

Eastland Independent School District

Eastland High

2015-2016 Formative Review Quick Update

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Mathematics
Academic Achievement in Social Studies
Top 25% Closing Performance Gaps
Postsecondary Readiness

Board Approval Date: December 14, 2015
Public Presentation Date: December 14, 2015

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Goal 1: We will Maintain Safe Schools and be Prepared for, and Capable of Responding to, Unusual Incidents and Emergencies with the District and Community.

Performance Objective 1: All campus staff will continue to place a high priority on school safety and security for students.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Lock all outside doors except for the glass double doors by cafeteria and the single door by library.	Administration and SRO				
2) Assign areas for administration and staff to monitor before school, during lunch and after school.	Administration, SRO, Athletic Directors.				
3) Staff visibility during passing periods and before/after school.	Administration, SRO, Athletic Directors.				
4) Review Crisis management Plan.	Administration, SRO				
5) Show informative videos, make announcements, hang posters, have speakers that discuss texting/driving, alcohol/drug/tobacco awareness and bullying.	Administration, Teachers, SRO, Counselor				
6) Campus will be free of drugs, alcohol, and firearms	Administration, Faculty				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					































Goal 1: We will Maintain Safe Schools and be Prepared for, and Capable of Responding to, Unusual Incidents and Emergencies with the District and Community.

Performance Objective 2: Provide students and staff with a well-maintained and functional building and grounds

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Nonfunctional doors, windows, furniture and equipment will be replaced or repaired	Administration and maintenance				
2) Student and staff parking will be identified and practically utilized.	Administration				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					











Goal 2: We will continuously improve student performance.

Performance Objective 1: All student groups in all STAAR/EOC will increase the passing rate based on Phase in Level 2 by a minimum of 10%.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Provide professional development activities for teachers during August and throughout the year.	Administration				
2) Teachers will assess their students at least twice per six weeks to evaluate current level of comprehension.	Teachers and Administration				
3) Identify non-English speakers and assign them to a mentor through our ESL program.	ESL Coordinator, Administration				
4) ESL student tutorial period and peer support.	ESL coordinator and administration.				
5) Provide targeted, specific remediation during the school day and outside the school day. (Algebra 1 and ELA 1/2)	ELA Teachers and Administration				
6) Administration will check lesson plans once a week for TEKS based instruction.	Administration				
7) Administration will conduct regular classroom walk-throughs.	Administration				
8) Support and retain highly qualified staff.	Administration				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 2: We will continuously improve student performance.

Performance Objective 2: 100% of EHS graduates will graduate on time.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Utilize ECC and credit recovery to help students receive credit where it was lost in earlier high school courses.	Counselor, PEIMS, ECC coordinator, Administration				
2) Continue with A+ as credit recovery software program, but begin looking at various options.	Counselor, PEIMS, ECC coordinator, Administration				
3) Create open communication with all at-risk students to provide resources and assistance in any way possible.	Counselor, Administration				

4) Place students that need additional services in Math and ELA in supplemental courses to assist with the STAAR/EOC.	Teachers, Administration and Counselor				
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Goal 2: We will continuously improve student performance.

Performance Objective 3: Increase student participation in and completion of Dual Credit courses by 5%.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Counselors will meet with students individually/classes to determine/share post-graduation options.	Administration and Counselor				
2) Add Honors courses to the master schedule to increase the level of rigor in lower level courses leading up to dual credit.	Administration and Counselor				
3) Allow for students to have maximum availability to dual credit courses.	Administration and Counselor				
4) Host parent meeting with specific information about Dual Credit.	Administration and Counselor				
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Goal 3: We will employ efficient and effective practices.

Performance Objective 1: Student attendance will increase by a minimum of 3%.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Attendance will be monitored on a daily and weekly basis.	Administration and Administrative Assistant and SRO				
2) Emphasize the importance of attending school everyday and being on time through various means of communication.	Administration, SRO and Teachers.				
3) Utilize every opportunity to talk to students about their goals and why they are in school.	Administration, SRO, Teachers				
4) Counsel with students who have excessive absences.	Administration, SRO, Attendance committee, Counselor.				
5) Build a sense of family with students. Learn student names and refer to them in the hallways. Make them feel wanted and valued during lunch, classrooms, dismissal, and at any extra curricular events.	All EHS staff				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 3: We will employ efficient and effective practices.

Performance Objective 2: Utilize Campus Leadership Teams when making decisions.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Provide content area teams planning time withing the master schedule.	Administration and Counselor				
2) Create a campus leadership team to help when making decisions that impact the entire campus.	Administration				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					

Goal 3: We will employ efficient and effective practices.

Performance Objective 3: Increase awareness of post-secondary opportunities and resources available.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Math and English departments will continue to support SAT/ACT requirements.	ELA and Math Teachers, administration				
2) SAT and PSAT tutoring will be provided prior to test administration	Faculty and Administration				
3) EHS is providing the opportunity for students to earn specific certifications prior to graduating.	Administration, CTE Director and teachers, Counselor				
4) Conduct Senior meetings to open the door to communicate important information regarding their senior year and post graduation.	Counselor and Administration				
5) Increase communication to parents and students in regard to post-secondary opportunities and resources.	Administration and Counselor				
6) Hold college shirt day once a month to increase the awareness about college.	All EHS Staff				
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Goal 3: We will employ efficient and effective practices.

Performance Objective 4: Qualified and highly effective personnel will be recruited, developed and retained.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpages.	Administration				
2) Assign a mentor teacher to all new EHS hires to answer questions and for how we do things the Maverick Way.	Administration and Teachers				
3) Maintain a HQ binder to ensure all meet HQ status.	Administration				
4) Update and maintain paraprofessionals records to state requirements and local requirements.	Administration				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue					









Goal 4: We will Develop and Maintain Strategic Community Partnerships

Performance Objective 1: Parents, students and the community will be key stakeholders in the education of Eastland High School Students.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) EHS website will be up to date and current with pertinent information.	Administration				
2) Teachers will communicate with parents through email and phone.	Administration and Teachers				
3) EHS will use Remind101, Blackboard messenger, Facebook and the EHS website to keep parents and community informed of evnets, policies and procedures for EHS.	Administration				
4) Begin planing to create senior internships with various community businesses.	Administration				
5) Bring in various college representatives to visit with students and counselor about future endeavors/plans.	Counselor and Administration				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					









Goal 4: We will Develop and Maintain Strategic Community Partnerships

Performance Objective 2: High expectation of student performance will be encouraged by acknowledging successful Student Achievement.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Students will receive reasonably quick recognition and acknowledgment for outstanding achievements.	Administration and Counselor				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					









Goal 5: Actively implement plan to increase fund balance and improve cash flow.

Performance Objective 1: Budget requests will reflect identified instructional needs.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) A committee will identify specific instructional needs	Administration and faculty				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					









Goal 5: Actively implement plan to increase fund balance and improve cash flow.

Performance Objective 2: Special budget requests will be considered and prioritized for short and long term planning.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Plans will be created to realize long term needs	Administration				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					









Goal 6: Eastland ISD will meet PBMAS standards

Performance Objective 1: The overall percentage of special education students that are considered to be drop outs in grades 7-12 will be reduced.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Campus administration will work with the Special Education Coop and stakeholders to keep current special education students in school and continually monitor their progress.	Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					




Goal 6: Eastland ISD will meet PBMAS standards

Performance Objective 2: The overall percentage of Special Education students receiving ISS placements will be reduced.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) ISS placements for SPED will be reduced by actively using discipline management techniques that help those students remain in the regular education setting as much as possible.	Campus principals, SPED teachers, Regular Education Teachers				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 6: Eastland ISD will meet PBMAS standards









Performance Objective 3: The overall percentage of Special Education students ages 12-21 in the regular education setting less than 40% of the time will be reduced.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Campus principals will coordinate with the staff and the SPED coop to determine which students could be better served in the regular education setting for more than 40% of their school day through the ARD process with stakeholder input.	Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician				

 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue









Goal 6: Eastland ISD will meet PBMAS standards

Performance Objective 4: The number of Special Education students taking the STAAR Alt. test will be reduced.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Special Education participation rate for the STAAR Alt test will be reduced by campus stakeholders working together to determine which students will be better prepared to take the STAAR assessment.	Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					









Goal 6: Eastland ISD will meet PBMAS standards

Performance Objective 5: The number of Hispanic students identified as needing special education services will be reduced.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) The district will work with SPED Coop to work towards reducing the number of Hispanic students receiving special education services. To ensure that students are properly placed the ARD committee will use any and all data to make informed decisions regarding admission and dismissal of all students.	Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers, Diagnostician, ESL Coordinator				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 6: Eastland ISD will meet PBMAS standards

Performance Objective 6: The number of students that are Title I part A in grades 7-12 considered to be drop outs will be reduced.

Strategy Description	Staff Responsible	Formative Reviews			
		Dec	Feb	Apr	June
1) Campus principals will work with staff members and stakeholders to identify students in this category that are at-risk of not completing high school. These students will be monitored by the campus staff to check for indicators of possible drop-outs.	Campus principals, SPED teachers and paraprofessionals, Regular Education Teachers				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					