

Goose Creek Consolidated Independent School District
Goose Creek Memorial High School
2021-2022 Campus Improvement Plan



Mission Statement

The mission of GCMHS is to create a learning community that meets the individual needs, interests, and abilities of our students by building a positive learning environment, promoting academic excellence, and providing for the development of life-long learners and self-reliant citizens in a changing global environment.

Vision

Goose Creek Memorial High School will provide college and career readiness opportunities to all students within a safe and supportive professional learning community committed to building school culture through relationships and school pride.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Goose Creek Memorial High School is a diverse institution that provides multiple opportunities for success. The graduation rate for the last three years has been above the state and district average. Although the attendance rate is slightly below the state and district average, the dropout rate has been below both the state and the district for the last three years. The Texas Academic Performance Report also shows that the sub-population with the highest dropout rate are the English Learners. There are several programs in place to decrease this number and they are continuously looking at new improvements to be made. Currently the school is utilizing 504 coordinators, counselors, sheltered and SPED co-taught classes, Community-in-Schools program, and student wellness interventionist to provide services, complete home visits, provide assistance in mental health areas, and coach the students back to success. The school also uses programs like Achieve 3000 to meet the students where they are and provide accelerated success to boost their confidence. Although the teacher ethnicity is less diverse than the student population, the school has developed multiple ways to improve teacher retention rates. New teachers are required to complete an extensive training, meet with their mentor, and attend any additional professional development needed to push them towards success. All teachers are encouraged to attend professional development that will improve their teaching or their classroom. However, if a teacher falls below the campus standards, they are placed on an improvement plan. While they are on the plan, they receive one-on-one instructional coaching and a mentor. Peer, formal, and informal observations are used to ensure each teacher is following policy, engaging students, and utilizing what was learned in the professional development trainings.

Demographics Strengths

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

- Personal resources for struggling or at-risk students
- Technology resources to assist students accelerated improvement
- Training and resources for new and struggling teachers
- Higher graduation rate than state and district
- Plans and programs to reduce dropouts and improve completion
- Specialized personnel to assist students, parents, and teachers
- All students have access to college and career readiness opportunities
- GCM offers industry certifications and dual credit courses

Student Learning

Student Learning Summary

Based on the data, there has been learning loss in the 5 EOC tested content areas. Africa-American and Hispanic sub-populations under performed in comparison to their counterparts on the English I and U.S. History exams, as did the SPED and EL students. Economically disadvantage students under-performed in all areas when compared to the overall performance of the school. The greatest gap between economically disadvantage and overall performance occurs in English I data. Attendance is at an all-time low. A large number of families chose to require their students to attend class virtually this school year. PLC's are utilized for teachers planning together, looking at data, and determining which students need interventions and opportunities to extend their learning. PLC's are also utilized to plan tier II and tier III interventions that are based on student needs. A plethora of technology has been utilized throughout this year as teachers navigated teaching concurrently; teaching students face to face and virtually at the same time. The implementation of AVID strategies is seen across all content areas.

Student Learning Strengths

- Use of technology
- PLC times used to plan and disaggregate data
- Implementing MAPS for all incoming freshman
- Implementation of AVID strategies
- Useful Professional Development
- Trailer A (spring classes) showed growth and some students passed STAAR who would not have
- Achieve 3000 utilized to help increase Lexile levels
- Students are college and career ready
- Students engaged in UIL, engineering, fine arts, and TAFE competitions

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): The overall growth in Algebra I, English I, and English II is lower than expected when compared to data from previous years. **Root Cause:** COVID-19 has created learning loss due to school closures in the Spring of 2020, and the number of students who chose remote learning this school year. Additionally, attendance for the 2020-2021 school year has reached an all time low.

School Processes & Programs

School Processes & Programs Summary

Administrators, teachers, and instructional coaches continue to focus on the development of Professional Learning Communities. PLCs plan effective initial instruction and disaggregate data, while focusing on the "3 Big Ideas" and the "4 Critical Questions". Professional development strategies are implemented and monitored through the PLC process, teacher-to-teacher classroom observations, evaluations by administrators, and partnerships with district instructional specialists. Within campus PLCs, instructional strategies are discussed and implemented based on data, student needs, and the instructional focus. This process allows for the development of high-quality instruction that is correlated to the rigor of the classroom assessments and STAAR EOC exams. Our EOC teachers are provided common planning times to implement the PLC process. We have found that this process fosters specific conversations, provides teachers with job-embedded professional development, and explores ways to improve instruction, which directly impacts student achievement.

GCM values the employment of quality teachers. We continue to focus on recruiting teacher with high content knowledge, an understanding of the importance of building positive relationships with students, and a genuine concern for student success. GCM finds value in collaboration. Thus, bi-weekly meetings are for the campus leadership team to discuss, evaluate, and/or address school-wide issues, concerns, and celebrations. Also, there is a continued focus on technology integration with the use of web-based tools to maximize student learning. Teachers are provided professional development opportunities to assist them in implementing technology with instruction. We also utilize GCCISD technology specialists to support and facilitate effective learning and implementation.

This school year due to hybrid instruction and a reduction in paper to meet COVID protocols, our teachers utilized technology more than any other material. The district EdTech team provided professional development on the use of a variety of apps that allowed for collaboration and research-proven teaching strategies to still be utilized. These apps included: EdPuzzle, the Google Suite (Docs, Jamboard, Slides, etc), Quizlet, Kahoot, Notability, etc. Through Google Classroom, teachers can assign specific students a unique document without it being visible to all students. Thus, teachers could easily differentiate both the instruction and the task that students were asked to accomplish to demonstrate TEKS mastery. This school year, teachers used the WebEx chat feature, as well as the Google Classroom question option, to incorporate Costa's levels of questioning and essential questions into their hybrid instruction. These features allow teachers to either allow students to see each other's responses, and thus create a digital socratic seminar, or make responses individualized and use the writing as a formative assessment.

School Processes & Programs Strengths

- Each content/level conducts weekly PLC meeting
- Common planning period, for EOC tested areas, gives teachers within their content specific course time to meet as a PLC on a daily basis.
- Interventions are offered to students within the school day
- First year teachers are provided with mentors
- Leadership team meets weekly
- Availability and use of technology resources are abundant
- Students are provided opportunities to take honor classes, AP classes, and Dual Credit classes
- AVID instructional strategies are utilized throughout all disciplines on campus
- Teachers using technology apps such as EdPuzzle, the Google Suite (Docs, Jamboard, Slides, etc), Quizlet, Kahoot, Notability, etc.

Our professional learning communities utilize data to make data-driven decisions in every instructional cycle.

Core content areas meet daily as a PLC and answer the four PLC questions:

1. What do our students need to know? (Teacher clarity and unpacking the TEKS)
2. How will we know that they know it? (formative assessment)
3. What will we do when they don't know it? (intervention)
4. What will we do when they do? (acceleration)

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Based on formative and summative assessments on our campus, students are not performing at the level needed to self-assess and self-regulate their learning. **Root Cause:** Our students do not use feedback effectively to maximize their own learning. Additionally, students do not have clarity around their learning objective and how to determine if they are successful on the learning objective which serves as a stumbling block to meaningful self-assessment and self-regulation.

Perceptions

Perceptions Summary

- Goose Creek Memorial High School provides a plethora of opportunities for students to be academically successful. Each department lays out a tutorial schedule at the start of the year so that a teacher from each core area is available Monday-Friday before and after school. Mandatory times are also built into weekly practice times for sports.
- There are also the options for Edgenuity and grade repair for six-week grades. There are also ample programs, academic, extracurricular, and athletic for students throughout the school year. For instance, AVID, FFA, UIL, Key Club, Student Council, Athletics, Book Club, Yearbook, etc. GCM has also built a strong community bond with our community stakeholders through mentoring, Beacon Bank on campus, CTE connections, Chick-Fil-A Global Business Academy partnerships, and many more.
- The Instructional Leadership Team (ILT) includes all stakeholders: parents, community members, and staff. Goose Creek Memorial focuses on embodying its vision of "...[providing] campus and college readiness opportunities to all students within a safe and supportive professional learning community committed to building school culture through relationships and school pride". This is done by celebrating diversity and encouraging students to share multicultural experiences with others to broaden and enhance academic and social awareness.
- Drills and routine procedure are conducted monthly to ensure students and staff are prepared in case of an emergency.
- Daily reminders are also given to remind staff and students about procedures on the morning announcement.
- Our campus administrator utilizes Remind to inform staff of any emergency situations.

Perceptions Strengths

- New students are given a tour of the campus by office aids on their first day or when they register to allow them to connect with someone, so they do not feel overwhelmed.
- The "See Something, Say Something" initiative this year decreased behavioral issues and threats on campus.
- An increase and re-configuring of campus security and their duties provided a more visible presence on campus which decreased incidents on campus.
- Strong classroom management and teacher student communication allowed for open communication and decrease in office referrals.
- Constant visibility of administrators, teachers, security guards, and campus police during passing periods, lunches, before and after school tutorials, and school events provides a heightened sense of security.
- The Goose Creek Memorial staff works well together to create an atmosphere that is engaging and open.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Parent involvement on campus is not as engaging as it should be to help eliminate behavioral and attendance issues. **Root Cause:** Inconsistencies with parent contact information and return of calls, the ease students have with changing their parents contact information in parent portal, and a lack of consistent communication when an issue originates in classrooms.

Priority Problem Statements

Problem Statement 1: The overall growth in Algebra I, English I, and English II is lower than expected when compared to data from previous years.

Root Cause 1: COVID-19 has created learning loss due to school closures in the Spring of 2020, and the number of students who chose remote learning this school year. Additionally, attendance for the 2020-2021 school year has reached an all time low.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: Based on formative and summative assessments on our campus, students are not performing at the level needed to self-assess and self-regulate their learning.

Root Cause 2: Our students do not use feedback effectively to maximize their own learning. Additionally, students do not have clarity around their learning objective and how to determine if they are successful on the learning objective which serves as a stumbling block to meaningful self-assessment and self-regulation.

Problem Statement 2 Areas: School Processes & Programs

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- STAAR End-of-Course current and longitudinal results, including all versions

Student Data: Behavior and Other Indicators

- Annual dropout rate data

Employee Data

- Staff surveys and/or other feedback

Parent/Community Data

- Parent surveys and/or other feedback

Goals

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

Performance Objective 1: Through rigorous instruction and timely interventions GCM will increase our "Approaches" performance to the following: Algebra I 75 %, Biology 90% , English I 65%, English II 66 % and US History 95%

Evaluation Data Sources: 2021-2022 STAAR Data, CBA Data, Campus Action Plan

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Students who failed a STAAR test, but passed the class, will be placed in the next course and also in a class that will focus on remediation, reteaching, and supplementation of the previous EOC curriculum to improve missed skills in Biology, Algebra I, English I and II, and US History.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Counselor Academic Dean Teachers Content Specialist</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Analyze CBA and benchmark performance per department and per level, which includes the discussion of strengths, areas needing improvement, and instructional/curricular adjustments. Analyze grade distribution and failure rates of all teachers at PLC and team meetings.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Content Specialist Teachers Academic Dean</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: GCM will provide STAAR pull outs for students at-risk of failing Algebra I, Biology, English I or English II, or US History EOC test. The students will participate in school day embedded and after school camps designed to re-teach key strategies and concepts.</p> <p>Strategy's Expected Result/Impact: STAAR scores increased</p>	Formative		
	Nov	Feb	June

Staff Responsible for Monitoring: Content Specialist
Academic Dean
Teachers



No Progress



Accomplished



Continue/Modify







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

Performance Objective 2: GCM staff will close the achievement gap within 5% between all sub-populations with a focus on the following targeted groups: African American, Hispanic, English Learners, and Special Education.

Evaluation Data Sources: 2021-2022 STAAR Data, CBA Data, Campus Action Plan





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: GCM faculty and staff will conduct data talks, disseminate information by ethnicity, and utilize the PLC process to plan with the C&I, Bilingual/ESL, Special Education, and CTE departments to develop strategies that identify and address gaps for all students.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Academic Dean Content Specialist Teachers</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: In order to improve implementation of instructional strategies for all students, we will incorporate coaching visits with staff into the content specialists schedules.</p> <p>Strategy's Expected Result/Impact: Documentation of visits</p> <p>Staff Responsible for Monitoring: Content Specialist Academic Dean Principal</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Demonstrate and coach effective instructional strategies, formative assessments, and data disaggregation. Teachers will be provided opportunities to "show and tell" learned strategies during PLC.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Content Specialist Academic Dean Principal</p>	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Teachers and Campus Administrators will hold data talks each 6 weeks and disseminate information by student ethnicity and sub populations, with specific analysis of trends and gaps.</p> <p>Strategy's Expected Result/Impact: Decrease in the achievement gap among different sub-populations</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Assistant Principals Content Specialists Teachers</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

Performance Objective 3: We will increase success rates to 50% for all re-testers for Algebra I, English I, English II, and Biology EOCs.





Evaluation Data Sources: 2021-2022 STAAR Data, CBA Data, Campus Action Plan

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create EOC retest and trailer sections for all tested areas, which will use AVID strategies to reteach content.</p> <p>Strategy's Expected Result/Impact: At least a 50% pass rate for all EOC re-testers</p> <p>Staff Responsible for Monitoring: Academic Dean Teachers Content Assistant principals</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: During PLC, have specific data analysis for EOC re-testers. Teachers will need to provide data following CBAs and benchmarks for re-testers in all content areas.</p> <p>Strategy's Expected Result/Impact: At least a 50% pass rate for all EOC re-testers</p> <p>Staff Responsible for Monitoring: Academic Dean Teachers Content Specialists Content Assistant Principals</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 4: Goose Creek Memorial will have at least 40% of the student body successfully complete Advanced Academics Courses.





Evaluation Data Sources: Semester Grade Reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Student surveys and recruitment will begin in Fall to determine which students are interested in taking advanced academic courses</p> <p>Strategy's Expected Result/Impact: Increase in Dual Credit Enrollment and completion of advanced credit with at least 40% of student body receiving college credit</p> <p>Staff Responsible for Monitoring: Counselors Teachers Campus Administration</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: During the first week of October, Seniors will begin the Pre Assessment Activity. They will then take the Texas Success Initiative the third week in October. For all other students, this process will begin in November with posted advertisements regarding dual credit enrollment. They will complete the PAA and TSI in the early Spring.</p> <p>Strategy's Expected Result/Impact: 100% of interested students will complete Apply Texas online, participate in PAA, and receive successful scores on the TSI, in order to begin dual credit.</p> <p>Staff Responsible for Monitoring: Counselors Campus Administrators</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 5: Through rigorous instruction and timely interventions GCM will increase our "Meets" performance to the following: Algebra I 30%, Biology 61%, English I 52%, English II 53% and US History 68%





Evaluation Data Sources: 2021-2022 STAAR Data, CBA Data, Campus Action Plan

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: GCM will provide EOC extension activities for students identified as possible mid to high performers. The students will participate in rotations designed to reinforce and extend learning.</p> <p>Strategy's Expected Result/Impact: Increase in Distinctions</p> <p>Staff Responsible for Monitoring: Teachers Campus Administration</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teachers will utilize differentiation and AVID strategies. These strategies will be evidenced in lesson plans and monitored via walkthroughs and evaluations.</p> <p>Strategy's Expected Result/Impact: The use of these best practices will effect student engagement, which will allow for the implementation for more rigorous instruction</p> <p>Staff Responsible for Monitoring: Teachers Campus Administrators</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: The formative and summative assessments will be used as a data points for determining intervention needs. The data will be broken down by teacher, subgroup, and/or class period.</p> <p>Strategy's Expected Result/Impact: During department meetings, teachers will be able to use data to determine specific areas of weakness in instruction and student achievement.</p> <p>Staff Responsible for Monitoring: Teachers Campus Administrators</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 6: GCM will increase Special Ed and EL STAAR EOC scores, and will reach Meets Grade Level with the following percentages: Special Ed ELAR 15%, Special Ed Math 23%, Special Ed CCMR 30%, EL ELAR 29%, EL Math 40%, EL CCMR 30%.





Evaluation Data Sources: 2021-2022 STAAR Data, CBA Data, Campus Action Plan

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Targeted instruction provided by a content certified teacher and a special education certified teacher through the following co-teaching models: Parallel, Alternative, Station, Teaming, and One Teach One Assist team. Collaboration for content and special ed co-teaching pairs will be documented weekly and will take place during time built into the school day. Co-teach will be provided in the following courses: Algebra 1, Algebra 2, Biology, U.S. History, English 1, English, 2, English 3, and English 4. Tracking performance on student learning objectives for special education students, will be essential (by subject and subgroup).</p> <p>Strategy's Expected Result/Impact: Improved performance on check-point assessments. CBAs, and Mock STAAR Benchmarks</p> <p>Improved STAAR/EOC data</p> <p>Staff Responsible for Monitoring: Principal, Academic Dean, Assistant Principals, Content Specialists, Teachers</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize ESL Reading classes to double block students with English Language deficiencies in order to provide language support</p> <p>Strategy's Expected Result/Impact: Improved performance on check-point assessments. CBAs, and Mock STAAR Benchmarks</p> <p>Improved STAAR/EOC data</p> <p>Staff Responsible for Monitoring: Principal, Academic Dean, Assistant Principals, Content Specialists, Teachers</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: Goose Creek Memorial High School will focus on individual learning needs, maintain and implement quality classroom instruction, and provide effective learning opportunities.

Evaluation Data Sources: 2021-2022 STAAR Data, CBA Data, Campus Action Plan, CCMR Data, AP Scores, ACT/SAT scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: 1) Utilize collaborative teamwork for instructional planning to include:</p> <ul style="list-style-type: none"> *Data analysis by grade and subject *Data analysis through reflective questions *Grade-level, vertical, and/or interdisciplinary team meetings for data analysis and dialogue *Development of an Instructional Plan/Action Plan based on data analysis *Individual student data analysis and establishment of student conference *Teacher development of intervention plan <p>Strategy's Expected Result/Impact: *IMPLEMENTATION- Formative unit assessments. STAAR Exam results.</p> <ul style="list-style-type: none"> *PLC discussions * walkthrough observations <p>confirming that teachers have made a shift from traditional reading instruction to blended learning rotations and close reading.</p> <p>*CBA assessment data showing at least 2% higher achievement for all student groups when compared with last year's scores.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Academic Dean Content Specialists, Content Area Teachers</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Instructional Coaches and teachers will focus on quality first-time instruction (higher order thinking questions, AVID strategies, differentiation, and question stems that require analysis, evaluation, and creation) and alignment of formative and summative assessments to the standards of the course.</p> <p>Strategy's Expected Result/Impact: STAAR Test results, and AP test results will indicate student success and growth.</p> <p>Staff Responsible for Monitoring: Principal, Academic Dean, Assistant Principal, Content Specialists, Teachers</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Goose Creek Memorial, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

Performance Objective 1: Improve GCM identified at-risk student student attendance and academic performance in order to increase instructional success.

Evaluation Data Sources: Attendance, Academic, and Discipline reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: CIS, Social Workers, Counselors, Teachers, and Assistant Principals will work together to develop a system of identifying students who fall into the areas of concern for academics, being "chronically absent", and/or experiencing behavioral concerns and determine interventions to put into action.</p> <p>Strategy's Expected Result/Impact: Increase in attendance rate Decrease in failure rate</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Counselor Assistant Principal Teachers Communities In School Social Worker</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide a variety of accelerated instruction/tutorial interventions for identified at-risk students, including before/after school academic tutorials, credit recovery-Edgenuity, attendance recovery, and creative scheduling to improve instructional performance.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Academic Dean Counselor</p> <p>Funding Sources: Intervention Costs (Tutoring, Credit Recovery, etc.) - Coordination of Local and State Funds - SCE Funds - \$12,000</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Provide tangible incentives for students achieving perfect attendance, as well as students with improved attendance, each six week grading period, each semester, and throughout the school year.</p> <p>Strategy's Expected Result/Impact: Increase in attendance rate</p>	Formative		
	Nov	Feb	June

Increased perfect attendance

Staff Responsible for Monitoring: Principal

Assistant Principal

Counselor



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 3: Goose Creek Memorial, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

Performance Objective 2: Improve percentage of students completing 12 or more college hours prior to graduation to 25% of all students.

Evaluation Data Sources: AVID strategies, Lesson planning, CCMR data, Dual Credit data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Increase the number of students taking and completing rigorous coursework at GCM, including Pre-AP and AP courses as well as Dual Credit courses through Lee College and CTE technical credits.</p> <p>Strategy's Expected Result/Impact: Increased enrollment in advanced academic courses</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Content Specialist Teachers</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Increase number of students scoring 3 or higher on respective AP exams, or earning Dual enrollment course credit through Lee College, in order to achieve Quartile I in Distinction Designation. Students will participate in a review session at Rice if possible.</p> <p>Strategy's Expected Result/Impact: Increased student success on AP exams Increased student success on Dual Enrollment courses</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Content Specialist Teachers</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: GCM AVID teachers will attend AVID for professional development and to network with other AVID professionals.</p> <p>Strategy's Expected Result/Impact: Attendance at AVID conference</p> <p>Staff Responsible for Monitoring: Academic Dean Teachers</p>	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: AVID opportunities and instructional strategies will be presented to students throughout the year.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Teachers</p>	Formative		
	Nov	Feb	June





Strategy 5 Details	Formative Reviews		
<p>Strategy 5: The GCM AVID committee and MAPS teachers will meet regularly to develop strategies that may be implemented campus-wide to enhance classroom instruction and encourage students to continue their education beyond high school. During PLC, a designated member (s) of the AVID committee will present to teachers in all content areas (EOC tested and non-EOC tested).</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Teachers</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 3: Goose Creek Memorial, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

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

Evaluation Data Sources: Regular parent meetings, College Career and Lee College Dual Credit meetings, College night attendance





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: A meeting addressing college/career preparation will be offered to parents at least once during the school year.</p> <p>Strategy's Expected Result/Impact: Parents become more aware of post secondary options for their child</p> <p>Staff Responsible for Monitoring: Academic Dean Counselor Assistant Principal College and Career Counselor Admin</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: We will offer a Career Fair/Career and Technical Education (CTE) Fair so students will be able to explore career opportunities available through CTE course offerings.</p> <p>Strategy's Expected Result/Impact: Completion of CTE Fair</p> <p>Staff Responsible for Monitoring: Academic Dean Teachers CTE Specialists</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Offer a College Fair, where students are able to visit with representatives from numerous colleges and universities during one evening, hosted by GCCISD.</p> <p>Strategy's Expected Result/Impact: Completion of College Fair</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Assistant Principal Counselor Teachers College and Career Counselor Admin</p>	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Address higher education/continuing education by providing opportunities for all students through the GCM College and Career Center and Counseling Department.</p> <p>Strategy's Expected Result/Impact: Increase in students utilizing the College and Career Center</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Counselor College and Career Counselor</p>	Formative		
	Nov	Feb	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Counselors will meet with students throughout the year to create, update and maintain their 4-year Plans.</p> <p>Strategy's Expected Result/Impact: Personal Graduation Plans and Xello 4-Year Plans completed and entered in their respective database</p> <p>Staff Responsible for Monitoring: Counselor College and Career Counselor</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: Faculty, students, and staff will maintain current Positive Behavior Interventions and Supports which address classroom and campus management and discipline issues in a positive and systemic manner.





Evaluation Data Sources: Discipline Reports-Campus

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: GCM administrative staff will:</p> <ul style="list-style-type: none"> * Review discipline data each six week grading period. * Identify trends in student behavior. * Identify interventions to address the needs of those students who are identified as being habitual violators of campus and district behavioral expectations. * Support implementation of PBIS strategies. <p>Strategy's Expected Result/Impact: Decrease in number of discipline referrals</p> <p>Staff Responsible for Monitoring: Assistant Principal Teachers Principal</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

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





Evaluation Data Sources: Campus Discipline Reports, SST Team data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: GCM staff will receive an overview training to assist teachers to recognize signs of bullying, teen violence, and campus or home based abuse.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: Counselor Assistant Principal Teachers</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

Performance Objective 1: Recruit and retain highly effective personnel.

Evaluation Data Sources: Faculty turnover rate, mentor program for all new teachers, end of the year survey





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Professional Development regarding instructional best practices and classroom managements strategies will be provided for all staff. New Teacher University will be created for new teachers in order for them to receive additional training and various other tools needed to be successful in the classroom.</p> <p>Strategy's Expected Result/Impact: 100% highly effective staff roster</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Assistant Principals Content Specialists Lead Mentor Teacher</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Utilize GCCISD Professional Learning and Induction Handbook -- * during New Teacher University to support 1st year teachers * support and provide professional development for teachers with less than 5 years of experience</p> <p>Strategy's Expected Result/Impact: Increase in retention</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Lead Mentor Teacher</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create more opportunities to recognize students and staff for their accomplishments. Team building activities will be built into PLCs.</p> <p>Strategy's Expected Result/Impact: Higher campus morale</p> <p>Staff Responsible for Monitoring: Campus Administration Teachers</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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

Evaluation Data Sources: Teacher/Parent Survey





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Via website provide quarterly information to parents addressing campus data, announcements, grade reports, success strategies, graduation requirements, HB5 Grad Plan explanations, and upcoming dates that relate to the goal.</p> <p>Strategy's Expected Result/Impact: Emails sent to parents and newsletters posted</p> <p>Staff Responsible for Monitoring: Principal Webmaster Academic Dean</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: GCM will communicate to parents and students the opportunities and tools for success available such as ACT,SAT, TSI testing, dual credit courses, Xello, College Board, tutorials, Night School, and credit recovery.</p> <p>Strategy's Expected Result/Impact: Information provided via email and letters</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Webmaster Counselors</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Send out frequent School Messenger calls regarding the following: upcoming campus or district dates, testing information (Semester and Final Exams, STAAR, PSAT, etc.), progress reports, report cards, special events, and other items of importance.</p> <p>Strategy's Expected Result/Impact: Completion of School Messenger calls on the items listed Parent survey at the end of the year asking about GCM communication</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Testing Coordinator Counselor Teachers Assistant Principal Content Specialist</p>	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Parent meetings for each grade level will be offered to parents during the 1st semester for grades 9,10,11 and 12; and additional parent meetings for all grade levels will be offered during the 2nd semester.</p> <p>Strategy's Expected Result/Impact: Increase in parent involvement</p> <p>Staff Responsible for Monitoring: Principal Academic Dean Counselor Assistant Principal</p>	Formative		
	Nov	Feb	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: A parent event will be offered to incoming 9th grade parents before the start of school to address current campus, district and State requirements for meeting College and Career Readiness Standards.</p> <p>Strategy's Expected Result/Impact: Increase in parent involvement</p> <p>Staff Responsible for Monitoring: Principal Counselor Academic Dean Teachers Content Specialist</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: GCM teachers will utilize the following classroom technology: school issued iPads with appropriate APPs, Promethean boards, document cameras, online textbooks and resources, and updated mobile laptop carts to implement subject specific technology TEKS, support and enhance instruction and learning, and provide greater learning opportunities in connection to real-world applications.

Evaluation Data Sources: Technology reports on App/Software usage, Teacher trainings

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: All teachers will have access to technology in the classroom for both instruction and assessment. This will provide the opportunity to utilize Google classroom, Kahoot!, polleverywhere, as well as content specific apps.</p> <p>Strategy's Expected Result/Impact: Increase in student engagement and achievement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Academic Dean Teachers</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Campus Funding Summary

Coordination of Local and State Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	Intervention Costs (Tutoring, Credit Recovery, etc.)	SCE Funds	\$12,000.00
Sub-Total					\$12,000.00
Grand Total					\$12,000.00