

ALTO H S

Campus Improvement Plan

2019/2020



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Mission

It is the mission of the Alto Independent School District to educate all students to the fullest capacity possible of each student. This shall include the opportunity to develop, within a comprehensive curriculum, the ability to think logically, independently and creatively and to communicate effectively. Quality at all levels, equities in all endeavors, and accountability for all responsibilities shall be the characteristics of this district. The Alto Independent School District, therefore, shall use every reasonable resource to provide a living education for culturally diverse students in order that, upon graduation, those students are qualified to meet the developments and uncertainties of the future.

Vision

To create a learning environment where all students are risk-takers, problem solvers and passionate about learning.

Nondiscrimination Notice

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

ALTO H S Site Base

Name	Position
Duplichain, Jason	Community Representative
Ektefaei, Timothy	Dean of Students
Francis, Anetha	Teacher
Grigsby, Brock	Sped Teacher
Hall, James	Parent
Hicks, Shinita	Admin. Assistant
Meeks, Rickey	Athletic Director
Redd-Dorsey, Shanequa	Principal
Robertson, Emily	Teacher
Starovic, Dimitri	Counselor
Whitaker, Lionel	Parent

Resources

Resource	Source
Title I	Federal
Campus Improvement Plan	Local
Local Funds	State

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Goal 1. Goal 1-Increase student achievement in all capacities; Academics, Attendance, Discipline

Objective 1. Emphasizes on Meets and Masters. 50% Meets and Masters in each EOC tested area.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. EOC teachers will follow the YAG and create a pacing calendar for all EOC courses.</p> <p>Targeted PD for EOC teachers to increase teacher capacity and improve student achievement.</p> <p>EOC teachers will conduct peer observations once a month during their conference or planning period.</p> <p>Daily walk-throughs by campus administrators</p> <p>EOC teachers will conduct data meetings with campus administrators. (Title I SW Elements: 1.1) (Target Group: H, W, AA, ECD, ESL, Migrant, LEP, SPED, GT, CTE, M, F, AtRisk, Dys, 504, 9th, 10th, 11th, 12th) (Strategic Priorities: 4) (CSFs: 1,2)</p>	Counselor(s), Dean of Student Services, Principal, Teacher(s)	May 21, 2020	(S)Local Funds	Summative - End of each semester
<p>2. Teachers will use high-level questioning, discussion/dialogue, and student-lead lessons/activities to increase rigor and student Meets and Master scores (Title I SW Elements: 1.1,2.4,2.5) (Target Group: All) (Strategic Priorities: 2,4)</p>	Principal, Teacher(s)	Throughout the year	(S)Local Funds	Summative - Weekly Lesson Plan focus
<p>3. Teachers will provide differentiated instruction to challenge students academically using various teaching and activity methods. ie- content, product, classroom environment, process (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 4) (CSFs: 1)</p>	Teacher(s)	May 15, 2020	(L)Campus Improvement Plan	Summative - Walk-throughs and evaluations throughout the school year

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Goal 1. Goal 1-Increase student achievement in all capacities; Academics, Attendance, Discipline

Objective 2. Increase student daily attendance meeting a daily percentage goal for each grade level of 98%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide incentives for students achieving perfect attendance every six weeks and at the end of the year.-Award winning attendance. Weekly second-period attendance incentives that will increase student daily attendance. Students must be present during the time of the drawing; meeting the following criteria- perfect attendance the previous week and perfect attendance up to the day of the drawing. (Title I SW Elements: 1.1,2.1,2.2,2.6,3.1) (Target Group: All) (Strategic Priorities: 2,3,4)	Administrators, Campus Secretary, Counselor(s), Principal(s), Teacher(s)	Weekly	(S)Local Funds	Summative - Weekly
2. All teachers will implement a six weeks attendance incentive for all students. The teacher will create an award system that will encourage and motivate students to attend school daily. Teachers will submit their six weeks attendance incentive plan to the principal at the beginning of each new six weeks (Title I SW Elements: 1.1,2.2,2.6) (Target Group: All) (Strategic Priorities: 3,4)	Administrators, Teacher(s)	End of each six weeks	(S)Local Funds	Summative - End of six weeks
3. Administrator Assistant will print a weekly for the Dean of Students and Principal of those students with excessive absences (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 4)	Administrators, Attendance Committee, Counselor(s), Principal	Weekly	(S)Local Funds	Formative - Weekly
4. Utilize courts to deter truancy. (Title I SW Elements: 2.2,2.4) (Target Group: All) (Strategic Priorities: 4)	Administrators, Principal	Bi-Weekly	(S)Local Funds	Summative - Weekly
5. Daily phone calls home to inform parents about the importance and expectations for attending school daily. (Target Group: All) (Strategic Priorities: 4)	Administrators, Campus Secretary, Teacher(s)	Daily	(S)Local Funds	Summative - Daily

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Goal 1. Goal 1-Increase student achievement in all capacities; Academics, Attendance, Discipline

Objective 3. Decrease student discipline infractions by implementing strategies to assist teachers with classroom management and restorative practices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All teachers will create and display classroom non-negotiables and expectations. Teachers will create classroom systems, procedures, and routines that will increase student success and decrease discipline issues. (Title I SW Elements: 1.1,2.1,2.2,2.4,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2,4)	Teacher(s)	August 23, 2019	(S)Local Funds	Summative - Formative reviews throughout the year
2. Teachers will contact parents frequently regarding student performance. Cell phone contracts, syllabus and classroom contracts will go home to all parents during the first week of school and as needed throughout the year. (Title I SW Elements: 2.1,2.4,3.1) (Target Group: All) (Strategic Priorities: 2,4)	Counselor(s), Teacher(s)	August 23, 2019	(S)Local Funds	Summative - Throughout the year
3. Provide opportunities to increase parental involvement: Weekly phone calls home, Parent conferences, open house, volunteer activities, Remind 101. (Title I SW Elements: 2.1,2.2,3.1) (Target Group: All) (Strategic Priorities: 4)	Teacher(s)	Throughout the year	(S)Local Funds	Summative - Weekly

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Goal 2. Goal 2-Increase student participation, certification in CTE courses and post-secondary readiness.

Objective 1. Increase campus CCMR accountability rating for the 2019-2020 school by offering and requiring students to complete CTE courses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify and research attributes of schools that have shown success in CCMR preparations for students. Continue to offer and require students to take multiple CTE courses for certification. (Title I SW Elements: 1.1,2.1,2.2) (Target Group: All) (Strategic Priorities: 3,4)	Counselor(s), Dean of Student Services, Principal, Teacher(s)	May 21, 2020	(F)Title I, (S)Local Funds	Summative - May 21, 2020
2. Work closely with CTE teachers throughout the year to ensure certification offerings and completions. Provide continuous professional development for all CTE teachers. (Title I SW Elements: 1.1) (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 3) (CSFs: 1)	Administrators, Teacher(s)	May 25, 2020	(F)Title I, (L)Campus Improvement Plan, (S)Local Funds	Summative - Meet with the CTE teachers at the end of each semester for a count of student certifications.

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Goal 2. Goal 2-Increase student participation, certification in CTE courses and post-secondary readiness.

Objective 2. All student are required to take the Work and Practicum course and obtain employment throughout the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All seniors are scheduled to take the Work and Practicum course throughout the school year. Seniors are encouraged to maintain employment along with completing course work. (Title I SW Elements: 1.1,2.1,2.2,2.5,3.1) (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal, Teacher(s)	End of each semester	(S)Local Funds	Summative - End of each semester

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Goal 2. Goal 2-Increase student participation, certification in CTE courses and post-secondary readiness.

Objective 3. Create a plan for all juniors and seniors to take the ACT/SAT, TSI and ASVAB while on campus during the school day.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. The counselor will schedule a day, time and location for students to complete the ASVAB and TSI testing on campus.</p> <p>The counselor will schedule a meeting to discuss the ACT/SAT process and provide dates, locations, and waivers for eligible students.</p> <p>Post-secondary testing, events, and information will be displayed in a designated area for all students. (Title I SW Elements: 2.1,2.3,3.1) (Target Group: All) (Strategic Priorities: 3,4)</p>	Athletic Director, Counselor(s), Principal	May 21, 2019	(F) Title I	Summative - The counselor will meet with Juniors and Seniors throughout the year and announcement post-secondary testing availability.

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Goal 3. Alto High School will recruit and retain effective personnel to ensure students are taught by competent and highly qualified teachers and paraprofessionals.

Objective 1. Alto High School will meet highly qualified standards. All teachers will be certified in assigned content areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coordinate with the business manager and SBEC/TEA before assigning teachers a teaching assignment to ensure certification and funding requirements have been met. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 1,4)	Central Office	Before August 1, 2019	(F)Title I	Summative - Before August 19, 2019
2. Attend job fairs and conferences. Reach out to local universities, colleges and service centers seeking out qualified teachers. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	Administrators, Central Office	Throughout the school year	(F)Title I	Summative - Throughout the school year
3. Working closely and support teachers throughout the school year. Provide campus incentives and appreciation items throughout the year. (Title I SW Elements: 1.1) (Strategic Priorities: 1) (CSFs: 7)	Administrators	May 19, 2020	(S)Local Funds	Summative -

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Sources

Community Demographics
Community Input
Disaggregated STAAR Data
Discipline Referrals
Failure Lists
Federal Program Guidelines
Highly Qualified Staff
Parental Involvement Policy
PEIMS Reports
Staff Development
Survey and Interviews of Students/Staff/Parents

Strategic Priorities

Priority 1. Recruit, support, and retain teachers and principals

Priority 2. Build a foundation of reading and math

Priority 3. Connect high school to career and college

Priority 4. Improving low-performing schools