

Goose Creek Consolidated Independent School District

Ross S. Sterling High School

2018-2019 Campus Improvement Plan



Mission Statement

Sterling High School provides the opportunity for all students to achieve their maximum potential so that they may grow academically and socially in a rigorous yet caring learning environment

Vision

Sterling High School has a vision that all students will have the opportunity to earn AP credit, Dual Credit, and/or CTE certifications.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

0.3% American Indian, 2.4% Asian, 0.1% Pacific Islander, 14.9% African American, 55.5% Hispanic, 25.1% White, 58% Economically Disadvantaged, 8.1% ELL, 10.7% Special Education

- Attendance rates are lower than the districts and state averages.
- African American have the greatest performance gaps.

Demographics Strengths

- The campus AP scores for all subjects is 9% higher than the district average.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The performance of African American and Hispanic students is consistently lower than other campus sub-populations. **Root Cause:** Students in these groups have a higher percentage of absenteeism and disciplinary incidents.

Student Academic Achievement

Student Academic Achievement Summary

We must do a better job of addressing literacy and writing performance on the RSS campus. There is also a need to address the overall academic achievement of our sub-populations, such as our African American, Hispanic, and Special Education students.

Student Academic Achievement Strengths

Areas of strength are found in Biology, Algebra I, English 2, and in US History.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: We have identified the following populations as needing more support to be successful on STAAR and in the core subject areas: Hispanic and African American. Both of the mentioned populations fall behind the white population in scoring at the Meets Level on STAAR. **Root Cause:** Teachers need training in culturally responsive teaching strategies, as well as, training over appropriate questioning strategies to allow them to implement best practices and differentiation within their classrooms.

School Processes & Programs

School Processes & Programs Summary

Using campus reports and information, complete a review, and summarize the findings for the campus:

- We are meeting grade level standards, but we need to increase rigor and relevance to continue to master grade level standards. Our curriculum and instruction are aligned in all aspects, but we could improve in reading.
- Although we found we are using the resources allotted to us and implementing real world problems, we found that we are performing lower in comparison to state performance and STAAR/State Standardized testing.
- Truancy is an issue; therefore, students are unable to retain the content implemented.

School Processes & Programs Strengths

From the summary findings, indicate the specific campus strengths that have been identified:

- We meet grade level standards, and there was improvement from one year to the next.
- Growth from 2017-18 in certain areas, we come together in addressing the needs of our students by discussing, planning, reteaching, and reassessing topics that we find we are deficient in.
- ELL Strategies that are being implemented and teachers are collaborating during PLCs.
- Strengths include the consistent reminders to staff regarding writing strategies and incorporating these strategies.

Perceptions

Perceptions Summary

Truancy is a large issue. High mobility rate in our campus community contributes to the lack of parental involvement, and factors into low student performance and an increase in behavior issues. The district provides adequate forms of communication via various platforms.

Perceptions Strengths

- Intervention with At Risk students
- PBIS Training for staff
- Technology- Google classroom, Exam View Apple TV
- District Technology- Apps, Website
- Students & Teachers believe that RSS is the leading school in GCCISD in academics & programs
- Earning Distinctions, even with low parent involvement

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Improve community involvement through meaningful communication and various outreach opportunities to allow the community to feel a part of the Sterling High School family **Root Cause:** Lack of communication at the secondary level contributes to a disconnect amongst the stakeholders.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

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

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,

- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data


Goals

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.

Evaluation Data Source(s) 1: STAAR Results, TELPAS Results

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Use remediation classes in Algebra 1, English 1-4, Biology, and US History grade at a ratio of 18 to 1 to help increase student understanding and close achievement gaps.	RSS Administrative Team	Increase in student achievement			
<p>Comprehensive Support Strategy</p> <p>Critical Success Factors CSF 1 CSF 2</p> 2) Use PLC time to review data and discuss best practices for our students, as well as, monitor overall student performance.	RSS Administrative Team	Increase in EOC passing rates			
3) Monitor gaps in achievement for academically fragile students through data meetings with teachers that are led by administrators and/or content specialists.	Principal Assistant Principals Core Content Specialists	Increase in EOC performance			
					

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 2: Sterling High School will increase the percentage of students meeting Master's Level by at least 10% on all End of Course exams

Evaluation Data Source(s) 2: STAAR performance

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Teachers will meet with students to set individual growth goals and monitor student progress through common formative assessments, benchmarks, and other forms of data.	RSS Administrative Team RSS Teachers	Increase in Meets and Master Level performance on EOC exams			
2) All Pre-AP and AP teachers will focus on their students achieving Master Level performance by using the appropriate questioning strategies, setting goals, and monitoring progress towards those goals.	RSS Administrative Team	Increase in EOC Master Level performance			
					

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 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

Evaluation Data Source(s) 3: Naviance data, Apply Texas data

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) 100% of seniors at Sterling High School will complete the Apply Texas application	College/Career Counselor	Increase in Apply Texas report of seniors applying to a college, technical school or university			
2) Increase the percentage of students taking dual enrollment and advanced placement classes at Sterling High School	College/Career Counselor RSS Counselors	Increase Dual Enrollment/AP course offering report Dual Enrollment/AP student enrollment			
3) All seniors at Sterling High School will utilize the College/Career center to complete a comprehensive individualized postsecondary plan.	College/Career Counselor	All plans are on file Senior plans are completed by December 2017			
4) All juniors and seniors at Sterling High School will take at least one college preparation/entrance exam(ACT, SAT, PSAT, TSIA)	College/Career Counselor	Increase in scores as reflected on SAT, PSAT, ACT, TSIA reports			
5) Continue to offer the school day ACT to juniors with 16 or more credits.	Principal Academic Dean College/Career Counselor	Increase in ACT participation			
					

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

Evaluation Data Source(s) 1: STAAR performance, walk-through data

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) RSS Administrators will conduct a minimum of five walkthroughs a week.	Principal Academic Dean	Increase in student achievement			
2) EOC tested areas will evaluate common formative assessments in PLC meetings using a data analysis protocol in order to identify strengths, weaknesses, next steps and future goals	Academic Dean	Increase in identified strategies or focus Increase in scores			
3) Testing administrator will expedite procedures and protocols that ensure accuracy in ratings and verification for the TELPAS process.	Testing Coordinator Academic Dean	Increase in TELPAS and ratings			
4) ESL administrator will supervise and evaluate ESL team teachers.	Special Programs Administrator Academic Dean Principal	Increase in TELPAS scores			
5) Campus administration will work with the district ESL specialist to ensure staff is SI trained and understands TELPAS accountability.	Principal Special Programs Administrator	Increase in TELPAS scores and EOC scores			
					

Goal 2: Sterling High School will provide a well-balanced and appropriate curriculum to all students

Performance Objective 2: Use the PLC process to establish the essential standards within the curriculum.

Evaluation Data Source(s) 2: PLC Agendas, Lesson plans

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) In PLC, teachers will discuss successful strategies, evaluate data, and plan interventions/extension activities.	RSS Administrative Team	Increase in EOC Scores and TELPAS scores			
2) Use district level coordinators and content specialist to provide continuous PLC focus on effective use of formative assessment to monitor student achievement.	Principal Academic Dean	Increase in EOC scores			
					

Goal 2: Sterling High School will provide a well-balanced and appropriate curriculum to all students

Performance Objective 3: Sterling High School will ensure academic success for all students by closing the achievement gaps

Evaluation Data Source(s) 3: STAAR data

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Based on common formative assessments and benchmark scores, implement a targeted intervention that provides intense support for students at risk of failing specific EOC exams.	RSS Administrative Team	Increase in Benchmark scores and attendance EOC scores			
2) Use a walk-through data analysis process to provide targeted instructional feedback to critical content areas.	RSS Administrative Team	Increase in EOC scores and TELPAS scores			
3) Teachers will gradually increase rigor on assignments to model EOC test Master Level performance.	RSS Administrative Team	Increase in EOC scores			
					

Goal 3: Sterling High School, through enhanced and dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

Performance Objective 1: Create a Cohort Express team of counselor/administrator/support staff that monitors the 2019 Cohort group for EOC progress, attendance, credits, and behavior and serves as a link for communication from students to parents to teachers.

Evaluation Data Source(s) 1: STAAR performance, discipline records, student transcripts

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Grade level counselors will schedule a minimum of 1 parent conference per semester for every at risk student.	Principal Academic Dean Grade Level Counselors	Increase in Parent call log			
2) Senior Assistant Principal, Senior Counselors, and Academic Dean will hold monthly meetings and review the status of each senior.	Senior Asst. Principal Senior Counselor Academic Dean Principal	Increase in graduation rate for the 2019 Cohort			
					

Goal 3: Sterling High School, through enhanced and dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

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 testing performance.

Evaluation Data Source(s) 2: Graduation data, student failure rates, STAAR performance

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) 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.	Academic Dean Assistant Principals	Increase in student achievement			
2) An individualized intervention plan will be created for all students at risk of dropping out or not graduating from Sterling High School	Senior Counselors	Increase in student achievement			
3) Senior counselors notify by mail and meet with every parent and every student during the fall semester of the senior year.	Senior Counselors	Increase in student achievement			
4) Senior counselors meet with all seniors in danger of not graduating, who have passed all EOCs but lack credits to graduate to apply to Peter E. Hyland alternative campus.	Senior Counselors	Documentation of the student meetings Copies of the PEH application			
5) Grade level counselors meet with students who have failed one or more subjects every six weeks to discuss grade repair options.	Grade level counselors	Documentation of the meetings conducted			
					

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

Evaluation Data Source(s) 1: Campus discipline reports

Summative Evaluation 1:

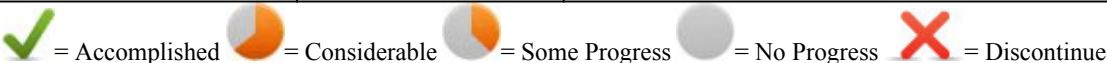
Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) All teachers and administrators will follow the campus discipline management process and code of conduct	RSS Administrative Team	Decrease in discipline referrals			
2) All faculty members will consistently be active and highly visible in the building throughout the day.	RSS Administrative Team	Decrease in discipline referrals			
3) All faculty will be trained and familiar with campus and district emergency crisis plans	RSS Administrative Team	Decrease in incidents			
					

Goal 4: Sterling High School will provide and maintain a safe, positive learning environment.

Performance Objective 2: Sterling High School will provide a positive campus atmosphere that reinforces high expectations and rewards student accomplishments

Evaluation Data Source(s) 2: Campus discipline reports, student attendance reports, attendance celebrations

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) We will initiate PBIS campus activities that increase school spirit and pride.	PBIS team	Increased attendance Decrease in the number of discipline referrals			
	Funding Sources: Local Funds - 7500.00				
2) Students who received all A's on the six weeks report card will receive a snack coupon to be redeemed through the cafeteria.	RSS Administrative Team	Increased number of student earning earning all A's			
	Funding Sources: Local Funds - 2000.00				
3) Students who pass all classes for a six week grading period are awarded through the counseling department, an incentive that varies each six weeks.	RSS Administrative Team	Increased number of students passing all classes each six weeks			
	Funding Sources: Local Funds - 2000.00				
4) Implement OLWEUS Character Ed lessons through LOTE classes.	LOTE teachers RSS Counselors Social Worker Principal	End of year survey Decrease in discipline referrals			
					

Goal 5: Sterling High School will recruit, develop, and retain highly effective personnel.

Performance Objective 1: Lee High School will actively recruit highly effective personnel.

Evaluation Data Source(s) 1: Certification Data Report, Teacher Retention Reports

Summative Evaluation 1:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Attend job fairs and hire highly effective teachers for all vacancies.	Principal	100% highly effective teacher roster			
					

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

Evaluation Data Source(s) 1: Parent sign in sheets, School Messenger use, parent conference notes

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Grade level offices will routinely ensure the accuracy of student records and contact information	Assistant Principals	Completed record checks Corrected student records			
2) Sterling High School will host various activities and events in order to encourage parents to participate in their student's high school education.	Principal Academic Dean College/Career Counselor	Completion and attendance of the following: College night, Career night, Grade level meetings, College Readiness seminars			
3) Sterling High School will continue to communicate to parents using parent emails, School Messenger alerts, website postings and parent conferences/meetings, and social media.	Principal Librarian	School Messenger calls Updated website and social media			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 6: Sterling High School will establish and maintain parental and community partnerships in education to enhance student achievement

Performance Objective 2: Sterling High School will continue to build a "family culture" with our stakeholders through faculty collaboration, family communication, and community partnerships.

Evaluation Data Source(s) 2: Meeting Documents, PIE Report, Volunteer Reports

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Parent and student meetings will be conducted throughout the year to inform stakeholders about academic strengths, areas of concern, parental support, and student expectations.	Academic Dean	Increase in parent involvement			
2) Sterling High School and Methodist Houston San Jacinto Hospital and Baytown Modern Dentistry to actively partner together to serve and support our students/faculty	RSS Administrative Team	Increase in partnership involvement			
3) 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	RSS Administrative Team	Increase in volunteer support			
					

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.

Evaluation Data Source(s) 1: Student Assessment Reports, Campus Walk through data

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Nov	Feb	June
1) Teachers will integrate technology tools into their lessons with an emphasis on iPads and Promethean boards.	Administrators	Increased student achievement			
					

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	2	Use PLC time to review data and discuss best practices for our students, as well as, monitor overall student performance.

Campus Instructional Leadership Team

Committee Role	Name	Position
Classroom Teacher	Beth Woods	
Classroom Teacher	Erin Clement	
Administrator	Nathan Chaddick	
Administrator	Renee Cosby	
Classroom Teacher	Gina Ham	
Classroom Teacher	Betty Benskin	
Classroom Teacher	Sarah Herweck	
Administrator	Robert Toomer	
Classroom Teacher	Steve Denton	
Administrator	Rafael Cantu	
Classroom Teacher	Jeremy Barrow	

Campus Funding Summary

Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	2	1		Campus funds	\$7,500.00
4	2	2		Campus Funds	\$2,000.00
4	2	3		Campus Funds	\$2,000.00
Sub-Total					\$11,500.00
Grand Total					\$11,500.00