

LEE FRESHMAN HIGH SCHOOL

Campus Improvement Plan

2011/2012

In Pursuit of Excellence...

Date Reviewed: 09/22/11

Date Approved: 09/22/11

LEE FRESHMAN HIGH SCHOOL

Mission

Each student at Lee Freshman High School will be provided a safe and positive learning environment in which they will have the opportunity to achieve the levels of academic success to which they aspire. Teachers will set high expectations for themselves; as well as encourage and motivate all students to set high expectations and goals.

Vision

All students, given the proper setting, have the ability to achieve success academically. Each must be presented with the tools and positive learning environment necessary to achieve the maximum skill level specifically appropriate to his/her abilities and needs.

Nondiscrimination Notice

LEE FRESHMAN HIGH SCHOOL does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

LEE FRESHMAN HIGH SCHOOL Site Base

Name	Position
Aylor, Doug	Math Teacher
Blevins, Nicole	Parent
Bordelon, Ashley	Community Representative
Brown, Marci	Assistant Principal
Macias, Monique	Biology Teacher
Martin, Tina	AVID/Health Teacher
Napoleon, Amanda	Math/Special Education Teacher
Payne, Lara	English Department Chair
Phillips, Amy	Assistant Principal
Rook, Erik	Social Studies Department Chair
Stults, Bobby	Principal
Vela, Les	Central Office Representative

Resources

Resource	Source
CTE Funds	Federal
English as a Second Language	Federal
IDEA Special Education	Federal
Title I	Federal
Title III, Part A - LEP	Federal
Activity Funds	Local
C-Scope Resource Bank	Local
Instructional Resources & Media Services	Local
Instructional Services	Local
SchoolNet Data	Local
Staff Development	Local
Designated Funds	Other
Local Budget Data	Other
Local Districts	Other
Local Funds	State
State Compensatory	State
State Technology Grant	State

Campus Based Needs Assessment 2011 ~ 2012

The following reports/data were utilized in determining the needs assessment for LFHS:

AEIS
DMAC
PBMAS
IFV Data
SchoolNet
Instructional reports, such as:
AVID
Discipline Data
Attendance Reports
Failure Reports
A+ Reports
Teacher Retention Data
Home-School Communication Logs

1. Staff quality, recruitment & retention

* A more comprehensive mentor program at campus level.

* Follow-up provided for training received at the campus & district levels.

2. Curriculum, instructions & assessment

* More up-to-date/advanced technology & training

* Instructional & student supplies

3. Demographics

* More teacher collaboration to improve instruction

4. School culture & climate

* Additional school-wide activities for students

* More student incentives (attendance, grades, etc.)

5. School context and organization

* Increased attention on special populations (AA, EcoDis, Sped, ELL)

* More cohesiveness between campus departments

6. Family & community involvement

* Improved communication between school & home

* Creation of better teacher/parent partnerships

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

LEE FRESHMAN HIGH SCHOOL

Goal 1. LFHS will support high academic standards.

Objective 1. Implementation of rigorous curriculum throughout all content areas with supportive strategies to enhance success for 100% of all students.

Goal 2. LFHS will uniformly use effective instructional strategies.

Objective 1. Utilize diverse methods of differentiated instruction and best practice methods to meet the individual needs of 100% of all learners.

Goal 3. LFHS will recruit, develop, and support highly motivated staff members who maximize student success.

Objective 1. 100% of LFHS teachers will be provided with on-going support, guidance, recognition and training throughout the year.

Goal 4. LFHS will prepare technologically advanced students.

Objective 1. Provide 100% of all personnel with appropriate and necessary technology for all content areas.

Goal 5. LFHS will provide facilities that support exemplary learning environments.

Objective 1. Training of administration and faculty/staff on best practices concerning campus safety and security.

Goal 6. LFHS will fully develop positive partnerships with Midland's community and business organizations.

Objective 1. Maintain communication with parents and community and provide a safe learning environment.

Goal 7. LFHS will exercise fiscal responsibility.

Objective 1. Work with MISD to ensure prudent use of all monies.

LEE FRESHMAN HIGH SCHOOL

Goal 1. LFHS will support high academic standards.

Objective 1. Implementation of rigorous curriculum throughout all content areas with supportive strategies to enhance success for 100% of all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. LFHS will provide C-Scope training for all core teachers (including special education and ESL) throughout the 2011-12 school year. These and other trainings include, but are not limited to, cognitive and content expectations, content change between grade levels, C-Scope documents, TEKS verification, academic vocabulary, etc. (Title I SW: 4,10) (Title I TA: 1,3,4,6,8) (Target Group: H, AA, ECD, ESL, LEP, SPED, AtRisk) (NCLB: 1)</p>	<p>Academic coaches, Assistant Principal(s), Core Subject Teachers, Department Heads, Instructional Specialist, Principal, Special Ed Teachers</p>	<p>2011-2012</p>	<p>(F)English as a Second Language, (L)C-Scope Resource Bank, (O)ESC 18 Trainers, (O)Local Budget Data, (O)Special Education Teachers</p>	<p>Documented sessions (w/ agendas, sign in sheets) Certificates</p>
<p>2. LFHS will work with the district to provide teachers, students and parents the latest information and training concerning STAAR exams and requirements in an effort to ensure all LFHS students (with added focus on AA's, Eco D's, ELL's and special education) are equipped for success. (Title I SW: 4,6,9,10) (Title I TA: 1,2,3,8) (Target Group: H, AA, ECD, ESL, SPED, AtRisk) (NCLB: 1,2)</p>	<p>Academic coaches, Assistant Principal(s), Department Heads, Instructional Specialist, Principal, Teaching & Learning Department</p>	<p>2011-12</p>	<p>(F)English as a Second Language, (F)Title I, (L)SchoolNet Data, (L)Staff Development</p>	<p>Training schedule Faculty meetings agendas/sign-in sheets Department meetings agendas/sign-in sheets Staff development certificates Student assessment data</p>
<p>3. LFHS teachers will incorporate post-secondary rigor by developing and implementing cooperative learning strategies (Kagan, Marcia Tate, etc.), SAT strategies, exemplar lessons, etc. (Title I SW: 1,4,9,10) (Title I TA: 1,2,3,5) (Target Group: All, H, AA, ECD, LEP, SPED, AtRisk) (NCLB: 1,5)</p>	<p>Academic coaches, Assistant Principal(s), Department Heads, Instructional Specialist, Principal</p>	<p>2011-12</p>	<p>(L)Instructional Services, (L)SchoolNet Data, (O)ESC 18 Trainers</p>	<p>Staff development certificates IFV data Training agendas/sign-in sheets</p>

LEE FRESHMAN HIGH SCHOOL

Goal 1. LFHS will support high academic standards.

Objective 1. Implementation of rigorous curriculum throughout all content areas with supportive strategies to enhance success for 100% of all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
4. LFHS will use the following strategies (but not limited to) to enhance instruction in GT/PreAP classes and increase the percentage of GT/PreAP students reaching the commended performance level on STAAR: * Cooperative Learning * Timed writings * Kilgo stems/depth of thinking * Exam View * SAT strategies (Title I SW: 4,10) (Title I TA: 1,2,3,5) (Target Group: All, GT) (NCLB: 1)	Academic coaches, Assistant Principal(s), Department Heads, Instructional Specialist, Principal	2011-12	(L)Instructional Services, (L)Staff Development, (O)Designated Funds	Benchmarks Core exams Unit tests Writing samples

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Goal 2. LFHS will uniformly use effective instructional strategies.

Objective 1. Utilize diverse methods of differentiated instruction and best practice methods to meet the individual needs of 100% of all learners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. LFHS will provide training and/or resources in the following areas to improve overall instruction and academic performance for all students including special populations (AA's, Eco D's, ELL's, special education): Cooperative learning structures * STAAR * AVID strategies * 12 Words * Revised Bloom's Taxonomy * Kilgo stems/depth of thinking (Title I SW: 1,4,9,10) (Title I TA: 1,2,3,5,6) (Target Group: All, AA, ECD, ESL, LEP, SPED) (NCLB: 1,5)</p>	<p>Academic coaches, Assistant Principal(s), Department Heads, Instructional Specialist, Principal, Teaching & Learning Department</p>	<p>2011-12</p>	<p>(F)English as a Second Language, (F)Title I, (L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)AVID State Trainers, (O)District Trainers, (O)ESC 18 Trainers</p>	<p>IFV data Grades Test data Agendas/sign-in sheets</p>
<p>2. LFHS will work with partners, parents and faculty/staff to develop activities to effectively promote student attendance. These activities will be proactive and encourage students to be at school every day, prepared and with a good attitude. *NOTE: LF attendance goal is 96%. (Title I SW: 1,6,10) (Title I TA: 1,2,7) (Target Group: All, H, AA, ECD, ESL, LEP, SPED, AtRisk) (NCLB: 5)</p>	<p>Assistant Principal(s), CEIC members, Counselor(s), Principal</p>	<p>2011-12</p>	<p>(L)Activity Funds, (L)Dropout Prevention</p>	<p>LFHS attendance rate</p>
<p>3. In order to provide LF students additional opportunities to show mastery of curricular content, LFHS will develop campus guidelines relating to the district re-do policy. (Title I SW: 2,8,10) (Title I TA: 1,2) (Target Group: All, AA, ECD, ESL, LEP, SPED, AtRisk)</p>	<p>Assistant Principal(s), Department Heads, Principal, Teacher(s)</p>	<p>2011-12</p>	<p>(L)SchoolNet Data</p>	<p>Teacher data concerning student re-do opportunities</p>

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Goal 2. LFHS will uniformly use effective instructional strategies.

Objective 1. Utilize diverse methods of differentiated instruction and best practice methods to meet the individual needs of 100% of all learners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>4. LFHS will develop and implement innovative strategies/events to differentiate instruction, to address specific academic needs and to raise the level of academic rigor for all students (i.e. AA's, Eco D's, ELL's, special education and elevate commended performance to 25%). (Title I SW: 1,2,4,10) (Title I TA: 1,2,3,4,5) (Target Group: All, H, AA, ECD, ESL, LEP, SPED, AtRisk) (NCLB: 1,5)</p>	<p>Academic coaches, Assistant Principal(s), Department Heads, Instructional Specialist, Principal</p>	<p>2011-12</p>	<p>(F)Title I, (L)Activity Funds, (L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)Local Budget Data</p>	<p>IFV data Agendas/sign-in sheets Documented events/trainings</p>
<p>5. LFHS will use all available fund sources to ensure that teachers have the necessary supplies to effectively implement the C-Scope curriculum and instructional strategies directly related to improved student performance. (Title I SW: 1,9,10) (Title I TA: 1,3,8) (Target Group: All) (NCLB: 1)</p>	<p>Assistant Principal(s), Instructional Specialist, Principal</p>	<p>2011-12</p>	<p>(F)Title I, (L)Activity Funds, (L)C-Scope Resource Bank, (L)Instructional Services, (O)Designated Funds</p>	<p>Expenditure reports Auditor feedback Needs assessment</p>

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Goal 3. LFHS will recruit, develop, and support highly motivated staff members who maximize student success.

Objective 1. 100% of LFHS teachers will be provided with on-going support, guidance, recognition and training throughout the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. LFHS will provide training and professional development opportunities to help ensure retention and professional growth for all teachers through the following:</p> <ul style="list-style-type: none"> * Classroom management * Cooperative Learning * Modeling * Differentiated instruction * Technology * C-Scope * Mentoring (Title I SW: 3,4,5,9) (Title I TA: 1,2,3,5) (Target Group: All, H, AA, ECD, ESL, LEP, SPED, AtRisk) (NCLB: 3) 	<p>Academic coaches, Assistant Principal(s), Department Heads, Instructional Specialist, Principal</p>	<p>2011-12</p>	<p>(L)Activity Funds, (L)Instructional Services, (L)Staff Development</p>	<p>Documentations of trainings, agendas, sign-in sheets Certificates of completion</p>
<p>2. LFHS will work with a faculty/staff committee to develop a system to recognize employees that have proven to be students of their profession, true professionals, and those that make a difference in the lives of their students. (Title I SW: 1) (Target Group: All)</p>	<p>Assistant Principal(s), CEIC members, Principal, Teacher(s)</p>	<p>2011-12</p>	<p>(L)Activity Funds, (O)Local Budget Data</p>	<p>Documentation of system/participants</p>

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Goal 4. LFHS will prepare technologically advanced students.

Objective 1. Provide 100% of all personnel with appropriate and necessary technology for all content areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. LFHS will work with the district in purchasing and implementing new technology for classrooms; such as:</p> <ul style="list-style-type: none"> * Exam View Assessment Series * Mobi-View * Student response systems * Dual video cards <p>NOTE: Training of faculty/staff on the use of new technology will be provided. (Title I TA: 1,2,3,4,5) (Target Group: All, H, AA, ECD, ESL, LEP, AtRisk) (NCLB: 1)</p>	<p>Assistant Principal(s), Instructional Specialist, Instructional Technology Dept., Principal</p>	<p>2011-12</p>	<p>(L)Instructional Resources & Media Services, (L)Instructional Services, (L)Staff Development, (O)Designated Funds</p>	<p>Acceptance/usage/feedback of new technology</p>
<p>2. LFHS will investigate the use of previously untapped modes of technology for instructional purposes; such as:</p> <ul style="list-style-type: none"> * Smart Phones * Ipads * Ipods (Title I TA: 1,4) (Target Group: All, H, AA, ECD, ESL, LEP, SPED, AtRisk) 	<p>Assistant Principal(s), Department Heads, Principal</p>	<p>2011-12</p>	<p>(L)Activity Funds, (L)Instructional Services</p>	<p>Documented usage/feedback/participation</p>

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Goal 5. LFHS will provide facilities that support exemplary learning environments.

Objective 1. Training of administration and faculty/staff on best practices concerning campus safety and security.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. LFHS campus administration will attend professional development concerning campus safety and security. Content will include, but not limited to, the following:</p> <ul style="list-style-type: none"> * Safety drills * Digital drills * Search and seizure * Bullying * Drug & Alcohol Awareness * Fighting (Title I SW: 1,10) (Title I TA: 2) <p>(Target Group: All) (NCLB: 4)</p>	<p>Assistant Principal(s), Principal</p>	<p>2011-12</p>	<p>(L)Staff Development, (O)ESC 18 Trainers</p>	<p>Documentation of trainings/agendas/sign-in sheets and information shared with faculty/staff. Documentation of drills completed.</p>

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Goal 6. LFHS will fully develop positive partnerships with Midland's community and business organizations.

Objective 1. Maintain communication with parents and community and provide a safe learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. LFHS will improve/enhance the current modes of communication with parents and the community in an effort to provide more frequent and informative information as well as foster meaningful two-way communication between school and home; methods used include, but are not limited to, the following:</p> <ul style="list-style-type: none"> * Web pages (campus, individual teachers) * Parent Link * Email * PTSA * CEIC * Parent meetings/conferences (Title I SW: 1,6) (Title I TA: 1,2,7) (Target Group: All) 	<p>Assistant Principal(s), Campus counselors, Department Heads, Principal, Teacher(s)</p>	<p>2011-12</p>	<p>(L)Activity Funds, (O)Designated Funds, (O)Local Budget Data</p>	<p>End of year survey Meeting agendas/sign-in sheets Parent Link reports Teacher communication logs</p>
<p>2. LFHS will create additional parent involvement opportunities during the 2011-12 school year by working with PTSA, student organizations/teams and CEIC.</p> <ul style="list-style-type: none"> * Volunteers * Events/activities/opportunities * Booster Clubs/Student Clubs (Title I SW: 6) (Title I TA: 7) (Target Group: All) 	<p>Assistant Principal(s), Campus counselors, CEIC members, Core Subject Teachers, Family & Community Partnership Coordinator, Parent Volunteers, Principal, Teacher(s)</p>	<p>2011-12</p>	<p>(L)Activity Funds, (O)Local Budget Data</p>	<p>Documentation of events/opportunities Agendas/sign-in sheets</p>

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Goal 7. LFHS will exercise fiscal responsibility.

Objective 1. Work with MISD to ensure prudent use of all monies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. LFHS will work with the MISD internal auditor to ensure proper procedures are utilized for collection/deposits, expenditures and documentation of all monies designated as activity funds. (Title I SW: 10) (Title I TA: 8) (Target Group: All)	Internal Auditor, Principal	2011-12	(L)Activity Funds	Training, attendance & feedback from auditor's office
2. LFHS will work with the MISD business office, CEIC and faculty/staff to ensure all budgeted funds are used for the support of all students and student groups and for the attainment of campus/district academic goals. (Title I SW: 1,10) (Title I TA: 1) (Target Group: All)	Assistant Principal(s), Department Heads, Principal	2011-12	(F)Title I, (L)Activity Funds, (O)Designated Funds, (O)Local Budget Data, (S)Local Funds	Audit information Academic performance Feedback