

Edgewood Independent School District

Memorial High School

2019-2020

Accountability Rating: B

Distinction Designations:

Academic Achievement in Mathematics

Academic Achievement in Science

Academic Achievement in Social Studies

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps



Mission Statement

Memorial High School graduates productive citizens who are college and career ready.

Vision

Minutemen...Arming students with skills for life.

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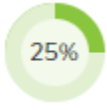
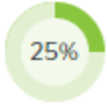


Goals







Goal 1: Student Achievement: Improve academic outcomes and prepare students to be career, college and military ready.

Performance Objective 1: Increase Domain I and 3: College Career Military Readiness Certifications

Evaluation Data Source(s) 1: The performance of this objective will be evaluated using 2020 # of certifications per endorsement.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Students will participate in research based instructional activities including, but not limited to, small group instruction, literacy activities, movement, hands on learning, integrated technology and visualization to increase student engagement and retention of information.	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
Funding Sources: 199 - State Compensatory PIC 30 - 12500.00, 199 - Gifted & Talented PIC 21 - 1000.00, 244 - CTE PIC 22 - 0.00, 276-School Redesign Implementation Grant - ECS - 530000.00						
Comprehensive Support Strategy 2) Students will engage in sheltered instruction activities in all classes including but not limited to responding to questions in complete sentences utilizing sentence stems as needed, vocabulary development, critical reading, peer academic conversations and writing in all content areas to strengthen student reading, speaking, listening and writing skills.	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
3) Students will review the daily learning statement and agenda to ensure comprehension of the focus for the daily lesson in each class.	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
4) Students will be creating interactive notebooks/binders in CTE classrooms for direct instruction and collaborative learning for executive function purposes.	Leasership Team, Instructional Coach	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
Funding Sources: 211 - Title I - 6000.00						
TEA Priorities Connect high school to career and college 5) Students will participate in engaging activities in career and technical education classes, to include culinary, hospitality, tourism, education, and health science, to increase comprehension of key concepts, develop a thorough understanding of content vocabulary, develop critical thinking skills and improve student performance.	Lead Teachers, Grant Coordinator, CTE Director, Administrative Team	College and Career Readiness, improved student performance				
Funding Sources: 276-School Redesign Implementation Grant - ECS - 30000.00						
6) Students and Parents will be provided information and transition guides to prepare for completion of high school in four years. Students and parents will be able to explore programs of study offered at the campus at the Endorsement Showcase and parent night.	Counselor, CTE Administrators	College and Career Readiness, improved student performance				
Funding Sources: 199-CTE PIC 22 - 0.00						
7) Students will explore and understand CTE TEKS and CTE courses through implementation of TEKS and CTE supplemental materials, curriculum and industry standard equipment.	Campus Administrators CTE Administrators	College and Career Readiness, improved student performance				
Funding Sources: 276-School Redesign Implementation Grant - ECS - 1686.01						
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Goal 1: Student Achievement: Improve academic outcomes and prepare students to be career, college and military ready.

Performance Objective 2: Students will increase in Meets Grade Level in ELAR from 28% to 46%; Algebra I from 45% to 56%; Biology from 34% to 46%; and US History from 65% to 75%.

Evaluation Data Source(s) 2: The performance of this objective will be evaluated using 2020 EOC scores, Domain 1 report.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Students will participate in research based instructional activities including, but not limited to, small group instruction, literacy activities, movement, hands on learning, integrated technology and visualization to increase student engagement and retention of information.	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
Funding Sources: 199 - State Compensatory PIC 30 - 1000.00, 199 - Gifted & Talented PIC 21 - 1000.00						
Comprehensive Support Strategy 2) Students will engage in sheltered instruction activities in all classes including but not limited to responding to questions in complete sentences utilizing sentence stems as needed, vocabulary development, critical reading, peer academic conversations and writing in all content areas to strengthen student reading, speaking, listening and writing skills.	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
3) Students will review the daily objectives and agenda to ensure comprehension of the focus for the daily lesson in each class.	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
4) Student progress will be monitored through formative assessment strategies (i.e exit tickets) and summative assessment data from English I & II, Algebra I, Biology and US History will be analyzed through department meetings with EOC teachers and administrators	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
Funding Sources: 211 - Title I - 1000.00, 199 - State Compensatory PIC 30 - 1000.00						
5) Students in the core content areas will measure progress using Unit Assessments and engage in interventions based on these results to improve comprehension of critical content.	Leadership Team	Increase student performance on EOC, Unit Assessments & Benchmark exams.				






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
6) Academic support will be provided by a Campus based Instructional Coach and campus contracted educational consultants who will work with EOC content area teachers modeling effective teaching strategies, providing feedback and coaching both teachers and students to improve academic achievement.	Principal	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
7) Students will be creating interactive notebooks/binders in English, Math, Social Studies, and Science classrooms for direct instruction and collaborative learning for executive function purposes.	Leadership Team, Instructional Coach	Increase student performance on EOC, Unit Assessments & Benchmark exams.				
Funding Sources: 211 - Title I - 4000.00						
8) Continue to deepen teachers' effectiveness with interactive and "visual thinking" learning activities that highlight writing students' solving & thinking on paper; solving & sharing with peers/table groups, small group guided learning experiences, use of real-life situations; increasing vocabulary applications (*using pictures/symbols, charts/graphs/ & movement)	Instructional Leadership	100% of students will engage in interactive and visual thinking activities.				
Funding Sources: 199 - State Compensatory PIC 30 - 4000.00, 276-School Redesign Implementation Grant - ECS - 268383.00						
9) Provide reading, math an history intervention for at-risk student through intervention courses.	Administration	Improved student performance in reading and math; benchmark data				
Funding Sources: 276-School Redesign Implementation Grant - ECS - 5000.00						
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Goal 2: Organizational Learning and Leadership Development

Performance Objective 1: Building effective leadership practice: Administrator team conferencing-coaching (post walkthroughs) using Leverage Leadership strategies & tools. Administrative team will use walkthrough data to review patterns and trends to inform professional development, PLCs, campus newsletter updates, faculty meetings and 1-1 meetings. 100% of faculty will participate in one or more component of this process.

Evaluation Data Source(s) 1: The performance of this objective will be evaluated using 2020 EOC scores, Domain 1 report.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Students will be provided tutoring opportunities both after school and on Saturdays to address academic needs and review skills needed for success on local, district, state, and national assessments.	Administration	Increase student performance on Unit Assessments, Benchmarks, and EOC scores.				
Funding Sources: 211 - Title I - 25000.00, 276-School Redesign Implementation Grant - ECS - 5000.00						
2) Students will engage in technology based activities including, but not limited to, the use of calculators, iPads and laptops to increase critical thinking skills, levels of engagement and retention of content material.	Content Administrators	Increase student performance on Unit Assessments, Benchmarks, and EOC scores.				
3) Students will engage in hands on lab activities in all science classes to increase comprehension of key concepts, develop a thorough understanding of content vocabulary, develop critical thinking skills and improve performance on dual coded Biology EOC items and other Science classrooms.	Content Administrator	Increase student performance on Unit Assessments, Benchmarks, and EOC scores.				
Funding Sources: 199 - Local - 2500.00, 211 - Title I - 2000.00, 199 - State Compensatory PIC 30 - 750.00, 276-School Redesign Implementation Grant - ECS - 30000.00						
Comprehensive Support Strategy 4) Campus Librarian will implement one or more activities including a campus Book Fair, to increase student engagement in literacy activities and use of library resources.	Principal	Increase student performance on Unit Assessments, Benchmarks, and EOC scores.				
5) Students will be provided tools to collaborate in the classroom and provide mechanisms to support formative assessments to include but not limited to student whiteboards, response cards, and other check for understanding (CFU) methods and equitable participation.	Principal	Increase student performance on Unit Assessments, Benchmarks, and EOC scores.				
Funding Sources: 211 - Title I - 1050.00, 199 - State Compensatory PIC 30 - 2266.10						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
Comprehensive Support Strategy 6) Students will engage in hands on lab activities in all Math classes to increase comprehension of key concepts, develop a thorough understanding of content vocabulary, develop critical thinking skills and improve performance on Algebra I EOC items and other Math classes.	Principal, Leadership Team, Content Admin.	Increase student performance on Unit Assesments, Benchmarks, and EOC scores.				
	Funding Sources: 199 - State Compensatory PIC 30 - 4000.00, 211 - Title I - 3000.00					
7) Students will be using interactive tools to enhance learning through use of Interactive Whiteboards, iPads, and other technology.	Leadership Team, Content Admin.	Increase student performance on Unit Assesments, Benchmarks, and EOC scores.				
	Funding Sources: 199 - State Compensatory PIC 30 - 8031.00					
8) ELL students will receive access to TEKS aligned materials and resources to ensure ability for better understanding of instructional materials.	Principal	Increase student performance on Unit Assesments, Benchmarks, and EOC scores.				
	Funding Sources: 199-Bilingual PIC 25 - 1554.00					
9) Staff members will engage in professional learning around research-based instructional strategies and multiple texts such as Leverage Leadership, Getting Better Faster, and Quality Questioning to support student learning across all core and elective courses.	Principial	Increase student performance on Unit Assesments, Benchmarks, and EOC scores.				
	Funding Sources: 211 - Title I - SIG (School Improvement Grant) - 15000.00, 276-School Redesign Implementation Grant - ECS - 849.38					
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Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 1: Increase overall Domain 3: Postsecondary Readiness score from 69 to 75 by increasing the percentage of students meeting Grade Level on two or more EOC exams (or 1 if only 1 taken) from 39% to 45%.

Evaluation Data Source(s) 1: The performance of this objective will be evaluated using the 2020 Domain 3: STAAR Postsecondary Readiness report.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) All DC, AP and Pre-AP teachers will provide a rigorous curriculum that includes critical thinking and analysis skills to ensure that students are academically prepared.	Administration, District AP Instructional Coaches	Increase student performance on AP/DC exams				
Funding Sources: 211 - Title I - 800.00						
2) Students in AP / DC classes will be provided supplemental readers to allow for better contextual understanding of the course.	Administration, District AP Instructional Coaches	Increase in the number of students scoring Final Level II on EOC exams, CBAs & Benchmark exams				
Funding Sources: 211 - Title I - 10136.00						
3) Teachers in AP classes will be provided College Board approved resources to allow for better contextual understanding of the course.	Administration, District AP Instructional Coaches	Increase student performance on AP exams				
Funding Sources: 199 - State Compensatory PIC 30 - 4752.00, 199 - Local - 4238.00, 211 - Title I - 1366.42						
4) Students in DC classes will be able to attend instructional activities and orientations on the college campuses to better familiarize themselves with the collegiate instructional needs for long term academic success.	Administration, District AP Instructional Coaches	Increase student enrollment DC classes.				
Funding Sources: 211 - Title I - 1000.00						
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Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 2: Increase the overall Domains 1 and 3: Postsecondary Readiness score from 69 to 75.

-Increase the percent of students who are at or above the criterion on the SAT/ACT from 5.0.

-Increase the number of students completing Dual Credit and AP courses to 25%.

Evaluation Data Source(s) 2: The performance of this objective will be evaluated using the 2020 Domains 1 and 3: Postsecondary Readiness Indicator report.

Summative Evaluation 2:



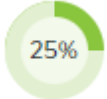




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Provide Prep sessions for students taking the PSAT, SAT, ACT and TSI exams.	Admin, IC's	Increase student performance on the PSAT, SAT. ACT and TSI.				
Funding Sources: 211 - Title I - 14000.00						
2) Teachers will provide tutoring sessions to provide extra assistance for students in AP/DC courses to support students in the completion of AC/DC courses.	Admin. Counselor, College Center	Increase in the number of students completing AP courses.				
Funding Sources: 211 - Title I - 1000.00, 199 - State Compensatory PIC 30 - 1000.00, 276-School Redesign Implementation Grant - ECS - 2500.00						
3) Students in Early College High School Program will be provided supplemental materials to allow for better contextual understanding of the course and prepare for TSI examination.	Administration, District AP Instructional Coaches	Increase in the number of students passing TSI exam.				
Funding Sources: 211 - Title I - 13966.00						
4) Students in Alamo Academies DC classes will be provided instructional materials and be able to attend instructional classes, activities and orientations on the college campuses to better familiarize themselves with the collegiate instructional needs for long term academic success.	Campus and CTE Administration Counselors	Increase in number of students completing dual credit courses and Level 1 Certificates.				
Funding Sources: 199-CTE PIC 22 - 16000.00						
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Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 3: Increase the number of students labeled Career and College Ready Graduates from 67.6% to 72%.

Evaluation Data Source(s) 3: The performance of this objective will be evaluated using the 2018 Domains 1 and 3: Postsecondary Indicator report

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Hold Scholarship Sessions for 11th and 12th grade students and parents to provide information regarding the requirements and deadlines for scholarships.	Lead Counselor	Increase in the number of students receiving scholarships.				
Funding Sources: 211 - Title I - 1000.00						
2) The College Center (GEAR UP, Advise Texas, Cafe College/San Antonio Education Partnership, Project Stay & UpwardBound) will present information on and off campus to all grade level students and parents at least once per semester regarding available scholarships, FAFSA completion and completing the ApplyTexas application.	Admin, Lead Counselor, GEAR UP Coordinator, Parent Liaison	Increase in the number of students applying for scholarships and completing the Apply Texas application.				
Funding Sources: 274 - GEAR UP Grant - 2500.00						
3) Guidance will be provided for students to assist with the selection of a college major as well as the completion of all documents required for college applications.	College Center	Number of students completing all documents for college application.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						








Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 4: Increase overall Domain 3: Closing the Performance Gaps score from 40 to 50.

- Increase the percentage of students performing at Mastery on the Algebra I EOC from 35% to 45%.
- Increase the percentage of students performing at Mastery on the Biology EOC from 9% to 15%.
- Increase the percentage of students performing at Mastery on the US History from 35% to 45%.
- Increase the percentage of students performing at Mastery on the combined English I and II EOC from 1% to 15%.

Evaluation Data Source(s) 4: This performance objective will be evaluated using the 2018 EOC scores, Domain 3: Closing the Gaps Calculation report.

Summative Evaluation 4:







Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) All teachers will implement HOTS questions for both discussion and writing to increase the academic rigor in classrooms.	Content Administrator	Number of students scoring Level III on EOC exams; CBA & Benchmark exams.				
Funding Sources: 211 - Title I - 1000.00, 199 - State Compensatory PIC 30 - 1000.00						
2) Participate in GEAR UP grant program to include GEAR UP cohort and assistance for tutoring, mentoring, supplemental materials and instructional resources to ensure that the cohort students are academically prepared for College and Career Readiness.	Admin, Lead Counselor, GEAR UP Coordinator, Parent Liaison	Increase number of students taking college preparatory exams				
Funding Sources: 274 - GEAR UP Grant - 2700.00						
3) Provide professional development opportunities for the GEAR UP cohort team that will support GEAR UP cohort goals.	Admin, Lead Counselor, GEAR UP Coordinator, Parent Liaison	Increase student achievement on district assessments, state assessments and college preparatory exams				
Funding Sources: 274 - GEAR UP Grant - 1000.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 5: Increase the overall Domains 1 and 3: Postsecondary Readiness score from 69 to 75 by increasing the campus four year graduation rate from 81% to 85%.

Evaluation Data Source(s) 5: The performance of this objective will be evaluated using the 2018 TEA Domains 1 and 3: Graduation Rate report.

Summative Evaluation 5:

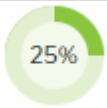




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Students will be provided opportunities to regain credit through Edgenuity, an online credit recovery program.	Cohort Counselor	Increase in four year graduation rate				
2) Implement incentives for 12th grade students to encourage good attendance, passing grades, and completion of college ready activities.	PSCC Committee	Increase in the number of students on track for graduation				
Funding Sources: 211 - Title I - 2200.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 6: Increase the overall Domains 1 and 3: Postsecondary Readiness score from 69 to 75 by increasing the percent of students graduating under the Recommended/Foundations with Endorsements and the Distinguished Plans from 89.4% to 92%.

Evaluation Data Source(s) 6: The performance of this objective will be evaluated using the 2018 TEA Domains 1 and 3: Graduation Plan report.

Summative Evaluation 6:


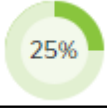




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Counselors will complete a comprehensive transcript review at the beginning of the year, at the semester, and at the end of the year to monitor student progress towards graduation	Lead Counselor	Number of students on track to graduate under the Recommended/Foundations with Endorsements and Distinguished plans.				
Funding Sources: 211 - Title I - 500.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 7: Decrease the number of students receiving Tier II interventions from 14% to 10% and Tier III interventions from 35% to 20%.

Evaluation Data Source(s) 7: The performance of this objective will be measured using the TAPR report results and URS information.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
Comprehensive Support Strategy 1) Using focused intervention groups, the MTSS committee will identify, implement and track interventions for Tier 2 and Tier 3 students.	URS Administrator	Reduction in the number of students requiring Tier 2 and 3 interventions				
	Funding Sources: 211 - Title I - 500.00					
2) Faculty will participate in professional development around Quality Questioning	Principal	Reduction in the number of students requiring Tier 2 and 3 interventions.				
	Funding Sources: 199 - State Compensatory PIC 30 - 1500.00					
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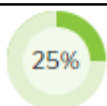





Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 8: Increase Domain I: Student Achievement score from 60 to 63.

- Increase the number of At Risk re-testing students Approaching Grade Level on the Algebra I EOC from 24% to 40%.
 - Increase the number of At Risk re-testing students Approaching Grade Level on the Biology EOC from 50% to 60%.
 - Increase the number of At Risk re-testing students Approaching Grade Level on the English I EOC from 13% to 40%.
 - Increase the number of At Risk re-testing students Approaching Grade Level on the English II EOC from 11% to 35%.
 - Increase the number of At Risk re-testing students Approaching Grade Level on US History EOC from 74% to 80%.
- (Data source: Spring 2017 administration)

Evaluation Data Source(s) 8: The performance of this objective will be evaluated using 2018 EOC scores.

Summative Evaluation 8:



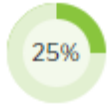
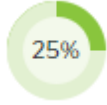

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Remediation will be provided through intervention/tutoring sessions for retesting students in all EOC content areas to provide additional instruction.	Content Administrator	Increased performance in EOC RETEST SCORES				
	Funding Sources: 211 - Title I - 500.00					
2) EOC and AP/DC teachers will have a planning day at least once each semester to analyze student data, identify tutoring groups and plan for interventions and instruction.	Content Administrator	Increase in EOC, AP/DC and Retest scores				
	Funding Sources: 211 - Title I - 500.00, 199 - State Compensatory PIC 30 - 500.00					
3) After school and Saturday EOC review sessions will be held during the 1st and 2nd semester to prepare students for all EOC administrations.	Principal	EOC Retest scores				
	Funding Sources: 211 - Title I - 500.00, 199 - State Compensatory PIC 30 - 500.00					
4) The campus will maintain a lab-based extended day credit recovery program in the core and elective content areas to provide academic support through credit recovery for at-risk students.	Principal	Number of students regaining credit through Edgenuity.				
	Funding Sources: 211 - Title I - 2360.00					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						






Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 9: Decrease the campus dropout rate from 3.5% to 2.0%, as well as for specific populations of students, including Special Education from 9.1% to 5% and ELL from 2.9% to 1.4%.

Evaluation Data Source(s) 9: The performance of this objective will be evaluated using 2018 Report Index 4: Graduation Rate report.

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Students will engage in off campus educational experiences to increase engagement in campus activities.	Administration, Support Staff	Inclusion of Special Populations				
Funding Sources: 199 - State Compensatory PIC 30 - 3000.00, 276-School Redesign Implementation Grant - ECS - 10000.00						
Comprehensive Support Strategy 2) Counselors will provide support for At Risk students including those who are behind in credits, have attendance issues or social emotional concerns, including individual counseling, guest speakers, group sessions an referral of services.	Admin, Counselors, Social Worker	Number of students graduating.				
Funding Sources: 199 - State Compensatory PIC 30 - 500.00						
3) Counselors and campus Social Worker will attend staff development targeted at meeting the academic and emotional needs of high school students to increase student retention and graduation rate.	Principal	Number of students graduating				
4) Counselors and campus Social Worker will provide counseling and referral of services for students with social emotional transition concerns including students returning from DAEP.	Principal	Number of students graduating				
Comprehensive Support Strategy 5) Provide opportunities for students to become involved in extracurricular activities such as Cheerleading, Band, ROTC, Athletics, the RAK Club, campus honor societies and UIL activities and CTE competitions to encourage attendance and improve campus climate.	Principal, PSCC Committe, Club Sponsors	Number of students graduating.				
Funding Sources: 199 - State Compensatory PIC 30 - 500.00						



Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
6) SE students in the Life Skills and ETC programs will be provided with opportunities to travel within the local community to develop relevant independent living skills.	SE Lead Teacher	Number of students graduating				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

Performance Objective 10: Increase percentage of school age parents graduating from high school from 93% to 95%.

Evaluation Data Source(s) 10: The performance of this objective will be evaluated using School Age Parent Program reports and district graduation reports.

Summative Evaluation 10:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Campus social workers will provide case management to students to ensure all services are provided to students in a timely manner. Case managers assist teenage parents by connecting them to resources e.g. Medicaid, childcare, CEHI, etc.	School Age Parent Homeless Specialist	Increase the number of school age parents graduating in four years				
						

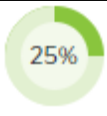



Goal 3: Exceptional Learners: To improve instructional Programs to meet the needs of all exceptional learners.

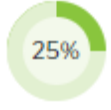




Performance Objective 11: Increase overall Domain 1: Student Achievement score from 74.6 to 78.

- Increase ELL student performance on the Algebra I EOC from 67% to 72%.
- Increase ELL student performance on the English I from 39% to 44% and English II EOC from 25% to 30%.
- Increase ELL student performance on the Biology EOC from 66% to 71%.
- Increase ELL student performance on the US History EOC from 84% to 89%.
- Increase Special Education student performance on the Algebra I EOC from 39% to 44%.
- Increase Special Education student performance on the English I from 6% to 11% and English II EOC from 8% to 13%.
- Increase Special Education student performance on the Biology EOC from 30% to 35%.
- Increase Special Education student performance on the US History EOC from 60% to 65%.

Evaluation Data Source(s) 11: The performance of this objective will be evaluated using the 2020 EOC scores Domain 1: Student Achievement 2020.

Summative Evaluation 11:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
Comprehensive Support Strategy 1) ELL students will engage in research based sheltered Instruction strategies as part of the daily lesson at least three times a week to increase student comprehension of academic content and levels of academic achievement.	Content Administrator	ELL EOC scores; CBA & Benchmark scores				
	Funding Sources: 211 - Title I - 500.00					
Comprehensive Support Strategy 2) Instruction in the ELL support classes will be provided for ELL students to increase comprehension of academic vocabulary and build language skills necessary for academic success.	Principal	ELL EOC scores, Unit Assessments & Benchmark scores				
Comprehensive Support Strategy 3) SE students in EOC content classes will engage in co-teach based activities to increase the level of content comprehension and academic achievement.	Content Administrator	SE EOC scores; Unit Assessments & Benchmark scores				
4) Migrant Administrator will monitor the progress of migrant students including Unit Assessments and Benchmark data every nine weeks and arrange for interventions as needed.	Migrant Administrator	Migrant EOC scores; Unit Assessments & Benchmark scores				









Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
5) Special population students in CTE classes will engage in hands on, real world activities that improve professional skills and mastery of course content as well as foster student engagement, critical thinking capabilities and overall student achievement.	Content Administrator, Lead Teachers	Increase student performance in CTE courses.				
			Funding Sources: 276-School Redesign Implementation Grant - ECS - 5000.00			
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 4: Student Support Services: To provide a well-rounded education to increase student achievement.

Performance Objective 1: Promote a positive campus public image in order to attract highly effective staff members to fill 100% of vacancies

Evaluation Data Source(s) 1: Number of vacancies filled with highly effective staff

Summative Evaluation 1:



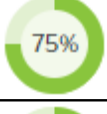

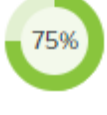
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Provide the PR department with updated information regarding student activities and achievements every six weeks.	Administration	Number of student events/achievements publicized.				
2) Update the campus website weekly and social media daily to showcase student events and achievements.	Administration	Number of student events/achievements publicized.				
3) Faculty and Staff will receive annual active shooter and stop the bleeding trainings to improve campus safety.	Administration	Increase in # of staff members following safety protocols.				
Funding Sources: 211 - Title I - SIG (School Improvement Grant) - 9058.00						
4) Increase marketing & promotion of campus spirit, values, culture, pathways, extracurriculars, and other attractive options throughout the campus.	Principal, Project Coordinator	Number of design elements strategically placed across the campus.				
Funding Sources: 276-School Redesign Implementation Grant - ECS - 30000.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						


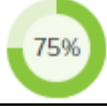




Goal 4: Student Support Services: To provide a well-rounded education to increase student achievement.

Performance Objective 2: Teachers and administrators will attend and implement targeted, research based professional development in accordance with campus and district initiatives.

Evaluation Data Source(s) 2: The performance of this objective will be evaluated using 2020 EOC scores, Domain 1 & III report.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) EOC teachers will receive continued training and coaching in the use of student centered researched based instructional strategies and sheltered instruction strategies and will implement these strategies in all classes with ongoing support throughout the school year to increase ELL and SE student academic performance in all areas.	Principal	Increase in # of teachers attend training and implement strategies.				
Funding Sources: 211 - Title I - 2000.00, 199 - State Compensatory PIC 30 - 1000.00						
2) Select EOC content teachers and SE teachers will receive co-teach training and implement the co-teach instructional strategies with ongoing support throughout the school year to increase special education student academic performance in all EOC content classes.	Principal	100% of target teachers attend training and implement strategies.				
3) 100% of AP teachers will attend the 5 day summer AP institute in their content area and implement critical thinking and analysis strategies in all AP courses.	Principal, Assistant Principal, Instructional Coaches	100% of target teachers attend training and implement strategies.				
4) 100% of core area teachers will complete required GT training and implement strategies to differentiate for GT students, improve GT student engagement and increase GT student academic achievement.	Principal	100% of target teachers attend training and implement strategies.				
5) District/Campus Instructional Technology Specialist will provide support and training to teachers on the integration of technology such as iPads, virtual learning experiences and basic applications into ducational experiences as well as training and support programs such as Gradebook and Eduphoria for all teachers order to improve instruction and increase student academic achievement.	Administration, Instructional Technology Specialist	Staff attendance, improved student academic performance				





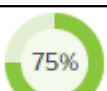




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
6) Provide opportunities for CTE teachers to attend Advisory Committee meetings to increase knowledge of available CTE opportunities for students.	Principal	Staff attendance				
Funding Sources: 276-School Redesign Implementation Grant - ECS - 1000.00						
7) Provide opportunities for teachers and administrators to attend research based professional development to improve campus climate, refine instructional strategies and increase student academic achievement.	Principal	Number of teachers and administrator attending professional development				
Funding Sources: 276-School Redesign Implementation Grant - ECS - 15000.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 4: Student Support Services: To provide a well-rounded education to increase student achievement.

Performance Objective 3: Increase the percentage of classroom teachers retained at Memorial High School from 85% to 95%

Evaluation Data Source(s) 3: Number of classroom teachers returning for the 2018-2019 school year

Summative Evaluation 3:








Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) 100% of teachers will attend a faculty meeting at least once a month to foster open communication and collaborative campus decision making.	Content Administrator	100% of teachers attend monthly faculty meeting.				
2) 100% of New Teachers will attend a monthly meeting with district personnel to provide training and support for all First Year teachers.	Instructional Coaches	100% of teachers attend monthly new teacher meeting.				
3) Instructional Leadership will meet at least twice a month with content area teachers to provide coaching and planning assistance.	Principal	100% of administrators meet with teachers at least twice a month.				
4) Lead teachers will provide instructional support for department members including staff development, as well as hold department meetings and serve as part of the administrative decision making team .	Principal	Number of teachers retained				
5) Team building and teacher appreciation events including Teacher Appreciation Week will be implemented to improve campus climate and build collegiality.	Principal	Number of teachers retained				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 5: Family/Community Engagement: Build respectful and trustful partnerships with parents and families to improve students' academic success.

Performance Objective 1: Provide multiple avenues of communication with parents regarding student achievement and opportunities to participate in district/campus programs and activities.

Evaluation Data Source(s) 1: Number of communication sources and participation opportunities provided to parents during the 2019-2020 school year.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Training will be provided once per year to assist teachers in creating and maintaining their campus website.	Technology Specialist	100% of teacher websites updated.				
2) Parent Liaison will schedule a minimum of two training sessions to teach parents how to access the txCONNECT system.	Administration	Number 70 % txConnect.				
3) Parent Liaison will create a monthly newsletter and calendar for parents that will be mailed home as well as posted on the campus website.	Administration	Newsletters and monthly calendars sent home to parents and posted.				
4) CTE will hold a parent night to provide parents with information by the end of the first semester.	CTE Administrator	Sign in sheets for parent nights.				
5) Parent Liaison will arrange for parents to attend a local conference as specified by the District Plan.	Assistant Principal	Number of parents attending conference.				
6) Parents will be provided with multiple opportunities to receive information regarding academic progress of their students, scholarship opportunities, and other campus and community programs.	Parent Liaison	Number of events held for parents				
Funding Sources: 211 - Title I - 27000.00, 276-School Redesign Implementation Grant - ECS - 16531.99						






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
7) Parent Liaisons and Parent Engagement Coordinator will assist in connecting parents to resources by providing training sessions, tools, and scheduling meetings and activities of all core content areas to help parents and teachers to develop and apply skills in supporting learning at home during the school year and summer months to transition into the next school grade.	EISD Parent Engagement Coordinator	Number of parents at home with their children on home driven instructional activities				
	Funding Sources: 211 - Title I - 2000.00, 199 - Local - 750.00					
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 5: Family/Community Engagement: Build respectful and trustful partnerships with parents and families to improve students' academic success.

Performance Objective 2: To increase the number of opportunities for parents to participate in activities outside of school hours and or the school building.

Evaluation Data Source(s) 2: The performance of this objective will be evaluated through participation of parents.

Summative Evaluation 2:





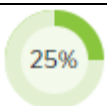




Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) PTA, Booster Clubs, and other campus organizations/club will collaborate with Parent Liaison to recruit parent volunteers to participate in school functions and fund raising.	Administration, PTA, Booster Clubs, Club Sponsors	Increase parental involvement and participation in school functions				
Funding Sources: 211 - Title I - 2000.00, 199 - Local - 750.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 5: Family/Community Engagement: Build respectful and trustful partnerships with parents and families to improve students' academic success.

Performance Objective 3: Increase the percent of students in attendance at Memorial HS from an average ADA of 89% to 92%.

Evaluation Data Source(s) 3: Annual Attendance Rate

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Grade level administrators will track student attendance once every four weeks, meet with parents and students to discuss attendance issues, assign credit recovery and refer to URS as needed.	Grade Level Administrator	Increase in student attendance				
2) Attendance committee will review student attendance each semester.	Attendance Committee Administrator	Increase in student attendance				
3) Implement PSCC strategies including the teaching PSCC expectations and at least one campus wide activity to encourage student attendance and PSCC behaviors.	PSCC Administrator	Increase in student attendance.				
4) Attendance Forums will be held in conjunction with local court officials to provide parents and students with information regarding absences, credit recovery and campus clubs and activities.	Attendance Administrator	Increase in student attendance.				
5) Students will receive specific recognition medals for the areas of attendance, course work, and other areas of student success.	Administration	Increase in student attendance.				
Funding Sources: 199 - State Compensatory PIC 30 - 4000.00						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 5: Family/Community Engagement: Build respectful and trustful partnerships with parents and families to improve students' academic success.

Performance Objective 4: Promote a learning environment that is safe, drug-free and conducive to learning by decreasing the percentage of students with 3 or more disciplinary referrals from 5% to 3%

Evaluation Data Source(s) 4: Annual Campus Discipline Report.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) 100% of teachers will be trained in the Campus PSCC initiatives to set clear expectations for students and teachers, promote a positive campus climate and build relationships between students and teachers.	PSCC Administrator	Decrease in the number of students with referrals.				
2) Referrals will be reviewed monthly by grade level administrators to identify students with two or more referrals for review by MTSS.	PSCC Administrator	Decrease in the number of students with referrals.				

= Accomplished
 = Continue/Modify
 = No Progress
 = Discontinue

Goal 5: Family/Community Engagement: Build respectful and trustful partnerships with parents and families to improve students' academic success.

Performance Objective 5: Improve violence prevention and intervention strategies and demonstrate increases on measures of civility and safety in the PSCC survey from 80% of staff students and parents who report feeling safe on campus.

Evaluation Data Source(s) 5: PBIS survey results selection of "Most of the Time" or "All of the Time" on indicators related to campus safety and civility.

Summative Evaluation 5:






Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) PSCC campus expectations for staff and students will be reviewed every semester to reinforce desired student behaviors and teacher expectations.	PSCC Administrator	PSCC survey results for measures of civility and safety.				
2) Duty schedules will be created and informed on a weekly basis of upcoming duty to ensure monitoring of all common areas.	Admin	Number of staff reporting for duty.				
3) Social workers will utilize curriculum and work with student groups to build social skills, increase morale on campus and encourage community service opportunities completed by students.	Principal	Decrease in the number of discipline referrals				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 5: Family/Community Engagement: Build respectful and trustful partnerships with parents and families to improve students' academic success.

Performance Objective 6: Provide information about healthy lifestyles and promote general wellness for 100% of students enrolled in Physical Education courses.

Evaluation Data Source(s) 6: The performance of this objective will be measured using the Physical Education curriculum and Athletic Programs.

Summative Evaluation 6:




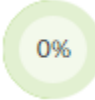

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) Students in the Physical Education classes will be provided with tailored health instruction using baseline data collected during the Fitnessgram assessment.	Content Administrator	Number of lessons providing health and wellness information.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 5: Family/Community Engagement: Build respectful and trustful partnerships with parents and families to improve students' academic success.

Performance Objective 7: To increase the number of staff members attending extracurricular activities and participating in funding raising opportunities during and afterschool hours.

Evaluation Data Source(s) 7: The performance of this objective will be evaluated through participation of parents.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Apr	June
1) A teacher mentor will be designated for every sport to support the I-Support initiative.	Club Sponsors	Increase the # of staff members attending and participating in school functions				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	2	Students will engage in sheltered instruction activities in all classes including but not limited to responding to questions in complete sentences utilizing sentence stems as needed, vocabulary development, critical reading, peer academic conversations and writing in all content areas to strengthen student reading, speaking, listening and writing skills.
1	2	2	Students will engage in sheltered instruction activities in all classes including but not limited to responding to questions in complete sentences utilizing sentence stems as needed, vocabulary development, critical reading, peer academic conversations and writing in all content areas to strengthen student reading, speaking, listening and writing skills.
2	1	4	Campus Librarian will implement one or more activities including a campus Book Fair, to increase student engagement in literacy activities and use of library resources.
2	1	6	Students will engage in hands on lab activities in all Math classes to increase comprehension of key concepts, develop a thorough understanding of content vocabulary, develop critical thinking skills and improve performance on Algebra I EOC items and other Math classes.
3	7	1	Using focused intervention groups, the MTSS committee will identify, implement and track interventions for Tier 2 and Tier 3 students.
3	9	2	Counselors will provide support for At Risk students including those who are behind in credits, have attendance issues or social emotional concerns, including individual counseling, guest speakers, group sessions an referral of services.
3	9	5	Provide opportunities for students to become involved in extracurricular activities such as Cheerleading, Band, ROTC, Athletics, the RAK Club, campus honor societies and UIL activities and CTE competitions to encourage attendance and improve campus climate.
3	11	1	ELLstudents will engage in research based sheltered Instruction strategies as part of the daily lesson at least three times a week to increase student comprehension of academic content and levels of academic achievement.
3	11	2	Instruction in the ELL support classes will be provided for ELL students to increase comprehension of academic vocabulary and build language skills necessary for academic success.
3	11	3	SE students in EOC content classes will engage in co-teach based activities to increase the level of content comprehension and academic achievement.