

Edgewood Independent School District

Memorial High School

2020-2021 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated: Declared State of Disaster



Mission Statement

At Memorial High School we continue a tradition of excellence to prepare all students to become lifelong learners and responsible citizens ready to meet the challenges of the future in an ever-changing world.

Vision

Graduate ALL Memorial High School scholars College, Career, or Military ready on time!.

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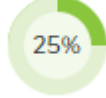
Goals

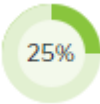



Goal 1: Board Superintendent Goal 1: Focus on Student Success

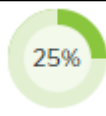
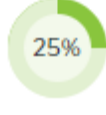



Performance Objective 1: Increase Domain I and 3: College Career Military Readiness Certifications






-English I EOC- The percentage of students in ELAR I EOC will increase in the Approaches grade level target area from 52% to 70%, in the Meets grade level target area from 30% to 50%, and in the Masters grade level target area from 2% to 11% by STAAR 2021.

Evaluation Data Sources: The performance of this objective will be evaluated using 2021 number of certifications per endorsement. provide most current data-pending

<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase student performance on EOC, Unit Assessments & Benchmark exams.</p> <p>Staff Responsible for Monitoring: Leadership Team</p> <p>Funding Sources: Broadcast Journalism Equipment - 276-School Redesign Implementation Grant - ECS - \$49,750, Earbuds needed for virtual instruction upon return to physical classroom at the campus - 276-School Redesign Implementation Grant - ECS - \$3,378, CTE Supplemental Instructional Resources - 244 - CTE PIC 22</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: 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 Virtual School Choice Fair.</p> <p>Strategy's Expected Result/Impact: College and Career Readiness, improved student performance</p> <p>Staff Responsible for Monitoring: Counselor, CTE Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
<p>Strategy 3: Students will explore and understand CTE TEKS and CTE courses through implementation of TEKS and CTE supplemental materials, curriculum and industry standard equipment.</p> <p>Strategy's Expected Result/Impact: College and Career Readiness, improved student performance</p> <p>Staff Responsible for Monitoring: Campus Administrators CTE Administrators</p> <p>Funding Sources: Patient Care Technician Curriculum - 244 - CTE PIC 22 - \$44,366, Kaduceus EKG & Phlebotomy Renewal - 276-School Redesign Implementation Grant - ECS - \$4,800, - 199-CTE PIC 22 - \$56,242, Online Licenses for Education CTE textbook - 276-School Redesign Implementation Grant - ECS - \$2,999.70</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 4: High School students will have the opportunity to test for industry certifications related to their content area. Upon successful completion of content, Certificates of Completion for certain areas of instruction will be awarded.</p> <p>Strategy's Expected Result/Impact: Increase in student certifications that prepare them for college & career readiness</p> <p>Staff Responsible for Monitoring: Campus & CTE Administration</p> <p>Funding Sources: resources and certification exams - 199-CTE PIC 22 - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				

<p>Strategy 5: Students in the Education Pathway will have the opportunity to practice classroom management techniques, read-alouds, mini-lessons, and proper ECC /elementary classroom decor in the education lab. This lab will be used for practice in creating a safe & effective learning environment as well as real-life, hands-on lessons with ECC/Elementary school visits to our campus.</p> <p>Strategy's Expected Result/Impact: College and Career Readiness, improved student performance</p> <p>Staff Responsible for Monitoring: Principal, classroom teacher, project coordinator</p> <p>Funding Sources: Cricut Maker and supplies to have students create unique manipulatives and classroom decor. - 276-School Redesign Implementation Grant - ECS - \$1,571.13, Fountas & Pinnell Level Literacy Intervention - 276-School Redesign Implementation Grant - ECS - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 6: Students will participate in a virtual job fair aimed at connecting students with job opportunities that support the campus endorsements. Employers will support the needs of our campus by engaging in techniques outlined in CTE TEKS and CTE curriculum.</p> <p>Strategy's Expected Result/Impact: College and Career Readiness, improved student performance</p> <p>Staff Responsible for Monitoring: Principal, Project Coordinator, CTE Teachers</p> <p>Funding Sources: Zoom Professional License - 276-School Redesign Implementation Grant - ECS - \$1,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 7: Potential and incoming students will be welcomed onto a clean, updated and newly furnished campus that will provide a safe and high-quality learning environment that will compete with the new buildings of charter schools across the city. The campus environment will attract high performing students and motivate them to complete coursework earning them a CTE certificate, dual credit hours, or their associate's degree.</p> <p>Strategy's Expected Result/Impact: College & Career readiness. Increase the number of students in grades 9-11 enrolled in coherent sequence pathway programs</p> <p>Staff Responsible for Monitoring: Principal, Project Coordinator, CTE Teachers</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Welcome mats, touch up paint & materials - 276-School Redesign Implementation Grant - ECS - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 8: The school cafeteria/basement will be transformed into a multi-use space, to include a Student Center, that will promote college/career/military resource access and the ability to train students in areas that will increase academic success. This multi-use space will house college/job fairs, trainings, and provide a transition/study space for students who participate in Early College High School/Alamo Academies, etc. Over 700 people can be accommodated in this space. The flexible furniture will also be critical to support testing spaces during college readiness and state assessments.</p> <p>Strategy's Expected Result/Impact: College and Career Readiness, improved student performance</p> <p>Staff Responsible for Monitoring: Campus Principal Project Coordinator Campus Testing Coordinator</p> <p>Funding Sources: Flexible seating in cafeteria/basement space to accommodate multiple on-going projects. - 276-School Redesign Implementation Grant - ECS - \$79,374</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				

<p>Strategy 9: Current kitchen classroom will become a fully-functioning cafe and in-house practicum site to meet certification requirements. This cafe will provide hands-on training for students to manage various areas of a restaurant while meeting the needs of the campus. The furniture will accommodate "customers" during specific hours that will not coincide with Texas Department of Agriculture school meal hours. The cafe will also be host to student study hours, teacher trainings, and collaborations with the Hospitality & Tourism pathway.</p> <p>Strategy's Expected Result/Impact: College & Career Readiness</p> <p>Staff Responsible for Monitoring: Campus Principal Project Coordinator Culinary Teachers Hospitality & Tourism Teacher</p> <p>Funding Sources: Furniture to create a fully-functioning cafe - 276-School Redesign Implementation Grant - ECS - \$22,189.10</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 10: 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.</p> <p>Strategy's Expected Result/Impact: Increase student performance on Unit Assessments, Benchmarks, and EOC scores.</p> <p>Staff Responsible for Monitoring: Content Administrators</p> <p>Funding Sources: MacBooks, iMacs - 276-School Redesign Implementation Grant - ECS - \$47,700, iPads, MacBooks - 211 - Title I - \$23,739</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 11: Utilize GEAR UP Grant funds to ensure that students, parents, faculty, and staff are equipped with the experiences, resources, supplies, motivation, and technology needed to increase College, Career, and Military Readiness Initiatives at all the high school campus by achieving grant goals and meeting grant compliance.</p> <p>Strategy's Expected Result/Impact: Increase in CCMR indicator performance</p> <p>Staff Responsible for Monitoring: Senior director of CCMR GEAR UP Coordinator</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Connect high school to career and college</p> <p>Funding Sources: GEAR UP SHIRTS AS INCENTIVES/PROMOTIONAL ITEMS FOR STAFF - 274 - GEAR UP Grant - 274-23-6499-00-003-1-24-0GU - \$2,000, PROMOTIONAL/STUDENT INCENTIVE ITEMS FOR GEAR UP - 274 - GEAR UP Grant - 274-11-6499-00-003-1-24-0GU - \$6,000, GEAR UP Coordinator - 274 - GEAR UP Grant - \$70,000, extra duty pay for GEAR UP Activities: Intercession/after school/Saturdays - 274 - GEAR UP Grant - 274-11-6118-00-003-1-24--0GU - \$10,000, SCANNER FOR GU COORDINATOR - 274 - GEAR UP Grant - 274-13-6395-00-003-1-24-0GU - \$700, instructional supplies (GEAR UP curriculum, student planners) - 274 - GEAR UP Grant - 274-11-6399-00-003-1-24-0GU - \$5,387</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				

<p>Strategy 12: Campus will be used as an on-site practicum for Hospitality & Tourism/Culinary by transforming all available spaces into a "conference center". Students will build a marketing plan using all available spaces (auditorium, cafeteria, cafe, gyms, student center, etc) with multiple seating options in each space and will include the option of catering for events. Once the plan is complete, students will work in coordination with the School Secretary to promote and reserve campus space using a shared calendar. Students will also be responsible for build up/tear down and hosting.</p> <p>Strategy's Expected Result/Impact: College and career readiness, improved student performance</p> <p>Staff Responsible for Monitoring: Campus Principal Project Coordinator CTE Teachers</p> <p>Funding Sources: Chairs/seating and dollies to move chairs - 276-School Redesign Implementation Grant - ECS - \$23,839.20, Presentation Podium - 276-School Redesign Implementation Grant - ECS - \$1,776</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
 0%				
 No Progress  Accomplished  Continue/Modify  Discontinue				








Goal 1: Board Superintendent Goal 1: Focus on Student Success

Performance Objective 2: Students will increase in Meets Grade Level in

Algebra I from 71% to 85%; Biology from 35% to 62%; and US History from 66% to 73%.

-English II EOC- The percentage of students in ELAR II EOC will increase in the Approaches grade level target area from 49% to 70%, in the Meets grade level target area from 28% to 50%, and in the Masters grade level target area from 2% to 11% by STAAR 2021.

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






<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase student performance on EOC, Unit Assessments & Benchmark exams.</p> <p>Staff Responsible for Monitoring: Leadership Team</p> <p>Funding Sources: Digital Subscription Site - Flocabulary - 199 - State Compensatory PIC 30 - \$2,500, laminating film to preserve instructional materials - 199 - State Compensatory PIC 30 - \$1,893, Delivery of video lessons - 211 - Title I - SIG (School Improvement Grant) - \$1,450, Toner for campus poster maker - 199 - State Compensatory PIC 30 - \$2,400, classroom supplies for student use - individualized - 199 - State Compensatory PIC 30 - \$13,000, Copy paper for small group instruction, literacy activities, and hands on learning activities - 199 - State Compensatory PIC 30 - \$1,000, Copy paper for small group instruction, literacy activities, and hands on learning activities - 199 - Gifted & Talented PIC 21 - \$1,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: Provide reading, math, science, & history intervention and TSI/test preparation for at-risk students through on-line tutoring evenings and Saturdays.</p> <p>Strategy's Expected Result/Impact: Improved student performance in reading and math; benchmark data</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: Additional tutoring options available for at-risk students. - 276-School Redesign Implementation Grant - ECS - \$40,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 3: The district will provide students access to standards-aligned video-based curriculum for middle and high school blended learning environments. Through this program the academic dept. customizes the curriculum for our students, who monitor their own progress while completing lessons, assessments, and interactive activities. (A credit recovery program provided for all content areas).</p> <p>Strategy's Expected Result/Impact: Earned credits and increase in student achievement results on formative assessments.</p> <p>Staff Responsible for Monitoring: Campus coaches</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p> <p>Funding Sources: online programs, software such as Edgenuity - 199 - State Compensatory PIC 30 - \$2,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Board Superintendent Goal 1: Focus on Student Success

Performance Objective 3: MEASUREMENT & ASSESSMENT

Student Achievement: Implement an assessment program to measure student achievement and provide feedback on instruction.






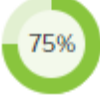




Evaluation Data Sources: Compliance reports, assessments, and program evaluations.

<p>Strategy 1: Students will participate in assessments and benchmarks to monitor student progress in TEKS mastery throughout the year.</p> <p>Strategy's Expected Result/Impact: Increased student achievement results on assessments and benchmarks.</p> <p>Staff Responsible for Monitoring: Campus administrator</p> <p>Results Driven Accountability</p> <p>Funding Sources: Printing - 199 - State Compensatory PIC 30 - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Board Superintendent Goal 2: Focus on Students, Families, and Community

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 Sources: Number of communication sources and participation opportunities provided to parents during the 2020-2021 school year.

<p>Strategy 1: Training will be provided once per year to assist teachers in creating and maintaining their campus website. Strategy's Expected Result/Impact: 100% of teacher websites updated. Staff Responsible for Monitoring: Technology Specialist</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: CTE will hold a parent night to provide parents with information by the end of the first semester. Strategy's Expected Result/Impact: Sign in sheets for parent nights. Staff Responsible for Monitoring: CTE Administrator</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 3: Parents will be provided with multiple opportunities to receive information regarding academic progress of their students, scholarship opportunities, and other campus and community programs. Strategy's Expected Result/Impact: Number of events held for parents Staff Responsible for Monitoring: Parent Liaison Funding Sources: Report card mailouts - 211 - Title I - \$3,500, Report Card Mailouts - 211 - Title I - \$3,384, staff - 211 - Title I - \$27,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 4: District 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. Strategy's Expected Result/Impact: Number of parents at home with their children on home driven instructional activities Staff Responsible for Monitoring: EISD Parent Engagement Coordinator Funding Sources: misc. resources - 211 - Title I - \$500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Board Superintendent Goal 2: Focus on Students, Families, and Community

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 Sources: The performance of this objective will be evaluated through participation of parents.

<p>Strategy 1: PTA, Booster Clubs, and other campus organizations/club will collaborate with teachers to recruit parent volunteers to participate in school functions and fund raising.</p> <p>Strategy's Expected Result/Impact: Increase parental involvement and participation in school functions</p> <p>Staff Responsible for Monitoring: Administration, PTA, Booster Clubs, Club Sponsors</p> <p>Funding Sources: misc. expenses - 211 - Title I - \$1,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Board Superintendent Goal 2: Focus on Students, Families, and Community

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






Evaluation Data Sources: Annual Attendance Rate

<p>Strategy 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 the Coordinator of Services Committee as needed.</p> <p>Strategy's Expected Result/Impact: Increase in student attendance</p> <p>Staff Responsible for Monitoring: Grade Level Administrator</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: Implement PSCC strategies including the teaching PSCC expectations and at least one campus wide activity to encourage student attendance and PSCC behaviors.</p> <p>Strategy's Expected Result/Impact: Increase in student attendance.</p> <p>Staff Responsible for Monitoring: PSCC Administrator</p> <p>Funding Sources: Masks, tshirts, lanyards, snacks, clear bags, promotional items - 211 - Title I - \$4,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 3: Students will receive specific recognition medals for the areas of attendance, course work, and other areas of student success.</p> <p>Strategy's Expected Result/Impact: Increase in student attendance.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: Medals - 199 - State Compensatory PIC 30 - \$4,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Board Superintendent Goal 2: Focus on Students, Families, and Community

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 Sources: Annual Campus Discipline Report.

<p>Strategy 1: Referrals will be reviewed monthly by grade level administrators to identify students with two or more referrals for review by MTSS.</p> <p>Strategy's Expected Result/Impact: Decrease in the number of students with referrals.</p> <p>Staff Responsible for Monitoring: PSCC Administrator</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
	 75%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Board Superintendent Goal 2: Focus on Students, Families, and Community

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 Sources: PSCC survey results selection of "Most of the Time" or "All of the Time" on indicators related to campus safety and civility.

<p>Strategy 1: Campus SEL Counselor will utilize curriculum and work with student groups to build social skills, increase morale on campus and encourage community service opportunities completed by students.</p> <p>Strategy's Expected Result/Impact: Decrease in the number of discipline referrals</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Incentives to improve morale - promotional items, snacks - 211 - Title I - \$2,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 2: Board Superintendent Goal 2: Focus on Students, Families, and Community

Performance Objective 6: To increase the number of staff members attending extracurricular activities and participating in funding raising opportunities during and afterschool hours.

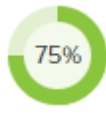
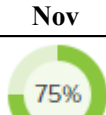
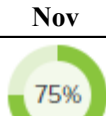
Evaluation Data Sources: The performance of this objective will be evaluated through participation of parents.








<p>Strategy 1: A teacher mentor will be designated for every sport to support the I-Support initiative. Strategy's Expected Result/Impact: Increase the # of staff members attending and participating in school extra-curricular functions. Staff Responsible for Monitoring: Club Sponsors Funding Sources: Promotional items - 211 - Title I - \$2,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Board Superintendent Goal 4: Focus on Employees & Organizational Improvement

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 Sources: The performance of this objective will be evaluated using 2020 EOC scores, Domain 1 report.






<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase student performance on Unit Assessments, Benchmarks, and EOC scores.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Funding Sources: Supplemental Pay - Tutoring - 211 - Title I - \$1,000, Supplemental pay for teachers and snacks for students - 211 - Title I - \$500</p>	Reviews			
<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase student performance on Unit Assessments, Benchmarks, and EOC scores.</p> <p>Staff Responsible for Monitoring: Content Administrators</p> <p>Funding Sources: Power strips to support 1:1 device usage in classrooms - 211 - Title I - \$869, iMac stations and Macbooks - 276-School Redesign Implementation Grant - ECS - \$52,050</p>	Reviews			
<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase student performance on Unit Assessments, Benchmarks, and EOC scores.</p> <p>Staff Responsible for Monitoring: Content Administrator</p> <p>Funding Sources: SCIENCE LAB MATERIALS - 199 - Local - 11-6399 - \$2,500, - 211 - Title I - 11-6399 - \$2,000, - 199 - State Compensatory PIC 30 - 11-6399 - \$750, - 276-School Redesign Implementation Grant - ECS - \$30,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
	Nov	Jan	Apr	June
				
	Nov	Jan	Apr	June
				

<p>Strategy 4: 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.</p> <p>Strategy's Expected Result/Impact: Increase student performance on Unit Assessments, Benchmarks, and EOC scores.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Whiteboard classroom sets - 276-School Redesign Implementation Grant - ECS - \$2,000, STUDENT WHITEBOARDS - 211 - Title I - 211.11.6399 - \$1,050, STUDENT CLIPBOARDS - 199 - State Compensatory PIC 30 - 199.11.6399 - \$839, SHEET PROTECTORS - 199 - State Compensatory PIC 30 - 199.11.6399 - \$439.10, EXPO MARKERS - 199 - State Compensatory PIC 30 - 199.11.6399 - \$988</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 5: 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, Geometry, & calculus items and other Math classes.</p> <p>Strategy's Expected Result/Impact: Increase student performance on Unit Assessments, Benchmarks, and EOC scores.</p> <p>Staff Responsible for Monitoring: Principal, Leadership Team, Content Admin.</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: Math manipulatives, compasses, protractors - 276-School Redesign Implementation Grant - ECS - \$25,000, - 199 - State Compensatory PIC 30 - 199.11.6399 - \$4,000, - 211 - Title I - 211.11.6395 - \$3,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 6: Staff members will engage in professional learning around research-based instructional strategies and multiple texts such as Training Camp, Leverage Leadership, Getting Better Faster, and Quality Questioning to support student learning across all core and elective courses.</p> <p>Strategy's Expected Result/Impact: Increase student performance on Unit Assessments, Benchmarks, and EOC scores.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - 211 - Title I - SIG (School Improvement Grant) - \$5,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: 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 Sources: The performance of this objective will be evaluated using the 2020 Domain 3: STAAR Postsecondary Readiness report.

<p>Strategy 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. College Board approved materials will be purchased to support AP courses.</p> <p>Strategy's Expected Result/Impact: Increase student performance on AP/DC exams</p> <p>Staff Responsible for Monitoring: Administration, District AP Instructional Coaches</p> <p>Funding Sources: Test prep materials - 276-School Redesign Implementation Grant - ECS - \$2,000, Texts - 211 - Title I - \$5,000, SUPPLEMENTAL RESOURCES - 211 - Title I - 211.11.6399 - \$800</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				








Goal 4: 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 Sources: The performance of this objective will be evaluated using the 2020 Domains 1 and 3: Postsecondary Readiness Indicator report.

<p>Strategy 1: Provide Prep sessions for students taking the PSAT, SAT, ACT and TSI exams. Strategy's Expected Result/Impact: Increase student performance on the PSAT, SAT, ACT and TSI. Staff Responsible for Monitoring: Admin, IC's Funding Sources: - 211 - Title I - \$24,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: Updated AP practice guidebooks will be made available to support student success on AP exams. Strategy's Expected Result/Impact: Increase student performance on AP exams/ Staff Responsible for Monitoring: Admin, teachers Funding Sources: US History AP Guidebooks - 276-School Redesign Implementation Grant - ECS - \$877.91</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: 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 Sources: The performance of this objective will be evaluated using the 2018 Domains 1 and 3: Postsecondary Indicator report






<p>Strategy 1: Hold Scholarship Sessions for 11th and 12th grade students and parents to provide evening informational sessions regarding the requirements and deadlines for scholarships.</p> <p>Strategy's Expected Result/Impact: Increase in the number of students receiving scholarships.</p> <p>Staff Responsible for Monitoring: Lead Counselor</p> <p>Funding Sources: Light Refreshments - 211 - Title I - \$1,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 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.</p> <p>Strategy's Expected Result/Impact: Increase in the number of students applying for scholarships and completing the Apply Texas application.</p> <p>Staff Responsible for Monitoring: Admin, Lead Counselor, GEAR UP Coordinator, Parent Liaison</p> <p>Funding Sources: Educational Field Trips, Student Conference, College Tours, Jobsite Visits - 274 - GEAR UP Grant - \$2,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: 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 26% to 76%.
- Increase the percentage of students performing at Mastery on the Biology EOC from 9% to 25%.
- 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 EOC from 2% to 12%.
- Increase the percentage of students performing at Mastery on the combined English II EOC from 2% to 8%.






Evaluation Data Sources: This performance objective will be evaluated using the 2018 EOC scores, Domain 3: Closing the Gaps Calculation report.

<p>Strategy 1: 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.</p> <p>Strategy's Expected Result/Impact: Increase number of students taking college preparatory exams</p> <p>Staff Responsible for Monitoring: Admin, Lead Counselor, GEAR UP Coordinator, Parent Liaison</p> <p>Funding Sources: Document Scanner for GEAR UP Coordinators - 274 - GEAR UP Grant - 274 13 6395 00 003 1 24 0 GU - \$700, - 274 - GEAR UP Grant - \$2,700</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
	 75%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: 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 90%.





Evaluation Data Sources: The performance of this objective will be evaluated using the 2019 TEA Domains 1 and 3: Graduation Rate report.

<p>Strategy 1: Implement incentives for 12th grade students to encourage good attendance, passing grades, and completion of college ready activities.</p> <p>Strategy's Expected Result/Impact: Increase in the number of students on track for graduation</p> <p>Staff Responsible for Monitoring: PSCC Committee</p> <p>Funding Sources: Promotional items to incentivize senior attendance and college prep activities - 211 - Title I - \$2,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: 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 Sources: The performance of this objective will be evaluated using the 2018 TEA Domains 1 and 3: Graduation Plan report.

<p>Strategy 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</p> <p>Strategy's Expected Result/Impact: Number of students on track to graduate under the Recommended/Foundations with Endorsements and Distinguished plans.</p> <p>Staff Responsible for Monitoring: Lead Counselor</p> <p>Funding Sources: Supplemental pay for counselors - 211 - Title I - \$1,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 4: Exceptional Learners: To improve instructional programs to meet the needs of all exceptional learners.

Performance Objective 7: 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 42% to 68%.
- Increase the number of At Risk re-testing students Approaching Grade Level on the Biology EOC from 17% to 60%.
- Increase the number of At Risk re-testing students Approaching Grade Level on the English I EOC from 25% to 65%.
- Increase the number of At Risk re-testing students Approaching Grade Level on the English II EOC from 25% to 65%.
- Increase the number of At Risk re-testing students Approaching Grade Level on US History EOC from 50% to 90%.

(Data source: Spring 2017 administration)





Evaluation Data Sources: The performance of this objective will be evaluated using 2018 EOC scores.

<p>Strategy 1: Remediation will be provided through intervention/tutoring sessions for retesting students in all EOC content areas to provide additional instruction.</p> <p>Strategy's Expected Result/Impact: Increased performance in EOC RETEST SCORES</p> <p>Staff Responsible for Monitoring: Content Administrator</p> <p>Funding Sources: Test prep materials - 211 - Title I - 211.11.6399 - \$500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
<p>Strategy 2: EOC and AP/DC teachers will have planning days at least two Saturdays each semester to analyze student data, identify tutoring groups and plan for interventions and instruction.</p> <p>Strategy's Expected Result/Impact: Increase in EOC, AP/DC and Retest scores</p> <p>Staff Responsible for Monitoring: Content Administrator</p> <p>Funding Sources: Supplemental Pay - 211 - Title I - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Exceptional Learners: To improve instructional programs to meet the needs of all exceptional learners.

Performance Objective 8: 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 Sources: The performance of this objective will be evaluated using 2018 Report Index 4: Graduation Rate report.

<p>Strategy 1: Counselors will provide support for At Risk and Special Ed 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.</p> <p>Strategy's Expected Result/Impact: Number of students graduating.</p> <p>Staff Responsible for Monitoring: Admin, Counselors, Social Worker</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: - 199 - State Compensatory PIC 30 - \$500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
<p>Strategy 2: Provide opportunities for students to become involved in extracurricular activities such as Cheerleading, Dance, Band, ROTC, Athletics, campus honor societies and UIL activities and CTE competitions to encourage attendance and improve campus climate.</p> <p>Strategy's Expected Result/Impact: Number of students graduating.</p> <p>Staff Responsible for Monitoring: Principal, PSSC Committe, Club Sponsors</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: Band Directors Tower - 199 - Local - \$30,000, - 199 - State Compensatory PIC 30 - \$7,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Exceptional Learners: To improve instructional programs to meet the needs of all exceptional learners.

Performance Objective 9: Increase percentage of school age parents graduating from high school from 93% to 95%.

Evaluation Data Sources: The performance of this objective will be evaluated using School Age Parent Program reports and district graduation reports.





<p>Strategy 1: School Age Parent District Specialist 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.</p> <p>Strategy's Expected Result/Impact: Increase the number of school age parents graduating in four years</p> <p>Staff Responsible for Monitoring: School Age Parent Homeless Specialist</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Exceptional Learners: To improve instructional programs to meet the needs of all exceptional learners.

Performance Objective 10: 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%.

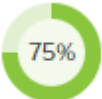
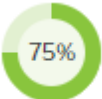




Evaluation Data Sources: The performance of this objective will be evaluated using the 2021 EOC scores Domain 1: Student Achievement 2021.

<p>Strategy 1: 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.</p> <p>Strategy's Expected Result/Impact: ELL EOC scores, Unit Assessments & Benchmark scores</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: Rosetta Stone licenses for language acquisition. - 211 - Title I - SIG (School Improvement Grant) - \$15,000, ELL certification test prep materials and training - 199 - Local - \$5,000, Pay for teachers test to become ELL certified once they pass to add onto certificate - 199 - Local - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
<p>Strategy 2: Special population students in CTE classes will engage in hands on, real world activities that improve professional skills such as resume building and writing, typing tests, interview skills, networking, etc.</p> <p>Strategy's Expected Result/Impact: Increase student performance in CTE courses.</p> <p>Staff Responsible for Monitoring: Content Administrator, Lead Teachers</p> <p>Funding Sources: - 276-School Redesign Implementation Grant - ECS - \$5,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: 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 Sources: Number of vacancies filled with highly effective staff

<p>Strategy 1: Update the campus website weekly and social media daily to showcase student events and achievements. to attract highly effective teachers.</p> <p>Strategy's Expected Result/Impact: Number of student events/achievements publicized.</p> <p>Staff Responsible for Monitoring: Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: Increase marketing & promotion of campus spirit, values, culture, pathways, extracurriculars, and other attractive options throughout the campus.</p> <p>Strategy's Expected Result/Impact: Number of design elements strategically placed across the campus.</p> <p>Staff Responsible for Monitoring: Principal, Project Coordinator</p> <p>Funding Sources: Promotional marketing for career pathways, campus spirit & culture, and additional options available to our community. - 276-School Redesign Implementation Grant - ECS - \$20,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: 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 Sources: The performance of this objective will be evaluated using 2020 EOC scores, Domain 1 & III report.

<p>Strategy 1: 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.</p> <p>Strategy's Expected Result/Impact: 100% of target teachers attend training and implement strategies.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches</p> <p>Funding Sources: Supplemental Pay - 276-School Redesign Implementation Grant - ECS - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: 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.</p> <p>Strategy's Expected Result/Impact: 100% of target teachers attend training and implement strategies.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Supplemental Pay - 211 - Title I - \$50,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 3: 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 educational experiences as well as training and support programs such as Microsoft TEAMS, TX Gradebook and Eduphoria for all teachers order to improve instruction and increase student academic achievement.</p> <p>Strategy's Expected Result/Impact: Staff attendance, improved student academic performance</p> <p>Staff Responsible for Monitoring: Administration, Instructional Technology Specialist</p> <p>Funding Sources: Supplemental pay for training and materials - 199 - Local - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 4: Provide opportunities for teachers and administrators to attend research based professional development to improve campus climate, refine instructional strategies and increase student academic achievement.</p> <p>Strategy's Expected Result/Impact: Number of teachers and administrator attending professional development</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Nursing Anne Simulator Training - Health Science - 276-School Redesign Implementation Grant - ECS - \$3,708.30, Professional Development and Tech Training for Admin - 276-School Redesign Implementation Grant - ECS - \$12,500, Kaduceus Teacher Training - EkG - 276-School Redesign Implementation Grant - ECS - \$4,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: 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 Sources: Number of classroom teachers returning for the 2020-2021 school year

<p>Strategy 1: 100% of New Teachers will attend a monthly meeting with district personnel to provide training and support for all First Year teachers.</p> <p>Strategy's Expected Result/Impact: 100% of teachers attend monthly new teacher meeting.</p> <p>Staff Responsible for Monitoring: Instructional Coaches</p> <p>Funding Sources: Breakfast/lunch/dinners book clubs - 199 - Local - \$3,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 2: NIET mentor 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 .</p> <p>Strategy's Expected Result/Impact: Number of teachers retained</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Light refreshments - 199 - Local - \$2,500</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
<p>Strategy 3: Team building and teacher appreciation events including Teacher Appreciation Week will be implemented to improve campus climate and build collegiality.</p> <p>Strategy's Expected Result/Impact: Number of teachers retained</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers</p> <p>Funding Sources: Incentives - 199 - Local - \$5,000</p>	Reviews			
	Formative			Summative
	Nov	Jan	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				