds, Julie	All students	8/25/2014	6/6/2015	INOVA Online	Identified student lists	EOC level II and level III performance
Interventions for low performing students	Teachers will track and monitor student progress through common assessments.						
	Foxworth, Kevin; McReynolds, Julie	Low performing populations	8/25/2014	6/6/2015	INOVA Online	Targeted student lists, INOVA data, Eduphoria CBA results	EOC 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 EOC classes for seniors who have not passed their EOC in one or more area.						
	McReynolds, Julie; Pickens, Gloria; Workman, Heather; Bagwell, Laura	Odyssey licenses and staff; odyssey supplies ($500 from State Comp Ed); State Comp Ed funds for TAKS camps and curriculum ($2,000)	8/25/2014	6/6/2015	Increase in the number of senior "retesters" passing EOCs at each administration; reduction of students not graduating due to EOCs or credits	Monitoring students needing credits; monitoring students needing to pass one or more areas of STAAR	Graduation rate; EOC 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 and INOVA in order to understand their student's historical performance on state assessments and be able to monitor academic progress throughout the year.						
	McReynolds, Julie; Curl, Michael; Smith, Carrie; Land, Marshall; Wilson, Rae	All students	8/25/2014	6/6/2015	Eduphoria Aware training. INOVA online 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; INOVA Online training.
Graduation/Completion	An individualized intervention plan will be created for all students at risk of dropping out or not graduating from Sterling High School						
	Workman, Heather; Bagwell, Laura; Pickens, Gloria	Seniors and repeat 11th graders at risk of not graduating due to attendance, credits or testing	8/25/2014	6/6/2015	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

Student Monitoring	A counselor is assigned to work directly with New Arrival Center (NAC) students to support emotional needs through counseling and guidance sessions and also academic needs through close monitoring of schedules, remediation needs and grading issues.						
	McReynolds, Julie; Pickens, Gloria	ELL/NAC	8/25/2014	6/6/2015	None	Counselor notes, student grades, CBA data, benchmarks, credits	NAC progress rates, EOC scores, TELPAS scores

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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	None	Job fair report	Job fair report
Highly Qualified	Assure all assignments and re-assignments are filled with Highly Qualified staff						
	Foxworth, Kevin	All students	8/25/2014	6/6/2015	None	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	8/25/2014	6/6/2015	None	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	8/25/2014	6/6/2015	None	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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	None	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	8/25/2014	6/6/2015	None	HQ Audit Report	HQ Audit Report

Highly Qualified	Implement a HQ Teacher Intervention Plan for all non-HQ teachers						
	Foxworth, Kevin	All students	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	None	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	8/25/2014	6/6/2015	None	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	8/25/2014	6/6/2015	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; Curl, Michael; Smith, Carrie; Wilson, Rae; Gillings, David	All students	8/25/2014	6/6/2015	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.						
	Onken, Brandy; McReynolds, Julie; Foxworth, Kevin	All students	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	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	8/25/2014	6/6/2015	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,IiPads, Promethian boards, and Science Starters						
	McReynolds, Julie; Foxworth, Kevin	All students	8/25/2014	6/6/2015	$2,000 in campus budget for technology needs and upgrades	Lesson plans, classroom observations, technology training	Lesson plans with integrated technology
College/Career Readiness	Students will use the College/Career computer lab to assist with college readiness testing, online application and scholarships, and Naviance activities.						
	Onken, Brandy; McReynolds, Julie	All students; emphasis on 11th and 12th graders	8/25/2014	6/6/2015	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						
	Foxworth, Kevin; McReynolds, Julie	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