

Goose Creek Consolidated Independent School District

Ross S. Sterling High School

2023-2024 Campus Improvement Plan



Mission Statement

Educators of Sterling High School use evidenced-based practices in the classroom to ensure that all students experience rigorous and relevant learning opportunities while building strong relationships that develop the "whole child".

Vision

Educators of Sterling High School are committed to ensuring that all students experience support, success, and various learning opportunities to prepare students for their futures.

Value Statement

We value building strong relationships that develop the "whole child".

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Comprehensive Needs Assessment

Demographics

Demographics Summary

RSS High School is a traditional high school and a PTECH academy school for Health Science and a career academy school for Future Educators.

Total Student Enrollment is 2098 with the following:

- 9th - 572
- 10th - 566
- 11th - 498
- 12th – 462

Gender Information:

- Female 1078 51.38%
- Male 1020 48.62%

Ethnicity

- | | | |
|------------------------------------|------|--------|
| • Hispanic-Latino | 1263 | 60.20% |
| • American Indian/Alaskan Native | 6 | 0.29% |
| • Asian | 37 | 1.76% |
| • Black - African American | 358 | 17.06% |
| • Native Hawaiian/Pacific Islander | 7 | 0.33% |
| • White | 390 | 18.59% |
| • Two-or-More | 37 | 1.76% |

Program Demographics

- At Risk 899
- EB 29
- SPED 294
- 504 237
- ED 1447

Demographics Strengths

- Our diverse demographic student population
- STAAR scores were comparable to the state score in all areas and highest in the district in ELA 1, and biology

- Our EB and SPED support systems are improving

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Data shows that our largest demographics make up our smallest % of STAAR mastery **Root Cause:** Strategies and services for these students is not meeting their needs.

Student Learning

Student Learning Summary

- PLC's are focused on teaching the material and students passing and growing.
- The tested area PLC's meet every day and are doing the necessary work to have high scores in passing the tests.
- The enrichment portion of those that master the material is the concern.
- Students are not prepared for the TSI and college entrance exams.
- With the amount of students taking dual credit and AP, the skills for these tests have to be acquired at the lower levels.

Student Learning Strengths

- The curriculum is data driven with CUA's, MAPS testing and data, and TEKS standards.
- The CCR lab and staff is able to do the testing and remediation quickly and on our campus.
- Our curriculum is now written in at the Junior level ELA and all levels of math.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Data shows that our STAAR (EOC) mastery is not at the level of expectation for our campus. **Root Cause:** The rigor of enrichment and advanced academic classes needs to be escalated and monitored.

Problem Statement 2: Students are failing to meet the minimum qualifications (TSI, SAT, ACT) that are determinations of college readiness. **Root Cause:** Reading and writing across the curriculum is not consistent. 9-11 Math and ELA courses are not rigorous in prepping students for college readiness testing.

School Processes & Programs

School Processes & Programs Summary

- There are gains in the disparities between our sub pops and mastery on state testing.
- Campus wide CUA's in all core areas, MAPS in math and ELA, interims in all STAAR areas.

School Processes & Programs Strengths

- The PLC use of data to drive instruction and backward design collaboration are improving and expanding.

Perceptions

Perceptions Summary

- Student, parent, and staff surveys by the district and campus level show strengths and weaknesses.
- Consistency of discipline is the main concern of all three.

Perceptions Strengths

- Our student wellness programs and staff, counseling department, and CIS all work hard to ensure that ALL students are seen and heard.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: There is a lack of consistency in the implementation of discipline across grade levels, which impacts classroom learning and teacher morale. **Root Cause:** There seems to be confusion about roles and responsibilities regarding the protocols to be followed for discipline and behavior issues. The staff feels that students are not held accountable for their actions and behaviors on campus and that students are not following rules.

Priority Problem Statements

Problem Statement 3: Data shows that our STAAR (EOC) mastery is not at the level of expectation for our campus.

Root Cause 3: The rigor of enrichment and advanced academic classes needs to be escalated and monitored.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Data shows that our largest demographics make up our smallest % of STAAR mastery

Root Cause 4: Strategies and services for these students is not meeting their needs.

Problem Statement 4 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Local Accountability Systems (LAS) data
- Community Based Accountability System (CBAS)

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups

- 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 and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-PESS data

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
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional 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 Sources: STAAR Results, TELPAS Results, Benchmark Data, CBA Data, Formative Assessments

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Use remediation classes in Algebra 1. English 1-4, Biology, and US History will target students for afternoon tutorials to help increase student understanding and close achievement gaps.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement in all areas by at least 10%</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Content Specialists</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Campus departments will utilize PLC time to review data, plan rigorous instruction, develop interventions and enrichment activities, and monitor overall student performance.</p> <p>Strategy's Expected Result/Impact: Increase in EOC passing rates by 20%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Content Specialists</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Monitor gaps in achievement and plan interventions for academically fragile students through data meetings with teachers that are led by administrators and/or content specialists.</p> <p>Strategy's Expected Result/Impact: Increase in EOC performance of first time testers of academically fragile students by 10%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Content Specialists, PLC</p>	Formative		
	Nov	Feb	June





Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Teachers will meet with students to set individual growth goals and monitor student progress through common formative assessments, benchmarks, CUA's and other forms of data to increase the achievement success of identified student groups.</p> <p>Strategy's Expected Result/Impact: Increase in Meets 20% and Master Level 10% performance on EOC exams</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Content Specialists</p> <p>Funding Sources: Supplemental Materials and Supplies - Coordination of Local and State Funds - ESL Funds - \$750, Supplemental Materials and Supplies - Coordination of Local and State Funds - GT Funds - \$750, Supplemental Materials and Supplies - Coordination of Local and State Funds - Special Education Funds - \$750</p>	Formative		
	Nov	Feb	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: All honors 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 (NMSI training).</p> <p>Strategy's Expected Result/Impact: Increase in EOC Master Level performance by 20%</p> <p>Staff Responsible for Monitoring: RSS Administrative Team</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: 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: 100% of seniors at Sterling High School will be eligible to be accepted to a two-year college, technical school, four-year college or military branch of service

Evaluation Data Sources: Xello data, Apply Texas data, TSI scores, College Entrance exams

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: 100% of seniors at Sterling High School will complete the Apply Texas application</p> <p>Strategy's Expected Result/Impact: Apply Texas report of seniors applying to a college, technical school or university will increase by 25%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, College/Career Counselor</p> <p>Funding Sources: Costs for College and Career Counselor - Coordination of Local and State Funds - CCMR Funds - \$75,000</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Increase availability of courses and the percentage of students taking dual enrollment and advanced placement classes at Sterling High School</p> <p>Strategy's Expected Result/Impact: Increase Dual Enrollment/AP course offerings 25%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, College/Career Counselor, Counselors</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: All seniors at Sterling High School will utilize the College/Career center to complete tasks (FAFSA, Apply Texas, etc.) that work toward a comprehensive individualized postsecondary plan.</p> <p>Strategy's Expected Result/Impact: All plans are on file Senior Plan Review Meeting</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, College/Career Counselor</p>	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: All juniors and seniors at Sterling High School will take at least one college preparation/entrance exam(ACT, SAT, PSAT, TSIA)</p> <p>Strategy's Expected Result/Impact: Increase in scores as reflected on SAT, PSAT, ACT, TSIA reports by 10% in SAT, ACT, PSAT, and 20% in TSIA.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, College/Career Counselor</p>	Formative		
	Nov	Feb	June

Strategy 5 Details	Formative Reviews		
Strategy 5: Continue to offer the school day ACT to juniors with 16 or more credits. Strategy's Expected Result/Impact: Increase in ACT participation by 20%. Staff Responsible for Monitoring: RSS Administrative Team, College/Career Counselor	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 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 Sources: STAAR Performance
TTESS Appraisals and Walk Throughs

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: RSS Administrators will conduct a minimum of ten walk throughs a week with instructional feedback provided on five . Strategy's Expected Result/Impact: Increase in student achievement by 10% Staff Responsible for Monitoring: RSS Administrative Team</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: EOC tested areas will evaluate common formative assessments (CUA, MAPS, Interim) data in PLC meetings using a data analysis protocol in order to identify strengths, weaknesses, interventions and enrichment activities. Strategy's Expected Result/Impact: Increase in identified strategies or focus as measured by a 20% Increase in scores Staff Responsible for Monitoring: RSS Administrative Team, Content Specialists, PLC team members, TLC</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Testing administrator and ESL Administrator will expedite procedures and protocols that ensure accuracy in ratings and verification for the TELPAS process. Strategy's Expected Result/Impact: Increase in TELPAS ratings by 20%. Staff Responsible for Monitoring: RSS Administrative Team</p>	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: ESL administrator will conduct targeted walk throughs for SI Team members offering feedback to improve instruction. Strategy's Expected Result/Impact: Increase in TELPAS scores by 20%. Staff Responsible for Monitoring: RSS Administrative Team</p>	Formative		
	Nov	Feb	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Campus administration will work with the district ESL specialist to ensure staff is SI trained and understands TELPAS accountability. Strategy's Expected Result/Impact: Increase in TELPAS scores by 20% and EOC scores by 10%.</p>	Formative		
	Nov	Feb	June

Staff Responsible for Monitoring: RSS Administrative Team

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

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

Performance Objective 2: Sterling High School will ensure academic success for all students by closing the achievement gaps





Evaluation Data Sources: STAAR data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Based on common formative assessments and benchmark scores, implement targeted interventions that provide intense support for students at risk of failing specific EOC exams.</p> <p>Strategy's Expected Result/Impact: Increase in Benchmark scores, CUA scores, EOC scores and attendance by 10%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Use the walk-through data analysis process and other instructional data to provide targeted instructional feedback and coaching to critical content area classrooms to increase student achievement.</p> <p>Strategy's Expected Result/Impact: Increase in EOC scores by 10% and TELPAS scores by 20%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Teaching and Learning Coach</p> <p>Funding Sources: Cost for Teaching and Learning Coach - Coordination of Local and State Funds - SCE Funds - \$70,000</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Teachers will use the EOC format to increase rigor on assignments to model EOC test Master Level performance.</p> <p>Strategy's Expected Result/Impact: Increase in EOC scores by 20% Meets and 10% Mastery</p> <p>Staff Responsible for Monitoring: RSS Administrative Team</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Sterling High School, through enhanced dropout prevention efforts, will work to ensure 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 current Cohort group for EOC progress, attendance, credits, and behavior and serves as a link for communication for students to parents to teachers.





Evaluation Data Sources: STAAR performance, discipline records, student transcripts, college entrance exams

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide accelerated instruction/high impact tutorials for students that are identified as at-risk in order to increase academic performance.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement by 10%</p> <p>Staff Responsible for Monitoring: RSS Administrative Team</p> <p>Funding Sources: Costs for intervention tutors - Coordination of Local and State Funds - SCE Funds - \$13,000</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Counselors will schedule a minimum of 1 parent conference per semester for every student at risk of failing.</p> <p>Strategy's Expected Result/Impact: Increase in Parent call log as documented by log data</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Grade Level Counselors</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Assistant Principals, Counselors, and Academic Dean will hold monthly meetings and review the status of each senior.</p> <p>Strategy's Expected Result/Impact: Graduation rate for the 2024 Cohort will be 98%</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Counselors</p>	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: The MTSS and the PBIS Teams will meet at least once a month to monitor identified students for academic progress, attendance, and/or behavior of our AR students and provide needed support and/or resources to the student and/or parent.</p> <p>Strategy's Expected Result/Impact: Students will have a team of staff members that will monitor the AR student by tracking data of assessments, attendance and behavior and using that data to determine strategies that will enhance student learning in all areas.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Student Wellness Interventionist, Counselors, MTSS Team, PBIS Team</p> <p>Funding Sources: Costs for Student Wellness Interventionist - Coordination of Local and State Funds - SCE Funds - \$75,000</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: Sterling High School, through enhanced dropout prevention efforts, will work to ensure 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 Sources: Graduation data, student failure rates, STAAR performance

Strategy 1 Details	Formative Reviews		
<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement by 10%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Teaching and Learning Coach</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: An individualized intervention plan will be created for all students at risk of dropping out or not graduating from Sterling High School</p> <p>Strategy's Expected Result/Impact: Increase in student achievement</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Counselors</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Senior parents and students will be notified if the student is at risk of not graduating.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement by 10%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Senior Counselors,</p>	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Counselors will meet with students who have failed one or more subjects every nine weeks to discuss grade repair options.</p> <p>Strategy's Expected Result/Impact: Documentation of the meetings conducted</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Counselors</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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 Sources: Campus discipline reports

Strategy 1 Details	Formative Reviews		
Strategy 1: All teachers and administrators will follow the campus discipline management process and code of conduct Strategy's Expected Result/Impact: Decrease in discipline referrals by 20% Staff Responsible for Monitoring: RSS Administrative Team	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
Strategy 2: All faculty members will consistently be active and highly visible in the building throughout the day. Strategy's Expected Result/Impact: Decrease in discipline referrals by 20%. Staff Responsible for Monitoring: RSS Administrative Team	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
Strategy 3: All faculty will be trained and familiar with campus and district emergency crisis plans Strategy's Expected Result/Impact: Decrease in incidents by 20%. Staff Responsible for Monitoring: RSS Administrative Team	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 Sources: Campus discipline reports, student attendance reports, attendance celebrations

Strategy 1 Details	Formative Reviews		
Strategy 1: We will initiate PBIS campus activities that increase school spirit and pride in accordance to MTSS goals. Strategy's Expected Result/Impact: Increased attendance by 10% Decrease in the number of discipline referrals by 20% Staff Responsible for Monitoring: RSS Administrative Team, PBIS team	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
Strategy 2: Students who received all A's on the nine weeks report card will receive a reward Strategy's Expected Result/Impact: Increased number of student earning all A's Staff Responsible for Monitoring: RSS Administrative Team	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
Strategy 3: Students who pass all classes for a nine week grading period are awarded through PBIS/ILT.. Strategy's Expected Result/Impact: Increased number of students passing all classes each six weeks by 20%. Staff Responsible for Monitoring: RSS Administrative Team	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
Strategy 4: All faculty will be trained for PBIS/MTSS procedures. Strategy's Expected Result/Impact: Increase teacher strategies for addressing social and emotional needs of students by providing teachers with relevant PD trainings on social/ emotional needs and Feedback forms from Character Strong lessons. Staff Responsible for Monitoring: RSS Administrative Team Targeted Support Strategy	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

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





Evaluation Data Sources: Certification Data Report, Teacher Retention Reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Attend job fairs and hire highly effective teachers for all vacancies. Strategy's Expected Result/Impact: 100% highly effective teacher roster Staff Responsible for Monitoring: Principal	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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 Sources: Parent sign in sheets, School Messenger use, parent conference notes

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Grade level offices will routinely ensure the accuracy of student records and contact information</p> <p>Strategy's Expected Result/Impact: Completed record checks Corrected student records</p> <p>Staff Responsible for Monitoring: RSS Administrative Team</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sterling High School will host various activities and events in order to encourage parents to participate in their student's high school education.</p> <p>Strategy's Expected Result/Impact: Completion and attendance of the following: College night, Career night, Grade level meetings, College Readiness seminars with sign in sheets and QR codes to track parent and student attendance at multiple parent opportunities at RSS.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, College/Career Counselor</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Sterling High School will continue to communicate to parents using parent emails, Parent Square trainings and alerts, website postings and parent conferences/meetings, and social media.</p> <p>Strategy's Expected Result/Impact: Parent Square trainings through parents nights and social media. Parent Square logs by administration and teachers to monitor communication to parents.</p> <p>Updated website and social media</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Librarian</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  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 community culture with stakeholders through faculty collaboration, family communication, and community partnerships.





Evaluation Data Sources: Meeting Documents, PIE Report, Volunteer Reports, Parent Surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase in parent involvement by 20%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, Counselors, CTE</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Sterling High School and Methodist Houston San Jacinto Hospital to actively partner together to serve and support our students/faculty</p> <p>Strategy's Expected Result/Impact: Increase in partnership involvement by 20%.</p> <p>Staff Responsible for Monitoring: RSS Administrative Team, CTE admin, PIE</p>	Formative		
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 Sources: Student Assessment Reports, Campus Walk through data

Strategy 1 Details	Formative Reviews		
Strategy 1: Teachers will integrate technology tools into their lessons with an emphasis on technology based learning assessments. Strategy's Expected Result/Impact: Increased student achievement by 10%. Staff Responsible for Monitoring: RSS Administrative Team	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Campus Funding Summary

Coordination of Local and State Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Supplemental Materials and Supplies	ESL Funds	\$750.00
1	1	4	Supplemental Materials and Supplies	Special Education Funds	\$750.00
1	1	4	Supplemental Materials and Supplies	GT Funds	\$750.00
1	2	1	Costs for College and Career Counselor	CCMR Funds	\$75,000.00
2	2	2	Cost for Teaching and Learning Coach	SCE Funds	\$70,000.00
3	1	1	Costs for intervention tutors	SCE Funds	\$13,000.00
3	1	4	Costs for Student Wellness Interventionist	SCE Funds	\$75,000.00
Sub-Total					\$235,250.00