

Stafford Municipal School District

Stafford High School

CAMPUS IMPROVEMENT PLAN

2008-09

Extreme Make-Over - SHS Edition

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**Stafford Municipal School District
DISTRICT MISSION STATEMENT**

The mission of Stafford Municipal School District is to produce individuals armed with academic and technological proficiency and strong values who function as contributing members of society.

**Stafford High School
CAMPUS MISSION STATEMENT**

The mission of Stafford High School is to provide a learning environment conducive to developing academically and technologically proficient individuals who will function as productive members of society with spirit, pride, and self-confidence.

Stafford High School
CAMPUS IMPROVEMENT PLANNING COMMITTEE (CIPC)
2008-09

Ms. Rebecca Benedict, Principal

Teaching Representatives

Joseph Mettle-Nunoo
Jennifer Stephens

Jilla Peasley
Sandra Walker

Crystal Day
Jewel Handy

Parent Representatives

Patty Frazier
Virginia Rosas
Barbara Woody

Non-Teaching Representatives

Michael Kearns - Campus
Dr. Jon Gray - District
Marva Rasberry - District

Community Representatives

Linda Hennes
John Simmons

Stafford High School
SUMMARY OF GOALS

Goal 1: Improve student performance and maximize learning for all students.

- Performance Objective 1: Increase passing rates of identified subgroups (African American, Hispanic, Asian, economically disadvantaged, LEP) by at least 5% while maintaining an overall passing rate of 90% on the TAKS reading.
- Performance Objective 2: Increase passing rates of identified subgroups (African American, Hispanic, Asian, special education, economically disadvantaged, LEP) by at least 10% while maintaining an overall passing rate of 80% on the TAKS math.
- Performance Objective 3: Increase passing rates of identified subgroups (African American, Hispanic, Asian, economically disadvantaged, LEP) by at least 5% while maintaining an overall passing rate of 90% on the TAKS English-language arts.
- Performance Objective 4: Increase passing rates of identified subgroups (African American, Hispanic, Asian, economically disadvantaged, LEP) by at least 10% while maintaining an overall passing rate of 80% on the TAKS science.
- Performance Objective 5: Increase passing rates of identified subgroups (African American, Hispanic, Asian, special education, economically disadvantaged, LEP) by at least 10% while maintaining an overall passing rate of 95% on the TAKS social studies.
- Performance Objective 6: Increase passing rates of identified subgroups (African American, Hispanic, Asian, special education, economically disadvantaged, LEP) by at least 5% while maintaining an overall passing rate on all tests to 80%.
- Performance Objective 7: Increase the percent of students passing all subjects each semester to at least 80%.
- Performance Objective 8: Maintain student achievement of TAKS-exempt students (special education students) as evidenced by 80% of the students meeting ARD expectations.
- Performance Objective 9: Increase student achievement of LEP students as evidenced by advanced English proficiency level on the RPTE.
- Performance Objective 10: Maintain No Child Left Behind participation rate of all subgroups to 95%.
- Performance Objective 11: Increase student attendance to 96% in all subgroups.
- Performance Objective 12: Reduce dropout rates of identified subgroups (economically disadvantaged, LEP, Hispanic males) while maintaining dropout rates of other subgroups by less than 1%.
- Performance Objective 13: Improve the quality of alternative instruction.
- Performance Objective 14: Increase student participation in advanced courses by 5%..

Stafford High School - 2008-09 Campus Improvement Plan

Goal 2: Improve special programs.

Performance Objective 1: Address the special education federal compliance issues as identified by PBMS.

Performance Objective 2: Continue to increase the proportion of Hispanic and African American students identified as Gifted and Talented.

Performance Objective 3: Address the needs of the identified GT students through a variety of academic activities - AP classes, dual credit.

Performance Objective 4: Increase the number of students scoring 3 or above on the Advanced Placement examination to at least the state average.

Performance Objective 5: Increase student participation of all ethnic groups in the CATE program that is representative of the entire student body.

Goal 3: Improve public confidence and support of the school.

Performance Objective 1: Increase opportunities for parental involvement.

Performance Objective 2: Increase opportunities for community involvement.

Performance Objective 3: Improve quality of data reporting.

Performance Objective 4: Provide students and parents information regarding post-secondary planning.

Goal 4: Enhance professional development, retention, and recruiting.

Performance Objective 1: Increase professional development opportunities for all staff.

Performance Objective 2: Recruit and retain highly qualified faculty and staff.

Goal 5: Promote a positive, safe, and orderly school environment.

Performance Objective 1: Reduce incidents involving drugs, alcohol, and tobacco.

Performance Objective 2: Reduce by 5% PEIMS reportable discipline referrals.

Performance Objective 3: Increase violence prevention and intervention.

Stafford Municipal School District
STRATEGIC AREAS

- Strategic Area I:** Academic Excellence and Continuous Student Development and Improvement
- Strategic Area II:** Recruit, Attract, and Retain Highly-Qualified Staff
- Strategic Area III:** Provide a Safe and Secure School Environment
- Strategic Area IV:** Increase student attendance and decrease drop-out rate
- Strategic Area V:** Actively Promote SMSD in Community, County, State, and Nation

**Stafford High School
NEEDS ASSESSMENT**

Title IV, Part A: Safe and Drug-Free School and Communities

1. Incidents of student use of tobacco has decreased while use of alcohol has increased.

Gifted and Talented Education

1. The GT program reflects an ethnic disproportion of Hispanic and African American students.
2. The percentage of 11th and 12th grade GT student who are enrolled in AP classes who scored 3 or above on the AP examination is lower than the state average.

Special Education

1. There is a high failure rate in Special Education.
2. Inclusion Training needs continue to be implemented and programs put in place across the curriculum.
3. Review ARD's need to continue to be put in place with teachers providing modification documentation to reduce high failure rate.
4. Continue to monitor dropouts and offer programs, i.e., PLATO to meet their needs.

Student Achievement

1. Results of the Writing TAKS assessment indicates students are weak in the development of ideas, focus, and coherence as well as conveying little or no sense of voice.
2. Student essays were weak and lacked voice and development.
3. TAKS assessment results indicate lowered passing rates in science and math due to vocabulary issues.

Student Drop-Out Rate

1. Need to address individual student needs as over one-third of reported dropouts are economically disadvantaged.
2. Of the reported dropouts, a high percentage are male (predominantly Hispanic).

Result of Harris County Department of Education Audit

1. There are some problems when student desire to be in multiple activities when all practices are scheduled after school.
2. AP scores did not reflect a high level of training or implementation of training.

Instructional Environment

Recent surveys indicated the need for better communication between teacher and parent regarding student progress.

Counseling Department

1. The guidance and counseling program should place emphasis on improving student attendance, advising students and their parents about the importance of higher education and the course work for higher education; setting and monitoring challenging student educational career and social goals; and informing students and parents regarding financial aid availability.
2. A systemic process should be designed and implemented for appropriate training in the technology and software appropriate for guidance and counseling.
3. The district should initiate efforts to track graduates as they enter and proceed through college and the work place.

Goal 1: Improve student performance and maximize learning for all students.

Strategic Area I: Academic Excellence and Continuous Student Development and Improvement			
Person Responsible: Principal Assistant Principals Counselors		Brief Description: Increase the passing rates of identified subgroups while maintaining an overall passing rate of 90% on the TAKS reading.	Evaluation Benchmark: State Assessment Results TAKS Results AYP
Progress Report Dates: Six week report cards; six week failure rates			
Resources Required: Rosetta Stone Reading Teacher	FTE's Required: 1	Source of Funds: Local Funds	Amount \$600.00 \$50,000.00

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 1: Increase passing rates of identified subgroups (African American, Hispanic, Asian, economically disadvantaged, LEP) by at least 5% while maintaining an overall passing rate of 90% on the TAKS reading.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Submit online lesson plans that designate which TEKS are being taught.	Assistant Principal English Dept Chair English Dept.	X	X	X	X	X	X	X	X	X	X		
Administer assessment in Reading	Assistant Principal Reading Dept.			X		X		X		X			
Provide relevant TAKS reading instruction in English classes.	Principal Assistant Principal	X	X	X	X	X	X	X	X	X	X		
Read theme-related triplets; fiction, visual graphics.	English Dept.	X	X	X	X	X	X	X	X	X	X		
Use literary/poetry terminology in discussion of literature.	English Dept.	X	X	X	X	X	X	X	X	X	X		

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 2 : Increase passing rates of identified subgroups by at least 10% while maintaining an overall passing rate of 80% on the TAKS math.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Realign existing materials so tested TEKS are taught in a timely manner using CScope.	Principal Math Dept. Chair	X	X	X	X	X	X	X	X	X	X		
Include TAKS format questions on chapter tests and assignment and CScope.	Math Dept.	X	X	X	X	X	X	X	X	X	X		
Provide relevant, meaningful, challenging, hands-on TEKS/TAKS instructions in math for all students.	Administrators Math Dept. Chair Math Dept.	X	X	X	X	X	X	X	X	X	X		

Goal 1 - Performance Objective 3 : Increase passing rates of identified subgroups by at least 5% while maintaining an overall passing rate of 90% on the TAKS English-language arts.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Develop stronger sense of voice in written composition.	English Dept.	X	X	X	X	X	X	X	X	X	X		
Improve short answer writing responses based on literary or expository prompt.	English Dept.	X	X	X	X	X	X	X	X	X	X		
Provide relevant, challenging, TEKS-based instruction in ELA for all students.	English Dept.	X	X	X	X	X	X	X	X	X	X		

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 4: Increase passing rates of identified subgroups by at least 10% while maintaining an overall passing rate of 80% on the TAKS science.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Realign existing materials so TEKS are taught in a timely manner using CScope.	Science Dept.	X	X	X	X	X	X	X	X	X	X		
Conduct benchmarks every six-weeks.	Principal	X			X		X		X		X		
Provide relevant, meaningful, and challenging hands-on TEKS/TAKS instruction.	Science Dept.	X	X	X	X	X	X	X	X	X	X		
Perform 40% hands-on labs on a weekly basis.	Science Dept.	X	X	X	X	X	X	X	X	X	X		

Goal 1 - Performance Objective 5: Increase passing rates of identified subgroups by at least 10% while maintaining an overall passing rate of 95% on the TAKS social studies.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Realign existing materials so TEKS are taught in a timely manner using CScope.	Social Studies Dept.	X	X	X	X	X	X	X	X	X	X		
Conduct benchmarks every six-weeks.	Principal	X			X		X		X		X		
Provide relevant, meaningful, and challenging hands-on TEKS/TAKS instruction.	Social Studies Dept.	X	X	X	X	X	X	X	X	X	X		

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 6: Increase passing rates of identified subgroups by at least 5% while maintaining an overall passing rate of 80% on all TAKS tests.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Provide tutoring in the four core subject areas.	Administrators Classroom Teachers	X	X	X	X	X	X	X	X	X	X		
Science teachers will incorporate strategies into the classroom to support reading, writing, math, social studies, and critical thinking and problem-solving skills; use CScope.	Administrators Dept. Chairs Science Teachers	X	X	X	X	X	X	X	X	X	X		
Provide staff development in science on TEKS to ensure curriculum is aligned and effective learning strategies are implemented; CScope.	Administrators Dept. Chairs Science Teachers	X	X	X	X	X	X	X	X	X	X		
Implement SAT review class to increase scores on SAT, ACT, PSAT, and AP exams to increase the standards above the TAKS test.	Administrators Dept. Chairs Counselors	X	X	X	X	X	X	X	X	X	X		
Investigate and make students and teachers aware of internet resources to improve student performance.	Dept. Chairs	X	X	X	X	X	X	X	X	X	X		
Provide rewards for perfect attendance (Breakfast of Champions),	Administrators Attendance Clerk										X		
Continue to require students to attend Saturday School to make up hours.	Asst. Principals			X	X	X	X	X	X	X	X		

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 7: Increase the percent of students passing all subjects each semester to at least 80%.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Provide after-school tutoring in four core subjects.	Principal Counselors	X	X	X	X	X	X	X	X	X	X		
Provide mentors for at-risk students.	Principal Counselors	X	X	X	X	X	X	X	X	X	X		
Hold staffings every six-weeks for students failing one or more subjects.	Principal Counselors	X	X	X	X	X	X	X	X	X	X		
Counselor/counseling intervention as appropriate.	Principal Counselors	X	X	X	X	X	X	X	X	X	X		

Goal 1 - Performance Objective 8: Maintain student achievement of TAKS-exempt students as evidenced by 80% of the students meeting ARD expectations.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Provide SpEd services as appropriate.	SpEd Teachers Counselors	X	X	X	X	X	X	X	X	X	X		
Have monitoring teachers monitor students' progress.	SpEd Teachers Counselors	X	X	X	X	X	X	X	X	X	X		
ARC committee place students in appropriate classes and test levels.	SpEd Teachers Counselors	X	X	X	X	X	X	X	X	X	X		

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 9: Increase student achievement of LEP students as evidenced by advanced English proficiency level on the RPTE.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Increase vocabulary through discussing, defining, matching, using dictionary and in sentences, and reading in context.	LEP Teachers Staff	X	X	X	X	X	X	X	X	X	X	X	
Increase reading stamina, time spent reading, enjoyment of reading.	ESL Teacher Library Staff	X	X	X	X	X	X	X	X	X	X	X	
Read from many genres, preview (modified SQ3R), practice inferring.	Teachers	X	X	X	X	X	X	X	X	X	X	X	

Goal 1 - Performance Objective 10: Maintain No Child Left Behind participation rates of all subgroups to 95%.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Decrease TAKS exemption rate of students with disabilities as appropriate by increasing instructional expectations, monitoring student performance, and providing testing accommodations.	SpEd Teachers Reg Ed Teachers	X	X	X	X	X	X	X	X	X	X	X	
Increase the percentage of LEP students who participate in TAKS.	Administrators LPAC Committee	X	X	X	X	X	X	X	X	X	X	X	

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 11: Increase student attendance to 96% in all subgroups.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Each Friday, the attendance clerk will email the names of students absent to the counselors; counselors will meet with students monthly.	Counselors Attendance Clerk	X	X	X	X	X	X	X	X	X	X		
Provide compulsory attendance warning letter to all parents.	Asst. Principals Attendance Clerk	X	X	X	X	X	X	X	X	X	X		
Send three-, five-, and ten-day attendance letters.	Asst. Principals	X	X	X	X	X	X	X	X	X	X		
Call parents after 2 nd Period absence.	Attendance Clerk	X	X	X	X	X	X	X	X	X	X		

Goal 1 - Performance Objective 12: Reduce dropout rates of identified subgroups while maintaining dropout rates of other subgroups by less than 1%													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Hold meetings on how to apply for financial aid and colleges.	Counselors			X	X	X	X	X	X				
Provide the compulsory attendance letter in Spanish.	Attendance Clerk Receptionist	X	X	X	X	X	X	X	X	X	X		
Provide GED and PLATO information.	Counselors	X	X	X	X	X	X	X	X	X	X		
Make personal contact with leavers.	Asst. Principals Counselors Attendance Clerk	X	X	X	X	X	X	X	X	X	X		
Encourage active participation in Tech-Prep, vocational classes, and career tech.	Principal	X	X	X	X	X	X	X	X	X	X		

Stafford High School - 2008-09 Campus Improvement Plan

Goal 1 - Performance Objective 13: Improve the quality of alternative instruction.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Monitor and track distribution and collection of assignments to ISS and SAEC.	Administrators ISS and SAEC Directors Classroom Teachers	X	X	X	X	X	X	X	X	X	X		
Monitor attendance of students assigned to SAEC.	Asst. Principals Attendance Clerk	X	X	X	X	X	X	X	X	X	X		
Conference with parents prior to SAEC assignment.	Asst. Principals	X	X	X	X	X	X	X	X	X	X		

Goal 1 - Performance Objective 14: Increase student participation in advanced courses by 5%.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Recruit students who are performing at a high level in regular education classes to enroll in advanced courses.	Counselors Teachers								X	X	X		
Solicit teacher recommendations for students who are capable of performing in an advanced course.	Counselors Teachers								X	X	X		
Recruit students to take dual credit courses.	Counselors Teachers								X	X	X		

Goal 2: Improve special programs.

Strategic Area I: Academic Excellence and Continuous Student Development and Improvement			
Person Responsible: Principal Assistant Principals Central Administration		Brief Description: Attain, retain, and develop talented and highly-qualified personnel using equitable, efficient procedures, consistent high-quality staff development, performance monitoring, and evaluations that result in professional growth.	Evaluation Benchmark: Teacher retention Improved TAKS scores
Progress Report Dates: August - May; end-of-year teacher retention report.			
Resources Required: Job Fairs PDAS Evaluations	FTE's Required: 57	Source of Funds: Local Funds	Amount N/A

Stafford High School - 2008-09 Campus Improvement Plan

Goal 2 - Performance Objective 1: Address the special education federal compliance issues as identified by PBMS.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Use of an inclusion teaching model to increase the number of hours that students spend in a least restrictive environment.	ARD Committee	X	X	X	X	X	X	X	X	X	X	X	
Notice of ARD meetings sent to a parent or guardian.	Administrators Diagnostician SpEd Teachers	X	X	X	X	X	X	X	X	X	X	X	
Notification to parents of Title I progress.	Principal			X	X	X	X	X	X		X	X	
Conduct ARD meetings in an appropriate format: <ul style="list-style-type: none"> • ITP • Appropriate personnel present • Appropriate determination of instruments; state, local or alternate • Appropriate timelines are followed • EYS are determined as student needs • Option for graduation through transition 	Administrators Diagnostician SpEd Teachers	X	X	X	X	X	X	X	X	X	X	X	

Goal 2 - Performance Objective 2: Continue to increase the proportion of Hispanic and African American students identified as Gifted and Talented.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Assess all students for gifted services using qualitative and quantitative criteria.	Asst. Supt. CIA	X	X	X	X	X	X	X	X	X	X	X	
Review and make necessary modifications to score requirements for access to gifted services.	Asst. Supt. CIA GT Committee			X									
Use Scantron testing in addition to other identification methods to identify minority GT candidates.	Asst. Supt. CIA GT Committee			X									
Solicit teacher recommendations for identifying minority GT candidates.	Asst. Supt. CIA		X	X	X	X	X	X	X	X			

Stafford High School - 2008-09 Campus Improvement Plan

Goal 2 - Performance Objective 3: Address the needs of the identified GT students through a variety of academic activities - AP classes, dual credit.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Ensure students are placed in classes where teachers are GT certified.	Counselors Curriculum Support Specialist		X	X	X	X	X	X	X	X	X		
Train teachers in differentiating strategies for GT students.	Counselors Curriculum Support Specialist		X	X	X	X	X	X	X	X	X		

Goal 2 - Performance Objective 4: Increase the number of students scoring 3 or above on the Advanced Placement examination to at least the state average.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Set high expectations for AP scores by implementing training for AP teachers.	Principal AP Coordinator						X	X	X	X	X	X	X
Ensure students are placed in AP classes with teachers who have attended AP training.	Principal Counselors	X	X	X	X	X	X	X	X	X	X		
Monitor rigor and high standards in AP classes.	Principal Counselors	X	X	X	X	X	X	X	X	X	X		

Stafford High School - 2008-09 Campus Improvement Plan

Goal 2 - Performance Objective 5: Increase student participation of all sub-groups in the CATE program that is representative of the entire student body.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Market CATE courses to all subgroups so that they are aware of the CATE program.	Counselors CATE Dept. Chair CATE Teachers						X	X	X	X	X		
Encourage students to take career and technology courses during course selections.	Counselors CATE Dept. Chair CATE Teachers						X	X	X	X	X		
Insure that the ARD committee transition process includes CATE teachers.	Administrators Diagnostician SpEd Staff CATE Teachers	X	X	X	X	X	X	X	X	X	X		
Provide opportunities for CATE teachers to meet with academic teachers to plan and integrate curriculum.	Administrators Academic Leaders CATE Teachers	X	X	X	X	X	X	X	X	X	X		
Ensure CATE teachers are qualified.	Administrators												

Goal 3: Improve public confidence and support of the school.

Strategic Area IV: Increase student attendance and decrease drop-out rate			
Person Responsible: Principal Assistant Principals Directors Teachers		Brief Description: Increase opportunity for community involvement - College Day, Open House, PPO Meetings.	
Progress Report Dates: August - May		Evaluation Benchmark: Rosters, sign-in sheets	
Resources Required: Meetings Out-dialer Calendar	FTE's Required: N/A	Source of Funds: N/A	Amount N/A

Stafford High School - 2008-09 Campus Improvement Plan

Goal 3 - Performance Objective 1: Increase opportunities for parental involvement.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Increase the number of parent members in the booster organizations.	Staff Booster Organizations	X	X	X	X	X	X	X	X	X	X		
Invite parents to participate in college scholarship information sessions.	Counselors Staff Booster Organizations						X	X	X	X			
Invite parents to participate in Career Day.	Counselors		X	X	X								
Honor and recognize every volunteer.	Principal Booster Organizations	X	X	X	X	X	X	X	X	X	X		
Host an Open House each semester.	Principal Teachers	X	X	X	X	X	X	X	X	X	X		
Maintain a calendar of events on school website, SMETV, and six-weeks newsletter.	Principal Secretary Librarian	X	X	X	X	X	X	X	X	X	X		

Goal 3 - Performance Objective 2: Increase opportunities for community involvement.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Invite community and business members to participate in Career Day.	Administrators Counselors			X				X					
Participate in District Parent and Community Learning Day.	Staff			X				X					
Host an Open House each semester.	Principal Teachers												

Stafford High School - 2008-09 Campus Improvement Plan

Goal 3 - Performance Objective 3: Improve quality of data reporting.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Enforce written reporting procedures for attendance, budgeting, travel, graduation, drop-out rate, and PEIMS.	Administrators Attendance Clerk	X	X	X	X	X	X	X	X	X	X		
Develop annual participation reports for all extracurricular activities.	Administrators Athletic Director Coaches	X	X	X	X	X	X	X	X	X	X		

Goal 3 - Performance Objective 4: Provide students and parents information regarding post-secondary planning.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Conduct yearly scheduled meetings to advise students and parents about the importance of higher education and the necessary preparatory coursework.	Principal Dir Secondary Curriculum HCC Representative Counselors	X	X	X	X	X	X	X	X	X	X		
Set high student expectations and develop graduation plans accordingly.	Principal Dir Secondary Curriculum Counselors	X	X	X	X	X	X	X	X	X	X		
Conduct yearly scheduled meetings to inform students and parents of financial aid availability.	Counselors	X	X	X	X	X	X	X	X	X	X		
Create and monitor six-year academic planning.	Counselors	X	X	X	X	X	X	X	X	X	X		

Goal 4: Enhance professional development, retention, and recruiting.

Strategic Area I: Academic Excellence and Continuous Student Development and Improvement Strategic Area II: recruit, Attract, and Retain Highly-Qualified Staff			
Person Responsible: Assistant Superintendent Curriculum, Instruction and Assessment	Brief Description: Increase professional development opportunities for all staff..	Evaluation Benchmark: Increased TAKS scores Decreased teacher turnover	
Progress Report Dates:			
Resources Required: Courseware	FTE's Required: N/A	Source of Funds: Central Administration Local Funds	Amount Varies

Stafford High School - 2008-09 Campus Improvement Plan

Goal 4 - Performance Objective 1: Increase professional development opportunities for all staff.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Conduct surveys and needs assessments in the planning of professional development activities.	Administrators	X	X	X	X	X	X	X	X	X	X		
Training updates for the site-based decision-making process.	Administrators			X									
Provide administrators and counselors with an opportunity for GT training.	Administrators	X	X	X	X	X	X	X	X	X	X	X	X
Provide an opportunity for all teachers to receive GT training.	Administrators GT Coordinator	X	X	X	X	X	X	X	X	X	X		

Goal 4 - Performance Objective 2: Recruit and retain highly qualified faculty and staff.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Meet NCLB requirements by recruiting administrators and retaining certified quality teachers and coaches.	Administrators District	X	X	X	X	X	X	X	X	X	X		
Meet NCLB requirements by recruiting administrators and retaining certified quality paraprofessionals.	Administrators District	X	X	X	X	X	X	X	X	X	X		
Ensure proper reading and math training.	Administrators District	X	X	X	X	X	X	X	X	X	X		
Reduce the teacher turnover rate by 10%.	Administrators	X	X	X	X	X	X	X	X	X	X	X	X
Provide and host courseware for teachers' staff development on-line.	District	X	X	X	X	X	X	X	X	X	X		
Provide ongoing technology training including attendance reporting, grades system, distance learning, and office applications.	Technology Staff	X	X	X	X	X	X	X	X	X	X		
Provide training opportunities in work-related areas.	Administrators	X	X	X	X	X	X	X	X	X	X		
Provide opportunity for counselors to attend training sessions and conferences.	Administrators	X	X	X	X	X	X	X	X	X	X		

Goal 5: Promote a positive, safe, and orderly school environment.

Strategic Area III: Provide a safe and secure school environment			
Person Responsible: Principal Assistant Principals Counselors		Brief Description: Reduce by 5% incidents involving drugs, alcohol, and tobacco.	Evaluation Benchmark: End of year discipline report
Progress Report Dates: August - May			
Resources Required: Staff Training Information dissemination	FTE's Required: N/A	Source of Funds: N/A	Amount N/A

Stafford High School - 2008-09 Campus Improvement Plan

Goal 5 - Performance Objective 1: Reduce incidents involving drugs, alcohol, and tobacco.													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Participate in state and national drug and alcohol prevention events.	Counselors Staff Students	X	X	X	X	X	X	X	X	X	X	X	
Increase the visibility of staff, administrators and police officers.	Administrators Staff SROs	X	X	X	X	X	X	X	X	X	X	X	
Increase CrimeStoppers awareness.	Administrators Stafford PD	X	X	X	X	X	X	X	X	X	X	X	
Provide training for the community, students, and parents.	Youth Counselor SRO												

Goal 5 - Performance Objective 2: Reduce by 5% PEIMS reportable discipline referrals													
Activity	Person(s) Responsible	Timeline											
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Implement PBS training program for faculty.	Asst. Principal Staff	X	X	X	X	X	X	X	X	X	X	X	
Convene PBS committee each six weeks to monitor and discuss discipline referrals.	Asst. Principal Committee	X	X	X	X	X	X	X	X	X	X	X	
Send students to counselors upon third student discipline referral.	Principal Asst. Principal	X	X	X	X	X	X	X	X	X	X	X	

Stafford High School - 2008-09 Campus Improvement Plan

Goal 5 - Performance Objective 3: Increase violence prevention and intervention.														
Activity	Person(s) Responsible	Timeline												
		Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	
Participate in state and national drug prevention events.	Counselors Staff Ft. Bend Regional Council	X	X	X	X	X	X	X	X	X	X	X		
Provide anti-drug programs and speakers (Red Ribbon Week).	Counselors Staff Ft. Bend Regional Council	X	X	X	X	X	X	X	X	X	X	X		
Have teachers, SROs, and administrators be more visible in hallways to deter incidents.	Asst. Principals Staff SRO	X	X	X	X	X	X	X	X	X	X	X		