

SALADO HIGH SCHOOL

Campus Improvement Plan 11-12

Overview of Strengths and Areas for Improvement

District Mission Statement

The Salado Independent School District empowers today's youth to be leaders in a global society through educational excellence. We are committed to:

- S Success
- I Innovation
- S Self-Reliance
- D Determination

Campus Strength

Salado High School received a Recommended Rating by the Texas Education Agency for the academic year of 2010-2011. Salado High School is thirteen percentage points above the state average for all tests (according to the 2011 AEIS Report). Broken down per subject tested: Reading +8%, Math +9%, Science +8%, Social Studies +3%.

According to AEIS Data, our average SAT score in 2010 is 991, which is up 10 points from our 2009 average. Salado High School earned the "2011 College Readiness Award" from the Texas ACT Council. The award is in recognition of having a significant increase in its ACT Composite Score over the past five years while, at the same time, increasing or maintain the number of students taking the ACT Assessment. Only about 10% of the high schools in Texas earned this Award.

2011 Gold Performance Acknowledgements for Salado High School:

AP/IB Results
College-Ready Graduates
Recommended High School Program
Commended on Social Studies
Texas Success Initiative in ELA
Texas Success Initiative in Mathematics

- National Merit Scholar Finalist, Semi-Finalist and Nominee
- 10 of 12 sports competed in post district competition
 - 4 Regional Tournament Appearances
 - 5 State Appearances
- Academic UIL Team District and Regional Champs
- FFA Ranked 12th in the State among all UIL Classifications
- Band was Sweepstakes
- Robotics was 6th out of a field of 63 in the first year of competition
- Art had a State Vase Qualifier
- National Speech and Debate Recognitions

Areas of Improvement

Continue gains in TAKS passing rates in all sub groups in order to meet and exceed the state standards and the standards of Salado Independent School District.

The placement of students with disabilities in In-School Suspension

Focused improvement in Advanced Placement Test Scores

Increased communication with students, parents and community

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Members

Kay Matthews- Admin

Lee Vi Moses-Admin/Chair

Kristi Haag- Teacher

Gilbert Salgado- Teacher

Travis Dube- Teacher

Misty Killingsworth- Parent

Dennis Cabaniss- Teacher

Kyra Mann- Teacher

Jaime Wentrcek- Teacher

Chase Tenney- Teacher

Cathy Little- Parent

Scott Williams- Teachers

Janette McKinney- Teacher

Tim Cook- Teacher

Andy Dobbins- Community

Russ Allen- Business

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Comprehensive Needs Assessment

Type of Data Reviewed

Student performance data disaggregated by student groups, gender and program
Career education, special education, Bilingual/ESL, and NCLB indicators
Compliance with No Child Left Behind
Multi-year trends/longitudinal academic performance data
District/Campus demographic data
Teacher turnover rates
Attendance rates
Student/Teacher ratios
Parent Feedback
Employees Feedback
Student Feedback
District Policies
Progress of English Language Learners
Campus Safety and Emergency Plan
Special Education Indicators

Source of Data

TAKS reports, AP reports, SAT reports, ACT reports, AEIS reports
PBMAS report
AYP reports
AEIS reports
AEIS reports
AEIS reports
AEIS reports, PEIMS reports
Master schedules, AEIS reports
Parent Surveys
Employee Surveys
Student Surveys
TASB Policy Book, Employee Handbook, Student Handbook
Annual ELL report, Annual Measureable Achievement Objectives report
Safety Audit
LEA Compliance Report

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District Goals

1. Student Learning
 - a. Increase achievement for all students and all subgroups in reading/English language arts, mathematics, science, social studies, and writing.
 - b. Expand the Gifted and Talented (GT) program.
 - c. Evaluate the English for Speakers of other Languages (ESL) program and identify and implement any beneficial changes.
2. Student Services
 - a. Reduce the number of In School Suspension placements for students with disabilities.
 - b. Expand counseling/guidance services and health and safety programs for students and parents.
 - c. Successfully implement new soccer program.
3. Human Resources
 - a. Develop and refine the recruitment and selection process.
 - b. Cultivate a great work environment for all employees.
 - c. Conduct salary and stipend comparison and recommend changes to the stipend schedule, as appropriate.
4. Finance
 - a. Identify and implement budget cuts to reduce the deficit for 2012-2013.
 - b. Identify and implement budget cuts to achieve a balanced budget for 2013-2014.
 - c. Obtain grants and outside funding.
5. Facilities and Operations
 - a. Develop a comprehensive facilities plan.
 - b. Develop a comprehensive transportation/vehicle plan.
 - c. Implement technology hardware and software upgrades.
6. Staff Development and Professional Growth
 - a. Provide quality professional learning experiences for all employees.
 - b. Enhance and expand the mentoring program for new employees.
 - c. Establish instructional leadership opportunities at the grade level and content department level.
7. Community relations
 - a. Increase parent communication at the district, campus, and teacher level.
 - b. Revise parent, student, and employee surveys and conduct parent surveys semi-annually.
 - c. Increase parent and community involvement in the district.

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District Focus: 1	Student Learning
Campus Goal: 1.a	Increase achievement for all students and all subgroups in reading/English language arts, mathematics, science, social studies, and writing.
Campus Objective: 1.a.1	Increase achievement for all students in all subpopulations by incorporating innovative instructional practices in reading/language arts, math, science and social studies.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Review and strengthen tactics for struggling students: <ul style="list-style-type: none"> • Core Classes for ELL, inclusion and at-risk students • Science Starters • Flex Days • Apangea • OdysseyWare • Grand Central Station • Kamico • Academic Detention • Student Assistance Program • TAKS Classes 	Administrators Teachers	Comparative Data Administration Faculty Technology National Honor Society Tutoring	TAKS data Failure Reports Academic Detention Referrals Teacher Input Kamico	Aug 2011/ May 2012	Ongoing
2. Review and strengthen available programs that challenge student performance. <ul style="list-style-type: none"> • Advanced Placement • Dual Credit Courses • College exam prep • Gifted and Talented • SAT/ACT prep 	Administrators Teachers Department Chairs Curriculum Director GT Coordinator	Comparative Data Staff Training	Test Results Parental Feedback Student Enrollment Number of Teachers Trained	Aug 2011/ May 2012	End of Year
3. Increase student access to technology	Administrators Teachers Technology Coordinator	Laptops Computer Labs Software Programs iPads in the Library	Teacher and student input Lesson Plans Quality of Software Programs	Aug 2011/ May 2012	Ongoing
4. Increase services to gifted and talented (GT) students. <ul style="list-style-type: none"> • Explore the use of Texas Performance Standards Projects in curriculum. • Periodically assess GT students and communicate progress results to parents/guardians. 	Administrators Teachers Department Chairs Curriculum Director GT Coordinator	Comparative Data Staff Training	Test Results Parental Feedback Student Enrollment Number of Teachers Trained Student Survey	Aug 2011/ May 2012	End of Year

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5.	Provide professional development for creative assessment strategies.	Curriculum Director Department Chairs	Faculty ESC12 ELPS training Other professional development	Lesson plans Classroom observations	Aug 2011/ May 2012	End of Year
6.	Provide staff training in technology applications as a tool for supplemental instruction or enrichment. <ul style="list-style-type: none"> • Video streaming • Smart Boards • Microsoft Office applications • Web site design • Power Point • Podcasting • Movie editing 	Administration Technology Director Faculty and Staff	Library Technology team LCD projectors GCS Software Video Streaming Smart Boards Kamico C-Scope Agile Mind	Amount of technology hardware Quality of software programs Number of student/teacher users	Aug 2011/ May 2012	End of Year

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District Focus: 1	Student Learning
Campus Goal: 1.a	Increase achievement for all students and all subgroups in reading/English language arts, mathematics, science, social studies, and writing.
Campus Objective: 1.a.2	Implement a curriculum that is vertically and horizontally aligned with the TEKS

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Continued implementation of C-Scope to keep horizontal and vertical documents aligned with the most current TEKS.	Curriculum Director Department Chairs Technology Director	Curriculum guides TEKS Faculty input	Review and approval by administration	Aug 2011/ May 2012	Ongoing
2. Make horizontal and vertical alignment documents from C-Scope available on Web site.	Curriculum Director Department Chairs Vertical team leaders Teachers Technology Director	Current horizontal and vertical team documents Curriculum guides TEKS	Publication on SISD Web site Parent/teacher feedback	Aug 2011/ May 2012	Ongoing
3. All core teachers will have a common planning period per department to allow for the effective implementation of curriculum.	Administration Counselor	Administration Counselor	Master schedule	Aug 2011/ May 2012	End of Year

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District Focus: 1	Student Learning
Campus Goal: 1.a	Increase achievement for all students and all subgroups in reading/English language arts, mathematics, science, social studies, and writing.
Campus Objective: 1.a.3	Achieve and maintain highest state recognition in all program areas.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Analyze test data for each individual student and subpopulations.	Administration Curriculum Director	AEIS and TAKS data Kamico	Preparation of reports	Aug 2011/ May 2012	Ongoing
2. Provide streamlined report of analysis to teachers that identify specific weaknesses per objective for each content area.	Administration Curriculum Director	AEIS and TAKS data Kamico	Distribution of reports to teachers	Aug 2011/ May 2012	Ongoing
3. Implement programs that target weak areas. <ul style="list-style-type: none"> • Science Starters • Flex Days • TAKS classes • Tutorials 	Administration Curriculum Director Department chairs	AEIS and TAKS data	Increase in scores	Aug 2011/ May 2012	End of Year
4. Implementation of the STAAR/EOC Test	Administration Curriculum Director Teachers	STAAR Test Resource Books	STAAR testing data for evaluation	Feb 2012/ May 2012	End of Year

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District Focus: 1	Student Learning
Campus Goal: 1.b	Expand the Gifted and Talented (GT) program.
Campus Objective: 1.b.1	Challenge and provide interest for the students in the Gifted and Talented program.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Hire a G/T Coordinator to oversee and coordinate services for the G/T students.	Administration	G/T Stipend Half day schedule	Documentation of services in student portfolios. Communication with teachers. Activities/challenges completed.	August 2011/ May 2012	ongoing
2. Provide G/T training for any and/or all teachers who serve G/T students throughout the day.	Administration G/T Coordinator	Staff Development	Update of staff development files. Accountability of services provided.	August 2011/ May 2012	ongoing
3. Incorporate the Texas Performance Standards Project into the curriculum.	Administration G/T Coordinator	Course adopted	Number of students taking course and number successfully completing project.	January 2012/ May 2012	ongoing
4. Provide opportunities throughout the year for G/T students to work together on problem-solving activities at a higher level.	G/T Coordinator	Teachers input Community needs	Student, parent, teacher, and coordinator feedback.	August 2011/ May 2012	ongoing
5. Provide opportunities for upperclassmen in the G/T program to meet with a variety of occupational mentors and/or experience on-site work environments of interest.	G/T Coordinator	Community and Business relations	Mentor Evaluations	January 2012/ May 2012	ongoing
	Administration		Student Evaluations		
	Teachers				
	Community				

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District Focus: 1	Student Learning
Campus Goal: 1.c	Evaluate the English for Speakers of other Languages (ESL) program and identify and implement any beneficial changes.
Campus Objective: 1.c.1	Evaluate the English for Speakers of other Languages (ESL) program and Salado High School and identify and implement any beneficial changes

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Continue to apply the Sheltered Instruction Observational Protocol (SIOP) model for lesson planning.	Administration Faculty	SIOP Model SIOP training Online lesson plans	Classroom observations and feedback	Aug 2011/ May 2012	Ongoing
2. Identify, evaluate, and serve special populations including: <ul style="list-style-type: none"> • Special education students • English language learners • Section 504 students • Migrant populations • Dyslexic students • Homeless students • At-risk students • Teen parents • Gifted and Talented 	Administration	Funding allotment Technology	Student-teacher ratio improved	Aug 2011/ May 2012	Nov 1 Jan 1 Feb 1 Mar 1 Apr 1
3. Increase ELL resources and staff.	Administration Faculty Counselor Diagnostician GT Coordinator ELL Coordinator Curriculum Director	GCS SAP ELL Bell County Co-op Special education staff ARD	Number of students identified, referred, and evaluated TELPAS assessment Report cards Teacher reports TAKS scores Parent Advisory Council GORT Assessment Linda Moode Bell Program	Aug 2011/ May 2012	End of Year
4. Increase the use of creative teaching strategies that promote higher order thinking. <ul style="list-style-type: none"> • Holistic rubrics for class discussion • Unique individual projects that cannot be copied or plagiarized. • Cross-curricular projects and assignments • Authentic assessment that reflects true understanding and application of knowledge learned • Limit the number of worksheets that assess 	Curriculum Director Department Chairs	Faculty ESC12 GCS Lesson Plan Board Other professional development C-Scope	Lesson plans Classroom observations	Aug 2011/ May 2012	End of Year

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	<ul style="list-style-type: none"> basic recall and memorization. • Make meaningful connections, emphasizing “quality” over the “quantity” of assignments. • Individualized Student Portfolios • TAKS Enrichment Classes • Flex Day Instruction • Supplemental Instructional Strategies <ol style="list-style-type: none"> 1. Copies of Teacher Notes 2. Inclusion 3. ESL Teacher Instruction 					
5.	Student Assistance Committee to consider individual student needs and make recommendations	Administration SAP Committee Counselor	Referrals to SAP Committee from Staff	Monitoring Students by faculty and committee	August/May	Weekly
6.	Continue professional development on characteristics of second language learners	Administration Faculty Curriculum and Instruction Director	ESC 12 Professional Development Funds	Agendas and Accumulation of Professional Development Hours	Ongoing	End of Year

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District Focus: 2	Student Services
Campus Goal: 2.a	Reduce the number of In School Suspension placements for students with disabilities.
Campus Objective: 2.a.1	Reduce the number of In School Suspension placements for students with disabilities at Salado High School.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Increase our availability of detentions	Admin Staff	Funding allotment	Decrease the number of In-School Suspension among all students Performance Base Monitoring Analysis System Data	Aug 2011/ May 2012	End of Year
2. Staff development on Behavior Interventions Techniques	Admin Teachers Counselor Staff	ESC 12 Professional Development Funds	Decrease the number of In-School Suspension among all students Performance Base Monitoring Analysis System Data	Aug 2011/ May 2012	End of Year
3. Analysis on the infractions that lead to In-School Suspension	Admin Teachers Counselor Staff	Data	Spreadsheet with infractions broken into 4 parts. Behavior, Attendance, Dress Code and Other.	Ongoing	End of Year

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District Focus: 2	Student Services
Campus Goal: 2.b	Expand counseling/guidance services and health and safety programs for students and parents.
Campus Objective: 2.b.1	Provide counseling support for career and college guidance.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Review academic progress and graduation plans with parents and students. <ul style="list-style-type: none"> • An interest inventory will be completed prior to 9th grade • Four-year plan reviewed in conjunction with registration • Personal growth plans will be prepared for students who require them; they will be signed and kept on file. • Counselor will meet with students to review their transcripts at the end of the first semester. 	Administration Counselor Teachers Parents	Faculty Training	Percentage of graduation plans completed	Aug 2011/ May 2012	Ongoing
2. Provide postsecondary transition planning. <ul style="list-style-type: none"> • All seniors will have the opportunity to apply to colleges through ApplyTexas. • All seniors will have the opportunity to learn about college applications, financial aid, and the administration of Accuplacer through College Connection in association with Temple College/ • Students will be able to attend the CTC College Night at the Bell County Expo Center. • A link on the SISD Web site called "Counselor's Corner" will be updated regularly and have a timeline for juniors and seniors as well as ACT/SAT test dates, scholarship information, and any other pertinent information for pursuing higher education. • Area college recruiters will be invited to visit students on campus and provide classroom presentations to juniors and seniors. 	Counselor Bell County Transition Coordinator Parents	Faculty Colleges Community agencies	Number of opportunities provided PEIMS Report Summary of Performance (SOP) Special Education Transition ARD Report Number of students pursuing higher education	Aug 2011/ May 2012	End of Year

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<ul style="list-style-type: none"> • PSAT/PLAN tests will be given annually. • A test prep link will be added to the SISD library Web page (Peterson's Test Prep) and students will be made aware of this resource. • Seniors have two days to visit colleges; juniors have one day. • The counselor will prepare and distribute a "Senior Information Packet," which will include pertinent college information. • The counselor will prepare and distribute a "Junior Information Packet." 					
<p>3. Utilize school and community/public agencies to decrease the dropout rate.</p>	<p>Administration Faculty Parents Mentors</p>	<p>SAP Credit recovery CIS GCS Workforce DARS Military recruiters</p>	<p>PEIMS Report</p>	<p>Aug 2011/ May 2012</p>	<p>Ongoing</p>
<p>4. Develop and implement a process for the early identification of students with attendance issues.</p>	<p>Administration PEIMS officer SAP committee Teachers Parents</p>	<p>Software Dedicated staff member</p>	<p>Funding allotment</p>	<p>Aug 2011/ May 2012</p>	<p>Ongoing</p>
<p>5. Develop and implement a mentor program for at-risk students.</p>	<p>Administration SAP committee</p>	<p>Faculty/community mentors Mentor training Ambassador Program</p>	<p>PEIMS Report Periodic mentor reports</p>	<p>Aug 2011/ May 2012</p>	<p>End of Year</p>
<p>6. Encourage participation in alternative educational and extra-curricular activities.</p> <ul style="list-style-type: none"> • DCP • CATE • Clubs • Misc. extra-curricular 	<p>Administration Faculty Counselor Parents</p>	<p>Funding allotment Facilities Community involvement Parents</p>	<p>Increased student participation and success Teacher/sponsor/student/community/ parental feedback via survey</p>	<p>Aug 2011/ May 2012</p>	<p>End of Year</p>
<p>7. Participate in credit recovery programs.</p>	<p>Administration Counselor SAP committee</p>	<p>ESC12 Bell County Coop AEP - Choices JJAEP API Modules Summer School Odyssey</p>	<p>Increased student participation and success.</p>	<p>Aug 2011/ May 2012</p>	<p>End of Year</p>

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District Focus: 2	Student Services
Campus Goal: 2.c	Successfully implement new soccer program.
Campus Objective: 2.c.1	Successfully implement the new soccer program at the high school.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Hire qualified and motivated soccer coaches	Admin	Funding allotment	Increased student participation and success	Aug 2011/ May 2012	End of Year
2. Supply student-athletes with adequate and necessary soccer equipment	Admin	Funding allotment Facilities	Increased student participation and success Teacher/sponsor/student/community/ parental feedback via survey	Aug 2011/ May 2012	End of Year
3. Coaches will stay current with soccer coaching methods and ideas	Admin Teachers	Funding allotment	Increased student participation and success Teacher/sponsor/student/community/ parental feedback via survey	Aug 2011/ May 2012	End of Year

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District Focus: 2	Student Services
Campus Goal: 2.d	SHS will provide a safe learning environment.
Campus Objective: 2.d.1	Maintain emergency response through uniform procedures to ensure safety and security of the students.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Communicate the emergency and lockdown procedure model plan to staff, students, parents, and authorities.	Emergency Response Team (ERT)	ERT Document Emergency chart Law enforcement	Community and School compliance	Fall/All Year	End of Year
2. Conduct emergency drills and lockdown procedures.	Administration Emergency Response Team ERT	ERT Document Emergency Chart Law Enforcement	Community and School compliance	Fall/All Year	End of Year
3. Maintain crisis management teams and train staff as needed in the following areas: <ul style="list-style-type: none"> • Suicide prevention • Conflict resolution • Violence prevention • Texas Behavior Support Initiative (TBSI) • CPR and defibrillator training for all staff 	Administration Emergency Response Team (ERT) CPI Team Nurse/School SAMA Training	Portable defibrillator ERT Document Emergency Chart	Community and school compliance	Fall/All Year	End of Year
4. Hired contractor will conduct searches for illegal contraband.	Administration	Interquest	Community and School compliance	Fall/All Year	End of Year
5. Review and revise disciplinary procedures model.	Administration Staff	Professional Development Facilities	Implementation of strategies	Fall/All Year	End of Year
6. Conduct random drug testing	Administration	Funding allotment	Decrease in the number of drug use cases	Fall/All Year	End of Year
7. Administration will implement alternative behavioral strategies.	Administration Faculty Curriculum Director	Professional Development on Classroom management Mentoring Program AEP ISS/detention ESC 12 TBSI CPI Training	Increase the amount of positive student/teacher interactions and to diffuse escalating situations	Fall/All Year	End of Year

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8.	Enforce student and faculty codes of conduct	Administration	Student Handbook Code of Conduct	Decrease in violations Decrease in academic disruptions	Fall/All Year	End of Year
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District Focus: 2	Student Services
Campus Goal: 2.d	SHS will provide a safe learning environment.
Campus Objective: 2.d.2	Implement recommendations of the 2011 District Safety and Security Audit

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Complete video surveillance security system.	Administration Technology Dept.	Video surveillance system	Entire surveillance system is working and monitored on a regular basis.	Fall/Spring	End of Year
2. Conduct periodic cyber surveillance.	Administration Technology Department	Technology Staff	Surveillance log and reports	Spring/All Year	End of Year
3. Install Lobby Guard	Admin Technology Department	Funding Allotment Technology Staff	Better informed staff of visitors who have checked into the office and who have not	Fall/Spring	End of Year
4. Office aids should be carefully chosen and trained.	Administration Office Staff	Faculty and Staff input/recommendation form	List of all office aids provided to teachers Mandatory identification tags	Fall/Spring	Beginning of Year

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District Focus: 3	Human Resources
Campus Goal: 3.b	Cultivate a great work environment for all employees.
Campus Objective: 3.b.1	Cultivate a great work environment for all employees at Salado High School.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Inventory professional expertise and credentials among staff to create a pool of potential courses and instructors.	Administration Department Chairs Faculty Curriculum Director Human Resources	Survey List of certifications	Enhanced personnel files and database	Spring/Summer	End of year
2. Create a staffing plan for each department <ul style="list-style-type: none"> • Identify AP training needs • Identify section needs • Identify GT Training needs 	Administration Department Chairs Curriculum Director	Enrollment data Professional database	Departmental staffing plan Master Schedule	Spring/Summer	End of year
3. Hire additional staff to expand elective and 4 x 4 course offerings.	Administration	Human Resources	Greater selection of course offerings Higher daily attendance Increased funding (CATE)	Spring/Fall	End of year
4. Staff will actively participate in the recruitment of highly qualified personnel.	Administration Faculty	Substitute teachers Travel funds	Increased number of highly-qualified applicants	Spring/Fall	End of year
5. Use technology to recruit personnel.	Administration Technology Department	Internet job sites SISD web site	Number of applications rendered	Spring/Fall	End of year
6. Identify and train mentors.	Administration Curriculum and Instruction Director	Internet job sites SISD Web site	Number of applications rendered	Spring/Fall	End of year
7. Provide opportunities for recognition of teacher achievements.	Administration Curriculum Director	Media coverage	Master Teacher Award per campus Increased recognition for teachers Teacher of the Month	All Year	End of year
8. Inventory professional expertise and credentials among staff to create a pool of potential courses and instructors.	Administration Department Chairs Faculty Curriculum Director Human Resources	Survey List of certifications	Enhanced personnel files and database	Spring/Summer	End of year

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District Focus: 4	Finance
Campus Goal: 4.a	Identify and implement budget cuts to reduce the deficit for 2012-2013
Campus Objective: 4.a.1	Develop a budget to reduce the deficit for 2012-2013

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Department chairs provide budget needs to administration	Department Chair	Supply inventory Vendor lists Curriculum requirement	Proposed departmental budget	Spring /Spring	End of year
2. Administration will analyze budget needs per department.	Administration Curriculum Director	Proposed budget from department chair	Proposed budget to Central Office	Spring /Spring	End of year

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District Focus: 4	Finance
Campus Goal: 4.b	Identify and implement budget cuts to achieve a balanced budget for 2013-2014.
Campus Objective: 4.b.1	Develop a budget to balance the deficit for 2013-2014

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Department chairs provide budget needs to administration	Department Chair	Supply inventory Vendor lists Curriculum requirement	Proposed departmental budget	Spring /Spring	End of year
2. Administration will analyze budget needs per department.	Administration Curriculum Director	Proposed budget from department chair	Proposed budget to Central Office	Spring /Spring	End of year

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District Focus: 4	Finance
Campus Goal: 4.c	Obtain grants and outside funding.
Campus Objective: 4.c.1	Obtain grants and outside funding at Salado High School

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Pursue Carl D. Perkins federal grant funding for CTE programs. Use of regional ESC 12 or 13 management program.	CTE Dept Chair & HS Admin	Determine who currently files this grant through the Bell County Co-Op for exceptional learners.	Contract with Bell County Co-Op	Begin Jan 2012 End June 2012	Receive copy of agreement with Bell Co. Co-Op by April 1.
2. Explore areas of specific funding needs -Campus wide -Dropout Prevention -College Prep Initiatives -Initiatives for LEP -Out of school learning -Professional Development -Reading, Math, Science, & Technology Initiatives -Teacher Incentive Programs -Research	HS Admin, Department Chairs	TEA-Subdivision of Evaluation Activities TEA-Program Evaluation Unit	Complete staff surveys per department (Dept Chair)	Begin Jan 2012 End Survey by May 1, 2012	Create formal plan to pursue specific grants by June 1, 2012

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District Focus: 5	Facilities and Operations
Campus Goal: 5.a	Develop a comprehensive facilities plan.
Campus Objective: 5.a.1	Review and update master plan for facilities.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Assess and prioritize construction needs to develop a ten-year plan.	Administration Community	Current and projected enrollment, facility information, city/community information	Adequate size and number of classrooms to serve student needs	Ongoing	End of year

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District Focus: 5	Facilities and Operations
Campus Goal: 5.c	Implement technology hardware and software upgrades.
Campus Objective: 5.c.1	Use best-value technology to achieve efficiency.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Campus will submit to administration a technology needs analysis.	Administration Dept Chairs Curriculum Director Tech Dir	Curriculum Requirements Vendors	Needs assessment Tech plan	Spring/Summer	End of Year
2. Administration and campus chairs will develop a 3 year technology plan for the purchase and use of technology in the curriculum	Administration Dept Chairs Curriculum Director Tech Committee	Needs Assessment Budget Good Practice Curriculum Requirements	Tech Plan	Fall/Spring	End of Year
3. Administrators and technology department will analyze goals and technology plan to identify and prioritize needs	Administrators Tech Director Tech Committee Curriculum Director	Needs Analysis Budget Tech Plan	Revised Tech Plan needs	Spring/Summer	End of summer
4. All instructional classrooms will be capable of delivering instructional material using a wide variety of technology tools	Tech Director	Tech Budget	Percent of classrooms with capability	Fall/ Summer	End of Year
5. Extracurricular facilities will have appropriate materials to improve efficiencies and effectiveness of each activity	Administrators Athletic Director Tech Dir	Needs analysis Good practices Budget Tech Plan	Tech Plan	Fall/Summer	End of Year

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District Focus: 6	Staff Development and Professional Growth
Campus Goal: 6.a	Provide quality professional learning experiences for all employees.
Campus Objective: 6.a.1	Provide differentiated research-based professional development opportunities.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Provide differentiated, research-based professional learning experiences that reflect various career stages, job assignment needs, and expertise levels. <ul style="list-style-type: none"> • All core teachers will receive training in Kamico and C-Scope • Ensure all staff that serve GT students receive initial and ongoing GT training. • Professional development opportunities will be provided for all teachers • Professional development opportunities will be provided for all paraprofessionals Flexible staff training opportunities will be provided in district and off campus. 	Administration Curriculum Director Department Chairs	ESC12 Web-based learning SBEC TEA Outside training providers in specific fields	Number of training programs Number of participants attending training sessions. Number of differentiated course offerings Faculty survey	Ongoing	End of year
2. Provide funding for mandatory professional development, supplemental certification, and post-graduate studies.	Administration Curriculum Director	Professional development days Budget allotment	Amount of funding utilized Number of new certifications	Ongoing	End of year
3. Provide funding for AP training.	Administration	Funding allotment	Amount of funding utilized Number of recognized AP courses	Ongoing	End of year
4. Administration will conduct teacher appraisals to improve and encourage teacher effectiveness through: <ul style="list-style-type: none"> • Teacher conferences • Professional growth plans • Frequent classroom walk-through observations 	Administration	Principals ESC12	PDAS and summative conferences Observation forms	Ongoing	End of year

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5.	Compensate teachers who provide professional development training for the district.	Administration	Budget: funding for teacher deliverers of professional development, Substitute teachers, Comp time Professional Development Credit	Teacher survey Increased use of professional development content by staff	Ongoing	End of year
6.	Increase the number of staff that uses technology applications.	Administration	Professional Development Mentoring	Amount of technology hardware Quality of software programs Number of teachers using in-classroom technologies Number of teachers using Internet-based educational technologies Faculty and staff survey	Ongoing	End of year

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District Focus: 7	Community Relations
Campus Goal: 7.a	Increase parent communication at the district, campus, and teacher level.
Campus Objective: 7.a.1	Expand and improve communication among all constituencies.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. School communications will be available in English and Spanish	Administration Technology team	Bilingual staff members/contracted services	Parent survey	Fall/summer	End of yr.
1. Offer special orientation session for non-English speaking parents to inform about: <ul style="list-style-type: none"> • Graduation requirements • Grades and credits • College admissions • Gradespeed • School contacts 	Administration Counselor ELL Coordinator	Administration Counselor ELL Staff Translator	Parent/student surveys Increased participation by non-English speaking parents	Fall/spring	End of yr.
2. Provide individual orientation sessions for parents of students new to the district	Administration Counselor Registrar	Administration Counselor Registrar	Parent surveys Increased understanding of SISD policies	Fall/spring	End of yr.
3. Expand use of SISD web site through department links	Administration Counselor Registrar	Administration Counselor Registrar	Parent surveys Increased understanding of District policies	Fall/summer	End of yr.
4. Continued use of School Messenger	Administration Technology team Dept. chairs	Tech training SISD website link availability	Parent survey Increased website traffic	Fall/summer	End of yr.
5. Nominate and recruit parents and community members to serve on the campus and district SBDM committees	Administration Technology team Administration Faculty staff	School Messenger software Trained staff Chamber of Commerce list PIEMS Coordinator	Active participation by parents and community members in SBDM meetings	Fall/summer	End of yr.
6. Translators will be available for parent conferences	Administration	Bilingual staff/contracted services	Parent survey	Fall/summer	End of yr.

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District Focus: 7	Community Relations
Campus Goal: 7.c	Increase parent communication at the district, campus, and teacher level.
Campus Objective: 7.c.1	Ensure parent and community involvement.

Activity/Strategy	Person(s) Responsible	Resources Needed/Fund Source	Documentation(Formative Evaluation)	Start/End	Benchmark Dates
1. Encourage parents to participate in open house, booster clubs, mentoring programs and parent conferences	Administration Faculty Extracurricular coaches and sponsors	Media outlets SISD website School Messenger Technology Dept.	Parent survey Increased participation by parents	Fall/summer	End of year
2. Investigate the possibility of collaborating with community agencies/churches to offer English classes for non-English speaking parents and family members	Administration Local civic and service groups	Chamber of Commerce Public library Churches National Honor Society (tutoring)	Parent survey Increased participation by parents	Fall/summer	End of year
3. Nominate and recruit parents and community members to serve on the campus and district SBDM committees	Administration Faculty	School Messenger Media outlets SISD Website	Sign In Sheets	Aug 2011/May 2012	End of year