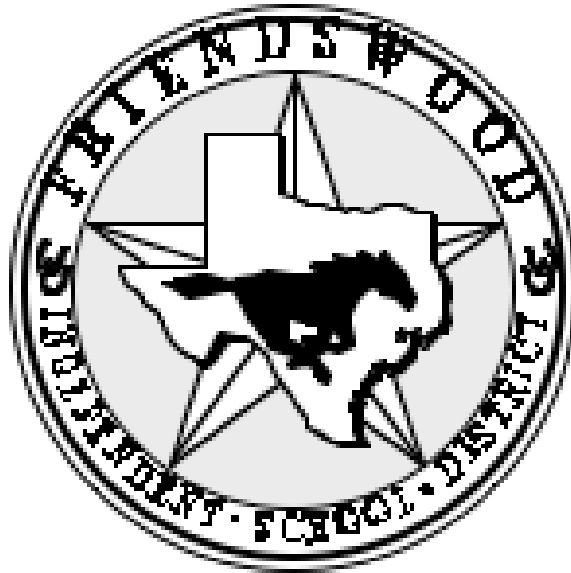


Friendswood Independent School District



Friendswood High School Campus Improvement Plan 2009-2010

Board Adopted: June 9, 2009



Mission of FISD:

Leading to Achieve Excellence!

2009-2010 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 each subgroup will achieve a minimum of 90% passing rate for TAKS.
2. The District will demonstrate value added performance on TAKS by achieving 5% growth of commended performance on English Language Arts, writing, math and science TAKS for all students.
3. Each campus will increase math and reading TAKS score of non-commended students above the state average of yearly growth as measured by the Vertical Scale and Texas Projection Measure.
4. Achieve all possible Gold Performance Acknowledgements for each campus and District.

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. GT students will receive enriched instruction beyond the regular curriculum.
2. 75% of graduates will earn at least 12 hours of college credit.
3. Achieve an average composite score of 1675 (Verbal, Math, Writing) and a Math and Verbal Composite of 1135 on the SAT or an ACT composite score of 25.0 while maintaining a combined 90% participation rate on the SAT/ACT.
4. Provide opportunities on each campus for students to advance academically, as measured by:
 - Increased Pre-AP/AP class enrollment
 - Increased AP test participation
 - Increased enrollment in dual credit courses
 - Increased participation in advanced level classes at the intermediate and junior high

Ongoing Objectives

1. Students and staff will meet technology proficiency standards as required by the District Technology Plan.
2. 93% of graduates earn the Recommended or Distinguished Achievement Plan.

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.
4. Implement technology initiatives as planned and provided for in the November 2007 district bond.

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. The district and each campus will implement cyber-safety information and prevention programs.
3. Continue implementation of safety audit recommendations on each campus for continued safety of students and staff.
4. Implement Campus Character Committees to evaluate school climate and coordinate character education.
5. Implement campus Safety Committees to review policy and procedures to increase safe practices.
6. Promote lifelong physical activity among children and youth.

Ongoing Objectives

1. Timely and meaningful consultation will occur with parents on an ongoing basis regarding the design and development of the District Safe and Drug Free School Program.
2. The Friendswood Alliance for Youth and Families will be a visible and viable resource in the Friendswood community.
3. Implement the six pillars of Character Counts! (trustworthiness, respect, responsibility, fairness, caring and citizenship) into the district and campus curriculum.
4. Safe and Drug Free Committee will review policy and procedures to increase safe practices.

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 other formats 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.

Ongoing Objectives

1. Continue to create links on the website in Spanish to assist non-English speaking parents.
2. The District will identify students in need of special programs and communicate the availability of programs designed to meet their needs (GT, ESL, 504, dyslexia, Title I and special education)
3. The District will consult in a timely and consistent manner with parents, teachers, administrators in both public and private non-profit schools in the design implementation of the following federal programs: Staff Development (Title II, Part A), ESL (Title III), Technology (Title II, Part D), Special Education (IDEA B), and Career and Technology Education (CATE).
4. Comply with Title I communication requirements of parent communication, annual evaluation, and education of staff on the importance of parental involvement.

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. Increase the number of minority professional and paraprofessional staff.
3. Commit at least 65% of the District resources to deliver value added student instruction.
4. PEIMS reports should match annual financial compliance report ending August 31, 2008.
5. Time certifications completed on staff paid with federal funds.

Legend of Staff Responsible

Superintendent – Trish Hanks

Dep. Sup. – Deputy Superintendent – Sherry Green

Asst. Sup. of Bus. – Assistant Superintendent of Business. – George Rodgers

Asst. Sup. of Instruction – Thad Roher

Asst. Sup. St. Affairs – Assistant Superintendent for Student Affairs – Dr. Myrlene Kennedy

Ex. Dir. of Sp. Ed. – Executive Director of Special Education – Karen Deshotel

Ex. Dir. of Tech. – Executive Director of Technology – David Jacobson

Ex. Dir. of Bus. – Executive Director of Business – Alison Rendon

Ex. Dir. of HR – Executive Director of Human Resources – Jan Scogin

Director of Communications – Public Information Officer – Karolyn Gephart

Dir. of Inst. Tech. - Director of Instructional Technology – Tonia Reed

Director of Technical Services – Director of Technical Services - Mike Gasiorowski

CATE Dir. – Director of Career and Technical Education – Ann Mulder

Dir. of Construction – Director of Construction – David Sanders

District Truancy Officer – Nicole Hillman

Dist. Testing Coord. – 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 each subgroup will achieve a minimum of 90% passing rate for TAKS.
2. Each campus will demonstrate value added performance on TAKS by achieving 5% growth of commended performance on English Language Arts, writing, math and science TAKS for all students.
3. Each campus will increase math and reading TAKS score of non-commended students above the state average of yearly growth as measured by the Vertical Scale and Texas Projection Measure.
4. Achieve all possible Gold Performance Acknowledgements for each campus and District.

CAMPUS FOCUS OBJECTIVES:

1. Target Math and Science to increase student performance
2. Attain a minimum of 55% in Reading/ELA, 55 % in Math, 40% in Science, and 80% in Social Studies of the students tested meeting commended performance on TAKS
3. Achieve and maintain Gold Performance Acknowledgements
4. Monitor progress of a systematic Response to Intervention (RTI) program

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Coordinate math and science Professional Learning Communities (PLC) to develop school wide common vocabulary, strategies, and continual scope and sequences per math and science subject area	Math and Science Team Leader Director of Student Success	\$1,000 – Staff Development	September 2009 – April 2010	PLC minutes and feedback sheets, lesson plans		
2. Continue to create common assessments in core areas	Core area Team Leaders and teachers Administrative Team	\$1,000 – cost of assessments if purchased	September 2009 – December 2009	Common Assessments		
3. Hold individual student conferences of students who are repeatedly absent, at risk for failure and in preparation for TAKS. Communicate results to parents	Counselors Assistant Principals Truancy Officer Teachers	None	October 2009 – May 2010	Increased attendance rate, conference logs, 9 week reports		
4. Investigate tools used to measure TEKS and student performance in preparation for End of Course (EOC)	Core Team Leaders Director of Student Success	None	September 2009 – April 2010	Findings and adjustments in curriculum		
5. Improve communication between regular ed and special ed teachers with inclusion students	Special Education Staff Core Team Leaders Administrative Team	None	August 2009 – May 2010	Conference log		

Continued Goal I

6. Utilize Professional Learning Communities to address the needs of economically disadvantaged, minority and at-risk students to successfully complete 4 years of course work	Core Teachers Director of Student Success Administrative Team	None	September 2009 – May 2010	PLC minutes and feedback sheets		
7. Use of Texas Math & Science Diagnostic System (TMSDS) diagnostic assessment tool in math/science and Destination Math for Special Ed students	Math/Science Specialist Director of Student Success Special Ed Practical Teacher	None	September 2009 – May 2010	Time logged into TMSDS		
8. Continue to develop additions to the Student Success Program based on student needs	Math/Science/Reading Specialists Director of Student Success	\$4,000 – Cost of teacher teaching extra class	January 2010 – June 2010	Additional programs 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. GT students will receive enriched instruction beyond the regular curriculum.
2. 75% of graduates will earn at least 12 hours of college credit.
3. Achieve an average composite score of 1675 (Verbal, Math, Writing) and a Math and Verbal Composite of 1135 on the SAT or an ACT composite score of 25.0 while maintaining a combined 90% participation rate on the SAT/ACT.
4. Provide opportunities on each campus for students to advance academically, as measured by:
 - Increased Pre-AP/AP class enrollment
 - Increased AP test participation
 - Increased enrollment in dual credit courses
 - Increased participation in advanced level classes at the intermediate and junior high

Ongoing Objectives

1. Students and staff will meet technology proficiency standards as required by the District Technology Plan.
2. 93% of graduates earn the Recommended or Distinguished Achievement Plan.

CAMPUS FOCUS OBJECTIVES:

1. Increase number of students graduating with college credit.
2. Achieve an average composite score of 1675 (Verbal, Math, Writing) and a Math and Verbal Composite of 1135 on the SAT or an ACT composite score of 25.0 while maintaining a combined 90% participation rate on the SAT/ACT.
3. Refine plan for 4 X 4 graduation requirements

Continued Goal II

Activities	Staff Responsible	Financial Implications	Time Line	Evidence of Completion	Mid Year Status	Accomplished Yes or No?
1. Increase participation opportunities in Pre-AP, AP, Dual Credit, and CATE courses	Counselors Pre-AP and AP teachers CATE Director Principal Associate Principal	None	September 2009 – February 2009	Pre-AP, AP, Dual Credit and CATE enrollment		
2. Implement SAT Prep Course	SAT Prep trained teachers Principal Associate Principal Director of Student Success	\$500 – cost of materials	January 2010 – June 2010	Enrollment		
3. Implement Dual Credit College Algebra and Finite Math during regular school hours to join Dual Credit English IV and US History	Math, Social Studies, and English Team Leaders Math Administrator Principal Associate Principal Lead Counselor	\$500 – Curriculum materials	August 2009 – May 2010	Dual Credit student completions		
4. Implement SAT/ACT strategies in Math and English curriculum	Math and English Teachers Math and English Administrator Principal	None	September 2009 – May 2010	Lesson Plans		
5. Prepare students for Math, Science and CTE course selection to meet 4 X 4 requirements	Counselors Math and Science Teachers Administrative Team CATE Director	None	August 2009 – February 2010	Student choice sheets		
6. Implement strategies to lower failure rates	Team Leaders Director of Student Success Administrative Team	None	September 2009 – May 2010	Lower failure rate		

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.
4. Implement technology initiatives as planned and provided for in the November 2007 district bond.

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. Communicate with campus bond committee and update faculty at faculty meetings	Principal Construction Administrator	None	August 2010 – May 2009	Agendas		
2. Continue to consult with Architects and Construction Manager during the reconstruction to identify ways to increase building efficiency	Campus Bond Committee Principal Construction Administrator	None	August 2009 – May 2010	Efficiency costs lowered		
3. Implement strategies to “Go Green”, efficiency in areas of electricity, paper, use of technology	Principal Administrative Team	None	August 2009 – May 2010	Efficiency costs lowered		
4. Refine plan to meet the demands of computers for on-line assessments	Principal Director of Student Success	None	August 2009 – May 2010	Purchase plan		
5. Continue to adjust plan for alternative classrooms and student routes during construction	Administrative Team	Cost of temporary buildings	August 2009 – end of construction	Plan in place		
6. Continue to communicate strategies to provide a safe environment for teachers and students during construction, including the placement of AED’s	Administrative Team Trainers	None	None	Safety plans		

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. The district and each campus will implement cyber-safety information and prevention programs.
3. Continue implementation of safety audit recommendations on each campus for continued safety of students and staff.
4. Implement Campus Character Committees to evaluate school climate and coordinate character education.
5. Implement campus Safety Committees to review policy and procedures to increase safe practices.
6. Promote lifelong physical activity among children and youth.

Ongoing Objectives

1. Timely and meaningful consultation will occur with parents on an ongoing basis regarding the design and development of the District Safe and Drug Free School Program.
2. The Friendswood Alliance for Youth and Families will be a visible and viable resource in the Friendswood community.
3. Implement the six pillars of Character Counts! (trustworthiness, respect, responsibility, fairness, caring and citizenship) into the district and campus curriculum.
4. Safe and Drug Free Committee will review policy and procedures to increase safe practices

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. Develop and implement FHS Honor Code	Lead Counselor Counselors Sitebase Committee Administrative Team	\$400 – printing fee	August 2009 – May 2010	Publicized Honor Code		
2. Provide Public Service announcements on bullying/cyber-bullying	Lead Counselor Counselors Administrative Team MCS Teachers	None	September 2009 – May 2010	Broadcasted Public Service Announcements		
3. Implement Safe School Ambassadors	Lead Counselor Counselors Administrative Team	\$5,000 – Grant Funds	September 2009 – May 2010	Safe School Ambassadors plan		
4. Promote Character Counts 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 2009 – May 2010	Recognition/Student Breakfast attendance Yearbook publication		

Continued Goal IV

5. Establish consistency with school policies	Team Leaders Administrative Team	None	August 2009 – May 2010	Drop in discipline referrals pertaining to school policies		
6. Plan and participate in Shattered Dreams program	Administrative Team Lead Counselor District Counseling Team	None	August 2009 – March 2010	Shattered Dreams presentation		
7. Continue FitGram and use data to promote regular physical activity in students	Assistant Principal Teachers	None	August 2009 – May 2010	Lesson Plans FitGram data		
8. Participate in, and promote, multi-district internet safety week activities designed to educate students about safe uses of electronic communication	Technology Department Administrative Team	None	May 2010	Agendas and sign-in sheets		
9. Sustain Process Champions mentoring and Capturing Kids' Hearts strategies	Assistant Principals Staff	None	August 2009 – May 2010	Lesson plans		
10. Communicate character lesson plans and information to faculty through the Campus Character Committee	Lead Counselor Campus Character Committee Administrative Team	None	September 2009 – May 2010	Committee minutes Lesson Plans PLC minutes		
11. Provide student planners for all incoming freshman, which will cover character traits and FHS Honor Code	Lead Counselor Principal	\$2,000	August 2009	Distribution of planners		

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 her formats 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.

Ongoing Objectives

1. Continue to create links on the website in Spanish to assist non-English speaking parents.
2. The District will identify students in need of special programs and communicate the availability of programs designed to meet their needs (GT, ESL, 504, dyslexia, Title I and special education)
3. The District will consult in a timely and consistent manner with parents, teachers, administrators in both public and private non-profit schools in the design implementation of the following federal programs: Staff Development (Title II, Part A), ESL (Title III), Technology (Title II, Part D), Special Education (IDEA B), and Career and Technology Education (CATE).
4. Comply with Title I communication requirements of parent communication, annual evaluation, and education of staff on the importance of parental involvement.

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. Broadcast monthly principal updates via podcast	Principal	None	August 2009 – June 2010	Podcast		
2. Participation in monthly Principal Student Roundtable discussions	Principal	None	September 2009 – May 2010	Monthly meeting agendas		
3. Establish PTO teacher liaison to participate in monthly meetings	Principal Teacher liaison	None	August 2009 – May 2010	Monthly meeting agendas		
4. Implement and update on-line registration	Administrative Team Technology Department	Cost of new program	August 2009	On-line registration availability		
5. Investigate Gradespeed capabilities to strengthen communications with parents	Administrative Team Technology Department	None	August 2009 – December 2009	Implementation of findings		

Continued Goal V

6. Communicate campus information to district for Channel 16 broadcast	MCS staff	None	August 2009 – June 2010	Channel 16 broadcast		
7. Utilize campus website to communicate with the community	Administrative Team Teachers	None	August 2009 – May 2010	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. Increase the number of minority professional and paraprofessional staff.
3. Commit at least 65% of the District resources to deliver value added student instruction.
4. PEIMS reports should match annual financial compliance report ending August 31, 2008.
5. Time certifications completed on staff paid with federal funds.

CAMPUS FOCUS OBJECTIVES:

1. Meet the highly qualified objectives of the no Child Left Behind Act (NCLB)
2. Recruit and retain highly qualified teachers and staff
3. 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 2010 – May 2010	Highly qualified personnel hired		
2. Communicate and educate staff on importance of timely deposits	Principal Book keeper	None	August 2009	Timely deposits		