

Friendswood Independent School District



Friendswood High School Improvement Plan 2010-2011

Board Adopted:



Mission of FISD:

Leading to Achieve Excellence!

2010-2011 DISTRICT IMPROVEMENT PLAN

DISTRICT GOAL I: Create a dynamic learning community where each campus and the District achieve the Exemplary rating and meet Adequate Yearly Progress.

Focus Objectives

1. Each campus and sub-group will achieve a 90% passing rate for TAKS, TAKS A, TAKS M and TAKS Alt.
2. The total number of sub-group students scoring commended will increase as measured by matching students from 09-10 on all tests.
3. FJH and FHS End of Course raw score % will increase to 80%.
4. The number of College Ready graduates will increase to 90% as measured by AEIS College Ready Indicator.

DISTRICT GOAL II: Create a dynamic learning community for students and staff to ensure students achieve at the highest national and state levels.

Focus Objectives

1. 21st Century Skills will be incorporated into the classrooms to keep students engaged & learning relevant.
2. As a District, achieve the highest number of Gold Performance Acknowledgements in the State of Texas.
3. Achieve a composite score of 1675 (Verbal, Math, writing) and a Math and verbal composite of 1135 on the SAT or a composite score of 25.0 while maintaining 90% participation on college entrance exams.
4. 75% of graduates will earn at least 12 hours of college credit through dual credit, AP, or Articulated credit.
5. Increase the number of courses and participating students in non-traditional instruction – Texas Virtual School, on-line courses, campus partnerships, and video-conferencing setting.
6. GT students will receive enriched instruction beyond the regular curriculum.
7. Increase sub-group students participation in advanced classes

DISTRICT GOAL III: Manage and complete projects for the 2007 bond so work is on time and within budget.

Focus Objectives

1. Report monthly the building progress to the Board and update the construction site on the district website.
2. Identify and implement ways to increase building efficiency.
3. Monitor the building costs associated with the building process.

DISTRICT GOAL IV: Provide a safe and healthy learning environment.

Focus Objectives

1. The District and each campus will implement prevention programs for alcohol and substance abuse, bullying, violence, teen dating violence and harassment to all students and employees.
2. Provide education on cyber safety and safe Internet rules to staff, students and parents.
3. Promote lifelong physical activity among children and youth.

DISTRICT GOAL V: Ensure timely and effective communications to and from the community and staff.

Focus Objectives

1. Expand ways to increase coverage of information on Channel 16 to provide information and entertainment about the District on a weekly basis.
2. Increase the variety of programming on the TV station.
3. Convert and make available online marketing materials about FISD making information easy to obtain and more affordable for the district.
4. Continue to update the District and campus websites in a timely and significant manor.
5. Evaluate communication systems to determine response to natural disasters and extended power outages.

DISTRICT GOAL VI: Ensure value added instruction by effectively linking human and financial resources to student achievement within a balanced budget.

Focus Objectives

1. Monitor and report to the Board the monthly financial condition of the district.
2. Implement recommendations by auditors.
3. Meet the highly qualified objectives of the No Child Left Behind Act (NCLB).
4. Review compensation plan on an annual basis to be competitive with districts in Region 4 and select districts of comparable size.

Ongoing Objectives

1. Ensure timely deposits of funds from campuses/departments at depository institution.
2. Commit at least 65% of the District resources to deliver value added student instruction.
3. PEIMS reports should match annual financial compliance report ending August 31, 2009.
4. Time certifications completed on staff paid with federal funds.

Legend of Staff Responsible

Superintendent – Trish Hanks
Deputy Superintendent – Sherry Green
Assistant Superintendent of Business. – George Rodgers
Assistant Superintendent of Instruction – Thad Roher
Assistant Superintendent for Student Affairs – Dr. Myrlene Kennedy
Executive Director of Special Education – Karen Deshotel
Executive Director of Technology – David Jacobson
Executive Director of Business – Alison Rendon
Executive Director of Human Resources – Jan Scogin
Director of Communications – Public Information Officer – Karolyn Gephart
Director of Instructional Technology – Tonia Reed
Director of Technical Services – Mike Gasiorowski
CATE Dir. – Director of Career and Technical Education – Ann Mulder
Director of Construction – David Sanders
District Testing Coordinator – Laura Sarafin
FAYF - Friendswood Alliance Coordinator Friendswood Alliance Youth & Family Coordinator– Lynn Shigekawa

DISTRICT GOAL I: Create a dynamic learning community where each campus and the District achieve the Exemplary rating and meet Adequate Yearly Progress.

Focus Objectives

1. Each campus and sub-group will achieve a 90% passing rate for TAKS, TAKS A, TAKS M and TAKS Alt.
2. The total number of sub-group students scoring commended will increase as measured by matching students from 09-10 on all tests.
3. FJH and FHS End of Course raw score % will increase to 80%.
4. The number of College Ready graduates will increase to 90% as measured by AEIS College Ready Indicator

Campus Focus Objectives

1. Each sub-group and campus group will achieve a 90% passing rate for TAKS, TAKS A, TAKS M, and TAKS alt.
2. End of Course raw score percentage will increase to 80%.
3. Students scoring commended will increase as measured by matching students from 09-10 on all tests.
4. The number of College Ready graduates will increase to 90% as measured by AEIS College Ready Indicator

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Utilize Professional Learning Communities, in core areas, to address the needs of economically disadvantaged, minority, and at-risk students to successfully complete 4 years of course work.	Core teachers Team Leaders Director of Student Success Administrative Team	None	September 2010 – April 2011	PLC minutes, feedback sheets, and lesson plans		
2. Continue to create common assessments in core areas	Core Teachers Team Leaders Administrative Team	\$500 – cost of assessments if purchased	September 2010 – December 2011	Common assessments and feedback sheets		
3. Improve communication between regular ed and special ed teachers for inclusion students' success	Special Education Staff Core Team Leaders Inclusion Teachers Administrative Team	None	August 2010 – May 2011	Conference log and feedback sheets from PLCs		
4. Broaden interventions for at-risk students within the classroom and curriculum	Special Education Staff Inclusion Teachers Administrative Team	\$1,000 – Staff Development	September 2010 – April 2011	Additional interventions in place		
5. Continue to investigate students' needs to make additions and deletions of Student Success Program	Math/Science/Reading Specialist Director of Student Success	None	January 2011 – May 2011	Additional programs in place		
6. Explore systems to track student TAKS/EOC scores	Lead Counselor Director of Student Success	None	September 2010 – February 2011	Tracking system		

Goal I Continued						
7. Continue to align core area TEKS, along with scope and sequence to prepare for EOC assessments	Core Teachers Team Leaders Administrative Team	None	September 2010 – April 2011	Completed scope and sequence		
8. Implement classroom strategies to increase passing rates	Team Leaders Director of Student Success Administrative Team	\$1,000 – Staff Development	September 2010 – April 2011	Increased passing rate		
9. Track failure list in order to reduce number of student drop outs	Counselors Administrative Team	None	October 2010 – April 2011	List of students for immediate intervention		
10. Hold individual conferences with students who are at-risk for failure and in preparation for TAKS and EOC	Core Teachers Director of Student Success Administrative Team	None	October 2010 – April 2011	Conference log		
11. Promote and expand after school tutorial Academic Peer Program (APP)	Administrative Team Tutorial Teachers Team Leaders	\$500 - supplies	September 2010 – March 2011	Increased passing rate, and APP's attendance		
12. Provide more opportunities for special education students involved in the transition program	Director of Student Success Special Education Team Leader	None	September 2010 – December 2010	List of job opportunities for transition students		
13. Investigate and implement behavioral Tier 2 and 3 RTI solutions	Director of Student Success Lead Counselor	None	September 2010 – April 2011	Additional solutions in place		

DISTRICT GOAL II: Create a dynamic learning community for students and staff to ensure students achieve at the highest national and state levels.

Focus Objectives

1. 21st Century Skills will be incorporated into the classrooms to keep students engaged & learning relevant.
2. As a District, achieve the highest number of Gold Performance Acknowledgements in the State of Texas.
3. Achieve a composite score of 1675 (Verbal, Math, writing) and a Math and verbal composite of 1135 on the SAT or a composite score of 25.0 while maintaining 90% participation on college entrance exams.
4. 75% of graduates will earn at least 12 hours of college credit through dual credit, AP, or Articulated credit.
5. Increase the number of courses and participating students in non-traditional instruction – Texas Virtual School, on-line courses, campus partnerships, and video-conferencing setting.
6. GT students will receive enriched instruction beyond the regular curriculum.
7. Increase sub-group student participation in advanced classes.

District Goal II Continued

Campus Focus Objectives

1. 21st Century Skills will be incorporated into the classrooms to keep students engaged & learning relevant
2. Increase number of students graduating with college credit.
3. Increase sub-group student participation in advanced classes.
4. Increase the number of courses and participating students in non-traditional instruction – Texas Virtual School, on-line courses, campus partnerships, and video-conferencing setting.

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Begin process of implementing 21 st Century Learning skills into classrooms	Counselors PreAP and AP Teachers Administrative Team CATE Director	\$500 – 21 st Century Learning Skills literature	September 2010 – May 2011	PLC feedback sheets, lesson plans, evidence of skills in walk-thru's and PDAS		
2. Visit existing school districts who have implemented Project Based Learning Model using 21 st Century technology in the core curriculum to help in developing a model	Principal Associate Principal Director of Student Success	None	January 2011 – April 2011	PBL model		
3. Continue developing and implementing integrated academic learning activities with a relevant professional focus for students engaged in both CTE and core curricular classes	CATE Director Team Leaders Core Teachers CATE Teachers	None	September 2010 – May 2011	Lesson plans involving activities/student participation		
4. Increase participation in SAT Prep course	Counselors PreAP and AP Teachers Administrative Team CATE Director	\$200 – advertising cost	September 2010 – May 2011	Participation of SAT prep course		
5. Investigate and implement strategies to counsel students to appropriate college entrance exam	Counselors	None	September 2010 – May 2011	Counseling records		
6. Target College Readiness Standards in English III and Algebra II TEKS	Team Leaders Administrative Team	None	September 2010 – May 2011	PLC feedback sheets, lesson plans, evidence of TEKS in walk-thru's and PDAS		
7. Create procedures for and implement Virtual School program	Lead Counselor Associate Principal	None	September 2010 – May 2011	Virtual School manual and student enrollment		
8. Utilize AP potential and individual student conferences to increase sub-group participation in PreAP and AP courses	Counselors PreAP and AP Teachers Administrative Team CATE Director	None	January 2010 – May 2011	Increased number of sub-group participation in PreAP and AP classes		

DISTRICT GOAL III: Manage and complete projects for the 2007 bond so work is on time and within budget.

Focus Objectives

1. Report monthly the building progress to the Board and update the construction site on the district website.
2. Identify and implement ways to increase building efficiency.
3. Monitor the building costs associated with the building process.

Campus Focus Objectives

1. Clearly communicate FHS reconstruction
2. Implement ways to increase building efficiency
3. Implement technology initiatives as provided in the bond

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Refine plan to meet the demands of computers for on-line assessments	Principal Director of Student Success	None	August 2010 – December 2011	Purchase plan		
2. Continue to communicate with campus bond committee and update faculty	Principal Construction Administrator	None	August 2010 – December 2011	Agendas		
3. Communicate strategies to provide a safe environment during and post construction, including placement of AED's, additional AED's, student routes, and safety drills	Administrative Team Trainers	None	August 2010 – May 2011	Safety plans in place		
4. Continue to practice strategies to "Go Green", efficiency in areas of electricity, paper, and use of technology	Principal Administrative Team	None	August 2010 – May 2011	Lowered efficiency costs		

DISTRICT GOAL IV: Provide a safe and healthy learning environment.

Focus Objectives

1. The District and each campus will implement prevention programs for alcohol and substance abuse, bullying, violence, teen dating violence and harassment to all students and employees.
2. Provide education on cyber safety and safe Internet rules to staff, students and parents.
3. Promote lifelong physical activity among children and youth.

District Goal IV Continued

Campus Focus Objectives

1. Involve all staff and students in the ownership of a safe environment
2. Coordinate efforts in providing prevention programs for alcohol and substance abuse, bullying, violence, teen dating violence and harassment

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Expand Safe School Ambassadors	Lead Counselor Counselors Administration Team SSA faculty	Grant funds	August 2010 – May 2011	Safe School Ambassador enrollment/ lowered discipline referrals		
2. Communicate procedures on bullying awareness and how to address bullying through the Campus Character Committee	Lead Counselor Campus Character Committee Administrative Team	None	September 2010 – May 2011	Faculty/Team agendas		
3. Promote Character Count Pillars with individual student recognition, word of the week and publication in yearbook	Lead Counselor Counselors Administrative Team	\$3,000 – t-shirts and recognition breakfast	September 2010 – May 2011	Student recognition Breakfast attendance Yearbook publication		
4. Continue Back Pack Program, providing school supplies to students on an as needed basis	Lead Counselors PTO Administrative Team	PTO donations	September 2010 – May 2011	Backpack participants		
5. Plan and participate in “No Phone Zone Pledge”	Administrative Team Counselors	\$500 – cost of printing	October 2010 – March 2011	Pledge participants		
6. Participate in FitGram and use data to promote physical well being in students	Assistant Principal Teachers	None	August 2010 – May 2011	Lesson plans FitGram data		
7. Participate in, and promote, multi-district internet safety week activities designed to educate students about safe uses of electronic devices	Technology Department Administrative Team Lead Counselor	None	May 2011	Agendas Sign-in sheets		
8. Provide Public Service announcements on bullying/cyber bullying	Lead Counselor Counselors Administrative Team MCS Teachers	None	September 2010 – May 2011	Broadcasted public service announcements		
9. Provide student planners to incoming freshman, which will cover character traits and FHS Honor Code	Lead Counselor Principal	\$2,000	August 2010	Distribution of planners		
10. Continue to establish consistency with school policies, with a focus on attendance	Administrative Team Team Leaders Teachers	None	August 2010 – May 2011	Accurate attendance records Drop in discipline referrals pertaining to school policies		

DISTRICT GOAL V: Ensure timely and effective communications to and from the community and staff.

Focus Objectives

1. Expand ways to increase coverage of information on Channel 16 to provide information and entertainment about the District on a weekly basis.
2. Increase the variety of programming on the TV station.
3. Convert and make available online marketing materials about FISD making information easy to obtain and more affordable for the district.
4. Continue to update the District and campus websites in a timely and significant manner.
5. Evaluate communication systems to determine response to natural disasters and extended power outages

Campus Focus Objectives

1. Update FHS website in a timely and significant manner.
2. Provide timely information and entertainment about FHS to the district for Channel 16
3. Provide student information via Gradespeed and teacher web

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Investigate possibility of Newsflash through student cell phones	Technology Department Administrative Team	None	August 2010 – December 2010	Newsflashes through student cell phones		
2. Establish a Counselor’s Zone in the cafeteria	Lead Counselor Counselors	None	September 2010 – May 2011	Student usage of Counselor’s Zone		
3. Implement “Brown Bag Lunch” to focus on college recruiting	Lead Counselor Counselors	\$500 - supplies	January 2011 – May 2010	Student participation in Brown Bag Lunch		
4. Participate in administrative end of the year reflective survey	Teachers Administrative Team	None – Survey Monkey	May 2011	Survey results		
5. Research and implement strategies which promote positive approach and climate	Administrative Team	None	September 2010 – April 2011	List of strategies/survey results		
6. Provide NCAA informational meeting to discuss college recruiting process, harmful effects of performance enhancing drugs, and FHS athletic policy and procedures	Athletic Director Lead Counselor Administrative Team	\$500 – NCAA rep travel/document expenses	September 2010	Agenda/Sign in sheets		
7. Broadcast monthly principal updates via podcast	Principal	None	August 2010 – June 2011	Broadcasted podcast		
8. Participation in monthly Principal Student Roundtable discussions	Principal	None	September 2010 – May 2011	Monthly agendas Sign-in sheets		

District Goal V						
9. Strengthen communication with PTO through teacher liaison	Principal PTO Teacher Liaison	None	August 2010 – May 2011	Monthly meeting agendas		
10. Communicate campus information to district for Channel 16 broadcast	MCS staff	None	August 2010 – June 2011	Channel 16 broadcast		
11. Utilize campus website to communicate with the community	Administrative Team Teachers	None	August 2010 – June 2011	Updated website		

DISTRICT GOAL VI: Ensure value added instruction by effectively linking human and financial resources to student achievement within a balanced budget.

Focus Objectives

1. Monitor and report to the Board the monthly financial condition of the district.
2. Implement recommendations by auditors.
3. Meet the highly qualified objectives of the No Child Left Behind Act (NCLB).
4. Review compensation plan on an annual basis to be competitive with districts in Region 4 and select districts of comparable size.

Ongoing Objectives

1. Ensure timely deposits of funds from campuses/departments at depository institution.
2. Commit at least 65% of the District resources to deliver value added student instruction.
3. PEIMS reports should match annual financial compliance report ending August 31, 2009.
4. Time certifications completed on staff paid with federal funds.

Campus Focus Objectives

1. Recruit and retain highly qualified teachers and staff
2. Ensure timely deposits of funds from staff

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Aggressively recruit highly qualified teachers	Administrative Team Team Leaders	None	January 2011 – June 2011	Hired highly qualified personnel		
2. Communicate and educate staff on the importance of timely deposits	Principal Book keeper	None	August 2010 – September 2010	Timely deposits		