

# **Anthony Independent School District**

## **Anthony High School**

### **2016-2017 Goals/Performance Objectives/Strategies**

# Table of Contents

Goals .....	3
Goal 1: AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students. ....	3
Goal 2: AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training. ....	12
Goal 3: AISD will attract, train, and retain highly qualified professionals for all positions in order to provide high quality classroom instruction and instructional support. ....	15
Goal 4: Provide and maintain effective, integrated technology systems that support classroom instruction, operations, communication, and training for students, staff and parents. ....	19
Goal 5: Utilize effective communication practices to promote parents' active involvement in their child's education, build partnerships with business and government entitles, and to keep the community informed of the activities of the district. ....	22

# Goals



























**Goal 1: AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.**

**Performance Objective 1:** Improve the academic performance of all students and student subgroups, by the percentage to be equal to or greater than the standards established by TEA in each content area for the new accountability system for Phase III.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Analyze 2015 STAAR/EOC performance data reports and data from Eduphoria.	1, 2, 3, 8, 9	Instructional Coaches, Principal, PLCs, Faculty	(1) Implementation: Review of state accountability data and unit assessment data every 6 weeks.  (2) Impact Measured by: Pre-service agendas, PLC minutes, and faculty meeting agendas.				
Funding Sources: 199 - General - \$0.00							
2) Students who are at risk based on the data from STAAR/EOC scores below acceptable levels, will receive accelerated instruction based on their areas of weakness.	1, 2, 3, 8, 9, 10	Principal, Instructional Coaches, Faculty	(1) Implementation: Disaggregation of state accountability data  (2) Impact Measured by: Tutoring sign in sheets Summer School attendance Computer based log in information Unit assessment data (form.) and STAAR/EOC results (summ).				
Funding Sources: 199 - State Compensatory Ed - \$85,570.00							

3) Target lowest quartile of students in each grade/content from either unit assessments (formative review) or STAAR data (summative) to participate in remediation activities (RTI) developed by the campus.	1, 2, 8, 9, 10	Principal, Teachers PLCs	(1) Implementation: Unit assessment data monitored by principal, and grade level/content staff. Weekly at PLC meetings and quarterly during planning days-Aug,- June of the 2015-16 school year. Interventions shall begin in September 2015.  (2) Impact Measured by: Unit assessment data (formative) and STAAR/EOC results (summative). Intervention logs submitted to superintendent Documents submitted after each team planning day to principal and reviewed at PLC weekly.				
	Funding Sources: 199 - State Compensatory Ed - \$17,875.00						
4) Students will make informed curriculum choices to support college readiness.	1, 2, 5, 9, 10	School Counselor	(1) Implementation: Counselors will provide training to students a minimum of two times per year.  (2) Impact Measured by: Agendas, handouts, sign in sheets				
	Funding Sources: 199 - General - \$0.00						
5) Provide support for campus Special Education and General Teachers through central office staff trainings.	1, 2, 3, 4, 9, 10	Special Education Director	(1) Implementation: Needs assessment; teacher surveys  (2) Impact Measured by: Meeting notes, surveys				
	6) Support a continuum of services for district campus by ensuring staffing needs are appropriate	1, 2, 3, 4, 9, 10	Special Education Director; Principal	(1) Implementation Measured by: Teacher and staff interviews at least 3 times per school year. Needs assessments and yearly review of district students. Meetings.  (2) Impact Measured by: PEIMS Data, meeting notes			
Funding Sources: 199 - State Compensatory Ed - \$346,485.00, 211 - Title I, PT A - \$0.00							
7) Document differentiated instruction activities in the lesson plans by Resource and Inclusion and General Education teachers	1, 2, 3, 4, 9, 10	Principal and Teachers	(1) Implementation: Monthly lesson plan checks and walk-throughs  (2) Impact Measured by: Walk-throughs, lesson plan checks				
	8) Support LRE settings for Special Education students by training and modeling inclusion strategies	1, 2, 3, 4, 9, 10	Special Education Director; Principal; Staff	(1) Implementation: Maintain LRE settings in PEIMS data for all Special Education Students  (2) Impact Measured by: PEIMS settings data			
Funding Sources: 199 - General - \$0.00							
9) Continue the use of computerized software for ARDs and 504 documentation	1, 2, 9, 10	Special Education Director	(1) Implementation: Review records weekly  (2) Impact Measured by: Computer Program Documentation				
	Funding Sources: 199 - General - \$0.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							









**Goal 1:** AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.

**Performance Objective 2:** The High School will promote a standards-based curriculum that addresses EOC, Readiness and Supporting Standards, English Language Proficiency Standards and College and Career Readiness Standards . The curriculum will be guided by ongoing teacher developed FORMATIVE assessments and TEKS Resource System unit assessments of student progress.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Renew TEKS RESOURCE SYSTEM agreement with Region 19 to include professional development activities and support.	1, 2, 3, 4, 5, 6, 8, 9, 10	Superintendent	(1) Implementation: Utilization of the TEKS RESOURCE SYSTEM curriculum will be documented through the Forethought lesson plan review conducted by Principal. All content area staff will be required to follow scope and sequence as well as utilization of unit assessments.  (2) Impact Measured by: Purchase order and assessment data posted in Eduphoria based upon YAG outline	✓	✓	✓	
Funding Sources: 199 - State Compensatory Ed - \$11,944.00							
2) Staff will utilize Eduphoria software to disaggregate data in order to drive instruction and remediation on individual students and student groups.	1, 2, 3, 4, 8, 9, 10	Faculty, PLCs	(1) Implementation: Utilization of the TEKS Resource curriculum will be documented through the Forethought lesson plan review conducted by principal. All content area staff will be required to follow scope and sequence as well as utilization of unit assessments.  (2) Impact Measured by: Purchase order and assessment data posted in Eduphoria based upon YAG outline			✓	
3) Teachers will utilize the information provided in the TEKS RESOURCE SYSTEM IFD and complete the Performance Indicators to ensure that all supporting and readiness standards are addressed appropriately in the lessons.	1, 2, 3, 8, 9	Principal, Teachers	(1) Implementation: lesson plans  (2) Impact Measured by: Principal will monitor for compliance in lesson plan reviews			✓	

4) All grade levels and content areas will utilize the Year At A Glance (YAG) in order to ensure that appropriate pacing is occurring.	1, 2, 3, 4, 8, 9, 10	Teachers, Principal, Instructional Coaches,	<p>(1) Implementation: Principal will monitor weekly through review of lesson plans and discussions at PLC's with grade level/content teachers. Teachers will self- monitor and in groups through PLC's.</p> <p>(2) Impact Measured by: Lesson plans, PLC notes, Instructional Coach reports, Leadership agendas, data in Eduphoria.</p>				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							












**Goal 1:** AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.

**Performance Objective 3:** The district will provide professional development for all staff that concentrates on the planning and delivery of instruction and instructional strategies (5E-model, balanced literacy model, SIOP strategies, differentiation of instruction, vocabulary development, writing in the content areas, and short formative assessment). Through the implementation of these instructional strategies we will see an increase in student achievement, which in turn decreases the number of students in need of Response to Intervention.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Professional development will be provided for all staff on ELPS and SIOP Strategies as well as Region 19 at the beginning of the school year and at mid- year.	1, 2, 3, 4, 9, 10	Principal	(1) Implementation: Evaluations provided to staff after training. Principal observation of teacher instruction and lesson planning. Identify target students to show improvement.  (2) Impact Measured by: Evaluation instrument after training, lesson plans on TRS, identifying differentiation of instruction, assessment data on targeted students. Decrease in number of students referred to RTI committee and Special Programs.				
Funding Sources: 211 - Title I, PT A - \$0.00, 255 - Title II, PT A - \$0.00							
2) The campus will require and monitor for 100% implementation of Balanced Literacy, SIOP strategies for ELL, differentiation of instruction, writing in the content area , and use of formative/summative assessments.	1, 2, 3, 4, 6, 8, 9, 10	Instructional Coaches, Principal, Teachers,	(1) Implementation: Administrative observation of instruction, monitoring of lesson plans, and conferences with administrators to review implementation of all programs on the campus.  (2) Impact Measured by: Evaluations, walk throughs, lesson plans, conference notes, leadership agendas, PLC agendas.				
3) Provide professional development opportunities for staff in the following areas: Content Specific Training, RTI, differentiated instruction , Math Strategies for ELL and Instructional Planning with Performance Indicators.	1, 2, 3, 4, 5, 8, 9, 10	Principal, Instructional Coaches,	(1) Implementation: Staff surveys after completion of training modules. Trainings to be scheduled as presenters and time slots can be arranged prior to end of first semester.  (2) Impact Measured by: Staff surveys after training and at end of year final survey.				
Funding Sources: 255 - Title II, PT A - \$0.00							

4) Three planning days will be provided to assist grade levels and departments in planning collectively for instruction.	1, 2, 3, 4, 8, 10	Principal, Instructional Coaches, Teachers	(1) Implementation: Groups will submit a document indicating activities and planning for the next 6 week period at the conclusion of each planning session. Monitoring by campus administrator.  (2) Impact Measured by: Submitted task completion forms. Lesson plans submitted through Eduphoria Forethought.				
5) Provide professional on-site support for writing strategies	1, 2, 3, 4, 9, 10	Principal, Instructional Coaches, Region 19	(1) Implementation: Development and implementation of plan for professional development.  (2) Impact Measured by: Writing samples such as student journals, learning logs, essays and justifications; will be monitored by principal and PLC.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

















**Goal 1:** AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.

**Performance Objective 4:** The High School will implement Response to Intervention Program which provides a structure whereby staff can identify and target specific students and their learning deficiencies. The driving force behind the RTI committee process is to ensure that all possible remedies are applied at Tier I before measureable opportunities for re-assessment, and a clear definition of Tier 2 and Tier 3 interventions.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The campus will adapt and utilize an RTI system to provide accelerated instruction to students who are struggling.	1, 2, 3, 4, 8, 9, 10	Principal Special Programs,	(1) Implementation: Review of status in January and survey staff on understanding of district RTI process.  (2) Impact Measured by: Documented through consistent forms, PLC discussions, RTI committee notes, leadership agendas.				
Funding Sources: 199 - General - \$0.00							
2) All teachers will be expected to demonstrate utilization of differentiated instruction for all struggling students (Tier I, II and III)	1, 2, 3, 9, 10	Principal, Teachers	(1) Implementation: Committee review of documentation provided by teacher when reviewing potential need for Tier 2 interventions. Documentation of strategies and timelines are required as students are recommended to committee.  (2) Impact Measured by: Increase in state scores for special populations, (ie., GT AND ELL performing at Advanced.) Document				
3) Utilization of various instructional resources and software as tools for Tier I to differentiate and supplement instruction.	1, 2, 3, 4, 9, 10	Principal, Teachers, Superintendent, Instructional Coaches,	(1) Implementation: Training on programs will be provided as needed. Documentation of utilization will occur through principal observation. Students will be evaluated by their progress in class and on state mandated assessments.  (2) Impact Measured by: PDAS walkthroughs, program utilization reports, and summative evaluations in May 2015				
Funding Sources: 199 - General - \$0.00, 211 - Title I, PT A - \$0.00, 199 - State Compensatory Ed - \$0.00							
4) Utilize an effective tutoring program for students in grades 9-12 to improve retention and graduation rates.	1, 2, 3, 4, 6, 9, 10	HS Principal	(1) Implementation: As outlined in grant description  (2) Impact Measured by: Documents provided to granting agency.				

5) Provide systematic, researched based reading interventions for students who are diagnosed with Dyslexia.	1, 2, 3, 4, 9	Special Programs Director; Principal; 504 Coordinators	(1) Implementation: Daily/weekly interventions for students (2) Impact Measured by: Check progress, every 3 weeks				
	Funding Sources: 199 - General - \$0.00						
6) Instructional software to support reading interventions	1, 2, 3, 4, 9, 10	Principal, Teachers, Instructional Coaches	(1) Implementation: Students are evaluated daily basis as they progress through program. Student progress is reported and graphed monthly. (2) Impact Measured by: Documented through software reports and reading grade improvement.				
	Funding Sources: 199 - State Compensatory Ed - \$0.00						
7) Use ALEKS to support math interventions for at risk students	1, 2, 3, 8, 9, 10	Principal, Teachers	(1) Impact Measured by: Computerized reports daily and ongoing as they progress through the program. (2) Impact Measured by: Software reports math grade improvements, improvement in testing scores				
	Funding Sources: 199 - State Compensatory Ed - \$0.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 1:** AISD will provide a program of instruction guided by assessment of student progress, focused professional development, well defined achievement goals, and a progressive curriculum that meets the academic and career needs of all students.

**Performance Objective 5:** Provide resources and training to improve student performance for all ELL students as identified through PBMAS in all content areas.

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**


Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Teachers will use ELPS and SIOP strategies to ensure student progress to high proficiency levels in TELPAS.	1, 2, 3, 4, 6, 8, 9, 10	Special Programs, Principal	(1) Implementation: ELPS strategies cited in classroom and lesson plans Monitored weekly by teachers and principal  (2) Impact Measured by: TELPAS ratings in Spring of 2015 and documentation in lesson plans as to strategies utilized.				
				Funding Sources: 199 - General - \$0.00, 255 - Title II, PT A - \$0.00			
2) The ESL inclusion program will continue to provide language acquisition opportunities.	1, 2, 3, 9, 10	Principal, Teachers, Special Programs,	(1) Implementation: Administrator monitoring of instruction to ensure transition of English language skills. Increased percentage of students advancing on the TELPAS exam.  (2) Impact Measured by: Eduphoria Forethought Lesson plans, classroom observations, accountability data.				
				Funding Sources: 263 - Title III LEP - \$0.00			
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 2: AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training.**

**Performance Objective 1:** Create a positive learning environment for all students that is free from negative influences by implementing appropriate programs during the school year.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Update the District Policy (FFI Local), District Student Code of Conduct, and Employee Handbook in reference to Bullying as per the state law. Review contents and availability to all stakeholders annually.	1, 2, 6, 8, 10	Asst. Superintendent, Principal, School Board, Counselors,	(1) Implementation: Post and review handbooks on website annually by Sept. of 2014  (2) Impact Measured by: Posting on district website and approval in Board meeting agenda.	✓	✓	✓	
2) In cooperation with the Anthony Police Department, contract for a School Resource Officers to serve the secondary campuses on a daily basis throughout the school year when students are present.	1, 8, 10	Superintendent, Principal	(1) Implementation: Meeting agendas, events planned throughout the year to include training of students on a quarterly basis by SRO, daily logs maintained by SRO', principal observations.  (2) Impact Measured by: Schedule of events/trainings conducted, sign in sheets, and annual evaluation by Principal.	✗	✗	✗	
Funding Sources: 199 - General - \$0.00							
3) Provide training and intervention programs on various social topics as follows: character education, cyber bullying, gangs, violence, tolerance, sexual harassment for students, staff, and parents throughout the course of the school year.	1, 2, 3, 6, 9, 10	Counselors; SRO, Guest Speakers	(1) Implementation: Training schedule for the year submitted in September and copies of training agendas and intended audience as trainings occur.  (2) Impact Measured by: Completed schedule of trainings with sign-in sheets	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
							

**Goal 2:** AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training.

**Performance Objective 2:** The campus will develop and maintain a campus-wide Positive Behavior Support Initiatives as required by TEC 89.101

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide an In-School Suspension Program to address the needs of identified students to keep them in the school environment.	1, 2, 3, 9, 10	Principal, ISS Teacher	(1) Implementation: Program description and number of students needing placement in each of the programs. Review of discipline referral data from prior years at the end of the year. Data entered to PEIMS system to be reported at the end of the year.  (2) Impact Measured by: Discipline Referrals	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
2) The campus will utilize PBIS campus support teams and train teams in Crisis Prevention Intervention	1, 2, 9, 10	Dir. Special Programs; Principal	(1) Implementation: Training agendas for teams by March 2015  (2) Impact Measured by: Sign in sheets; agendas; training certificates				
Funding Sources: 199 - General - \$0.00							
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 2:** AISD will provide a safe and drug free environment in well-maintained facilities through the implementation of facility and safety planning and training.

**Performance Objective 3:** Provide a safe environment for students and staff through appropriate planning and training for the 2016-2017 school year.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Support the continuation of Campus Emergency Operations Plans with the Police Department for the Town of Anthony.	1, 2, 4, 5, 6, 10	Superintendent, Asst. Super; Principal; SRO	(1) Implementation: Initial EOP document approved by Board annually.  (2) Impact Measured by: Schedule of meetings, agendas, and final document in conjunction with training schedule for students and staff.	✓	✓	✓	
				Funding Sources: 199 - General - \$0.00			
2) Annual review and practice with students and staff of the Student Code of Conduct, fire drills, lockdown drills, evacuation drills, and other appropriate safety training.	1, 5, 6, 10	Principal	(1) Implementation: Staff development and scheduling of orientation sessions with students. Completion of required drills. Fire Drills monthly, safety drills one per semester. Review of safety drills with students and staff completed by November, 2014. Classroom management training in Aug. Review of new laws in September with staff.  (2) Impact Measured by: Signed and submitted documents as required by each activity.				
				Funding Sources: 199 - General - \$0.00			
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 3: AISD will attract, train, and retain highly qualified professionals for all positions in order to provide high quality classroom instruction and instructional support.**

**Performance Objective 1:** Recruit and train the most highly qualified applicants for all positions in the Anthony High School.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide appropriate orientation for all new staff, staff development, and mentoring for all new instructional hires prior to the start of their assignment and during the year. Training for instructional staff shall include instructional strategies, data management, and curriculum implementation.	1, 2, 3, 4, 5, 10	Superintendent; Principal, Instructional Coaches.	(1) Implementation: Development of orientation procedures for each department, agendas for professional development for instructional staff, ongoing out of district professional development activities as approved by supervisors. Scheduled as needed or as outline on professional development calendar.  (2) Impact Measured by: Posted agendas, in-service sign in sheets, district PD calendar.				
2) Participate in regional job fairs, post all vacancies to the district website and utilize local employment venues to solicit job candidates.	1, 2, 3, 5, 10	Human Resources, Principal	(1) Implementation: Request the posting of vacancies as vacancies occur.  (2) Impact Measured by: Filling of all positions with qualified persons.				
Funding Sources: 199 - General - \$0.00							
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 3:** AISD will attract, train, and retain highly qualified professionals for all positions in order to provide high quality classroom instruction and instructional support.












**Performance Objective 2:** Provide appropriate, relevant, and timely professional development for all employees as per campus instructional needs, board policy, and individual development needs.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide professional development activities in support of instructional initiatives.	4, 9, 10	Principal, Instructional Coaches, Teachers	(1) Implementation: Development of campus professional development calendar (June 2014), professional planning days (Oct-Jan-March), Region 19 workshop calendar and participation of staff.  (2) Impact Measured by: Completion Certificates, In-service verification document and registration of workshops in Eduphoria				
				Funding Sources: 199 - General - \$0.00, 255 - Title II, PT A - \$0.00			
2) Provide certified staff with 24 hours of training as per board policy in the areas of instruction (12), GT (6), Technology (6) during the scheduled in-service days.	1, 2, 3, 4, 5, 10	Principal; Instructional Coaches	(1) Implementation: Professional development calendar established in June 2015.  (2) Impact Measured by: Staff in-service logs submitted to personnel file.				
				Funding Sources: 199 - General - \$0.00			
3) Schedule three instructional planning days for each grade level/department to plan instruction cooperatively for the upcoming grading period.	1, 2, 4, 5, 10	Principal; Superintendent	(1) Implementation: Monitoring of planning days by Principal and instructional coaches with review of planning accomplishments submitted by group.  (2) Impact Measured by: End of year survey of staff regarding effectiveness and necessity of planning days in the coming year				
				Funding Sources: 199 - General - \$0.00			




4) Provide support for personnel to expand their areas of certification in ESL, advanced degrees and other certifications that will enhance learning opportunities for students.	1, 2, 3, 4, 5, 10	Principal, Human Resources	(1) Implementation: Training opportunities offered by campus in Fall 2014 towards ESL certification.  (2) Impact Measured by: Number of staff members gaining additional certification or degrees.				
	Funding Sources: 199 - General - \$0.00, 199 - State Compensatory Ed - \$1,500.00, 255 - Title II, PT A - \$0.00						
5) Attend conferences that address state and/or federal compliance issues	1, 4, 10	Principal; Finance and Special Programs Director	(1) Implementation: Grant applications and compliance reports filed on time with no findings. Annual Financial Report.  (2) Impact Measured by: Grant applications, compliance reports, and certificates of completion.				
	Funding Sources: 199 - General - \$0.00, 211 - Title I, PT A - \$0.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 3:** AISD will attract, train, and retain highly qualified professionals for all positions in order to provide high quality classroom instruction and instructional support.

**Performance Objective 3:** Provide federally mandated employee updates as well as leadership and recognition opportunities for all campus employees

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) All campus staff will be provided with the required training/information on discrimination, harassment, retaliation, bullying, child abuse/neglect, drug free workplace, safety, compensation and mandatory postings.	2, 5, 10	Principal; Asst. Superintendent, Human Resources	(1) Implementation: Agenda developed for all staff In-service by August 2014  (2) Impact Measured by: Sign off by staff to be filed in personnel file.	✓	✓	✓	
2) Campus staff members will be expected to serve on a district or campus level committee during the school year.	1, 2, 6, 10	Superintendent, Principal	(1) Implementation: Listing and schedule of district/campus committees and opportunity for staff to volunteer.  (2) Impact Measured by: Listed of committee members and sign off for participation in committee meetings.	✓	✓	✓	
3) Continue the support staff of the month, teacher of the quarter, teacher of the year, and employee recognition activities and culminating banquet.	4, 5	Superintendent, Principal	(1) Implementation: Recognitions monthly for support staff, quarterly for teachers  (2) Impact Measured by: Culminating employee recognition banquet and selection of teachers of the year.	🟡	🟡	🟡	
Funding Sources: 199 - General - \$0.00							
							

**Goal 4: Provide and maintain effective, integrated technology systems that support classroom instruction, operations, communication, and training for students, staff and parents.**

**Performance Objective 1:** The campus will ensure that the instructional staff and students have access to the updated equipment to effectively perform their duties and responsibilities.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) All teachers will be equipped with a desktop computer or laptop that can manage all internet and software demands.	1, 2, 3, 5, 9	Superintendent, Principal, Technology Dept.	(1) Implementation: Maintain Physical Inventory and replace/update laptops every 5 years  (2) Impact Measured by: Inventory of computer equipment at year end.	✓	✓	✓	
Funding Sources: 199 - General - \$0.00							
2) All student accessible computers and classroom technological equipment, will be kept in good working condition to enable students to manage all internet and software demands.	1, 2, 5, 8, 9, 10	Superintendent, Principal, Technology Dept.	(1) Implementation: Maintain Physical Inventory and replace/update computers every 7 years and other technology equipment as needed.  (2) Impact Measured by: Inventory of computer equipment at year end.				
Funding Sources: 211 - Title I, PT A - \$0.00, 199 - State Compensatory Ed - \$30,000.00							
3) Professional development for instructional staff on effective utilization of hardware and software to support and guide instruction.	1, 3, 4, 5, 8, 9	Principal Instructional Coaches, Technology Dept.	(1) Implementation: Individual training as approved by Principal.  (2) Impact Measured by: Schedule of technology training and participant lists. Registration on Eduphoria				
Funding Sources: 199 - General - \$0.00							
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 4:** Provide and maintain effective, integrated technology systems that support classroom instruction, operations, communication, and training for students, staff and parents.

**Performance Objective 2:** The campus will ensure professional development opportunities are provided for all staff to meet policy requirements and will ensure that the Technology TEKS are being addressed at the appropriate level for all students.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The Campus will provide six (6) hours of technology professional development during the 2016-2017 school year to allow teachers to complete the mandatory six (6) hours of training	1, 2, 3, 4, 5, 8, 10	Principal; Instructional Coaches	(1) Implementation: In-service date scheduled along with appropriate agenda. Technology in-service for all staff in January to focus on specific hardware and software training for staff.  (2) Impact Measured by: Agendas and sign-in sheets, registration on Eduphoria Workshop				
2) Teachers will be provided with the Technology TEKS for their particular assignment and will develop appropriate planning to ensure that students are instructed on the appropriate TEKS.	1, 2, 3	Principal, Admin; Instructional Coaches	(1) Implementation: Completion of training and issuing of TEKS for each grade span.  (2) Impact Measured by: Walkthroughs, teacher lesson plans, agendas and sign-in sheets				
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							






**Goal 4:** Provide and maintain effective, integrated technology systems that support classroom instruction, operations, communication, and training for students, staff and parents.

**Performance Objective 3:** The campus will support various software applications and programs to enhance the instructional and support functions of the campus as well as providing appropriate professional development to ensure that programs are implemented with fidelity.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Staff will continue using the TEKS RESOURCE SYSTEM on-line curriculum management system at all levels in all core content areas.	1, 2, 3, 8, 10	Principal, Teachers, Instructional Coaches	(1) Implementation: Monitoring of lesson plans & assessment data weekly.  (2) Impact Measured by: End of year review of assessment data for unit assessments and STAAR/EOC data	✓	✓	✓	
2) Continue the use of Eduphoria data planning and assessment web-based management software system to be utilized by all instructional staff on a daily basis to monitoring the implementation of the curriculum and determine interventions for students in need.	1, 2, 3, 8, 9	Superintendent Principal, Teachers, Instructional Coaches	(1) Implementation: Weekly intervention strategies implemented as a result of data analysis. Documentation of data review by campus administration and PLC meetings on a weekly basis.  (2) Impact Measured by: STAAR/EOC and TEKS RESOURCE SYSTEM unit assessments. Documented utilization through intervention identification for groups and individual students.	✓	✓	✓	
Funding Sources: 199 - State Compensatory Ed - \$11,944.00							
3) The campus will utilize software instructional applications and programs that are research based and meet state and district standards for effective instructional support.	1, 2, 9, 10	Principal, Special Programs, Teachers	(1) Implementation: List of identified software instructional support resources that address deficiencies identified by the formative and summative data.  (2) Impact Measured by: EOC/ Exit Level Tests, Formative and Summative Assessments	✓	✓	✓	
Funding Sources: 199 - State Compensatory Ed - \$44,217.00							
4) The campus will utilize the School Messenger Notification System to support attendance related issues, parental and community involvement related initiatives, and staff notification.	1, 2, 5, 6	Superintendent; Principal	(1) Implementation: Usage report. improved attendance, increase parental participation  (2) Impact Measured by: Usage report.	✓	✓	✓	
Funding Sources: 211 - Title I, PT A - \$0.00							

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

**Goal 5: Utilize effective communication practices to promote parents' active involvement in their child's education, build partnerships with business and government entitles, and to keep the community informed of the activities of the district.**

**Performance Objective 1:** Parent involvement will increase by 2% for the 2016-2017 school year.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Anthony High School will hold two parent teacher conferences per school year.	1, 6, 10	Principal, Teachers	(1) Implementation: Scheduled of event with specific outcomes.  (2) Impact Measured by: Sign-in sheets.				
2) Parent representatives on all advisory committees at the campus.	1, 6	Superintendent Principal	(1) Implementation: Establishment of district and campus committees with membership criteria, meeting dates, sign in sheets, and agendas.  (2) Impact Measured by: Agenda and sign in sheets at end of year.				
3) The campus website will be maintained with current information for parents and community.	6	Superintendent, Principal, Directors	(1) Implementation: Ongoing updates and reviews  (2) Impact Measured by: Review website weekly.				
4) Parent orientations and training on special topics.	6	Parent Involvement Coordinator, Counselor, Principal	(1) Implementation: Survey parents and Schedule trainings for parents with parent liaison.  (2) Impact Measured by: Sign-in sheets of attendees.				
Funding Sources: 211 - Title I, PT A - \$0.00							
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 5:** Utilize effective communication practices to promote parents' active involvement in their child's education, build partnerships with business and government entities, and to keep the community informed of the activities of the district.

**Performance Objective 2:** Build partnerships with businesses and government entities.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Acquire sponsors to support specified events for the campus or organizations.	6	Admin, ;Club Sponsor,	(1) Implementation: List of organizations and events requiring support.  (2) Impact Measured by: List of organizations and events requiring support.				
2) Collaborate and utilize Region 19, UTEP, and other educational entities for the professional development of faculty and staff.	1, 3, 4, 5	Superintendent, Principal, Teachers	(1) Implementation: Monthly campus team meetings and identified professional development.  (2) Impact Measured by: Documentation of activities conducted with institutions.				
Funding Sources: 255 - Title II, PT A - \$0.00							
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							











**Goal 5:** Utilize effective communication practices to promote parents' active involvement in their child's education, build partnerships with business and government entities, and to keep the community informed of the activities of the district.

**Performance Objective 3:** Maintain open communication, keeping the community informed of the activities of the campus.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Utilization of the marquee, flyers, websites and school messenger to promote student success and inform public of events	1, 6, 10	Admin, Campus Staff, Technology Dept., Asst. Super	(1) Implementation: Weekly updates to marquee. Information flyers to parents for events. Website.  (2) Impact Measured by: Documentation of marquee messages for the year. Copies of flyers. Website documentation.				
Funding Sources: 199 - General - \$0.00, 211 - Title I, PT A - \$0.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							