

Abilene Independent School District
ATEMS High School
2021-2022 Campus Improvement Plan



Mission Statement

AISD engages and empowers each student to be contributing, responsible citizens who reach their full potential through relevant, innovative and rigorous learning experiences.

Vision

Inspired, skilled, engaged and empowered students make a difference in the world.

Core Beliefs

- Deep learning involves critical thinking, collaboration and problem solving.
- Relevant and meaningful student experiences are the core of the modern classroom.
- Initiative, innovation, a strong work ethic and entrepreneurial spirit are life skills each student needs.
- The cultivation of each student's strengths and passions leads to success.
- Respect, care and having high expectations for each student is the foundation for learning.

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Priority Problem Statements

Goals

Goal 1: Make classrooms more meaningful and relevant for students and teachers.

Performance Objective 1: All courses will offer problem- or project-based learning (PBL) and/or cross-curricular activities once per grading period.








Evaluation Data Sources: Lesson Plans, Project Documentation

Strategy 1 Details	Reviews			
<p>Strategy 1: Vertical teams/interdisciplinary teams will meet with the Instructional Coordinator to design effective, engaging PBL activities.</p> <p>Strategy's Expected Result/Impact: Classrooms will be more engaging for our students and teachers will have better communication with one another.</p> <p>Staff Responsible for Monitoring: Instructional Coordinator, Department Heads</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: The Maker Space Manager will contribute to the design and facilitation of PBL and cross-curricular activities at least once per grading period per core content discipline.</p> <p>Strategy's Expected Result/Impact: Enhance the student learning outcomes of students.</p> <p>Staff Responsible for Monitoring: Maker Space Manager</p>	Formative			Summative
	Oct	Jan	Apr	June
				
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Goal 2: Develop a culture, climate and environment that values collaboration.

Performance Objective 1: All ATEMS faculty will have opportunities to collaborate with peers each grading period.


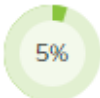




Evaluation Data Sources: Weekly sign-in sheets.

Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers will participate in monthly collaboration opportunities including Critical Friends meetings , vertical team meetings, and instructional coaching.</p> <p>Strategy's Expected Result/Impact: Provide consistent support for teachers and ensure opportunities for growth and explorations.</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop and implement protocols to discipline the Critical Friends conversations.</p> <p>Strategy's Expected Result/Impact: Collaboration and cross-curricular brainstorming will be further developed.</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: At least once per year, each teacher will participate in a cross-curricular activity with a teacher from another subject area.</p> <p>Strategy's Expected Result/Impact: Deepen the learning outcomes of PBL activities</p> <p>Staff Responsible for Monitoring: Instructional Coordinator, Department Heads</p>	Formative			Summative
	Oct	Jan	Apr	June
				
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



Evaluation Data Sources: Lesson plans, Project Documentation

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will continue to utilize and employ cooperative learning strategies in their lessons. Instructional support for teachers on best cooperative learning practices will be provided by the Instructional Coordinator.</p> <p>Strategy's Expected Result/Impact: Students will get a chance to see a well-rounded lesson that incorporates elements of different subjects - thereby enhancing their learning experience.</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus administrators will visit classrooms to observe cooperative learning and provide feedback to teachers.</p> <p>Strategy's Expected Result/Impact: Provide support for teachers in their implementation of cooperative learning.</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator</p>	Formative			Summative
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Goal 2: Develop a culture, climate and environment that values collaboration.

Performance Objective 3: Student achievement in competitions, service, classroom performance, and certifications are recognized using new and existing celebrations.





Evaluation Data Sources: Event Log, Social Media






Strategy 1 Details	Reviews			
<p>Strategy 1: Each ATEMS club or team that participates in competition outside the campus will be celebrated with a pep rally.</p> <p>Strategy's Expected Result/Impact: Increase student sense of belonging and pride</p> <p>Staff Responsible for Monitoring: All staff and administration</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Program leaders and teachers will coordinate with administration on ways to celebrate student success.</p> <p>Strategy's Expected Result/Impact: Increase student recognition</p> <p>Staff Responsible for Monitoring: Director, Assistant Director</p>	Formative			Summative
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Goal 3: Build partnerships with local business and organizations.

Performance Objective 1: ATEMS faculty will increase by 30 the number of business and community partnerships that support campus programs.

Evaluation Data Sources: Written documentation and discussion in faculty meetings.

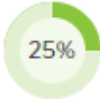





Strategy 1 Details	Reviews			
<p>Strategy 1: Each teacher will make personal contact with at least three businesses or agencies related to the programs of study offered at The LIFT to develop awareness of ATEMS and build mutually beneficial relationships.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to bring more relevance and meaning into the classroom.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Director, Instructional Coordinator</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Faculty will engage industry leaders from relevant programs of study to serve as advisors and/or panelists for Senior Capstone presentations.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to bring more relevance and meaning to student learning while building relationships with community partners</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: At least once per semester, ATEMS will host local professionals whose work aligns with programs of study offered at The LIFT to speak to students about their industry.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to bring more relevance and meaning to student learning while building relationships with community partners.</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator, Counselor</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Continue partnership with Big Brothers/Big Sisters with the goal of pairing each ATEMS student with a local professional who will mentor the student in his or her program of study.</p> <p>Strategy's Expected Result/Impact: Students in need of additional guidance and support will receive it. They will get a chance to see first-hand, the business needs in our community, they will be given a chance to go off-campus with a local professional, and they will be forming a relationship that could pay off long-term in their receiving a job.</p> <p>Staff Responsible for Monitoring: Director, Counselor, Instructional Coordinator, Big Brothers/Big Sisters</p>	Formative			Summative
	Oct	Jan	Apr	June
				

Strategy 5 Details	Reviews			
<p>Strategy 5: Administration will establish and maintain a database of individuals, businesses, and organizations that commit to support ATEMS such as by serving as guest speakers, panelists, curriculum contributors, and site visit hosts.</p> <p>Strategy's Expected Result/Impact: Streamline communication and support for partnerships</p> <p>Staff Responsible for Monitoring: Director, Campus Secretary</p>	Formative			Summative
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Goal 3: Build partnerships with local business and organizations.

Performance Objective 2: Every ATEMS student will participate in community service.








Evaluation Data Sources: Student sign-in sheets or teacher documentation of participation

Strategy 1 Details	Reviews			
<p>Strategy 1: Each Conference will secure and promote five volunteer opportunities per year in partnership with local charities and organizations.</p> <p>Strategy's Expected Result/Impact: Stress the importance of volunteerism in our students and give community members an opportunity to connect with our student body.</p> <p>Staff Responsible for Monitoring: Advisory teachers, Director, Assistant Director</p> <p>Title I Schoolwide Elements: 2.5, 3.2 - TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Recognize and celebrate students who excel in their targets for volunteerism.</p> <p>Strategy's Expected Result/Impact: Encourages students to give back to the community.</p> <p>Staff Responsible for Monitoring: Advisory teachers, Director, Assistant Director</p>	Formative			Summative
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Goal 4: Tell the AISD stories of inspiration, success and opportunity to the community, parents, and staff.

Performance Objective 1: Posts to and traffic on ATEMS social media will increase by 10%.






Evaluation Data Sources: Social media views/likes

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue weekly email and/or print communication to families, including PBL spotlights, upcoming events, special recognitions, and student/staff birthdays. Messages will promote following ATEMS social media (Instagram, Twitter and Remind).</p> <p>Strategy's Expected Result/Impact: Maintain better communication levels with parents and showcase our students</p> <p>Staff Responsible for Monitoring: Director, Assistant Director</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Social media posts will celebrate campus activities, recognitions, and events. Features such as quick polls will be used to increase stakeholder engagement.</p> <p>Strategy's Expected Result/Impact: Showcase students and programs to the community</p> <p>Staff Responsible for Monitoring: Director, Assistant Director</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Each grading period, 8 students will be selected as "STAR Students of the Six Weeks"</p> <p>Strategy's Expected Result/Impact: Students feel recognized for their accomplishments</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, designated staff</p>	Formative			Summative
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Goal 5: Meet or exceed all federal and state mandates.

Performance Objective 1: 90% of all first-time EOC testers will earn the score of Approaches or better on each exam.







Evaluation Data Sources: EOC Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Students whose fall semester performance in an EOC-bearing course does not demonstrate readiness for the EOC will attend mandatory weekly tutorials targeting specific areas of concern.</p> <p>Strategy's Expected Result/Impact: Improved grades, a better grasp of concepts, and a monitored effort to help students be more successful.</p> <p>Staff Responsible for Monitoring: Counselor, IC</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Apr	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Meet or exceed all federal and state mandates.

Performance Objective 2: First-time EOC testers will achieve a score of Masters as follows: English I (20%), English II (15%), Algebra I (35%), Biology (25%), US History (45%)







Evaluation Data Sources: Benchmarks, EOC reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Based on mid-year benchmarks, teachers will form targeted tutorial groups for high-performing students. Strategy's Expected Result/Impact: Targeted support for students. Staff Responsible for Monitoring: Instructional Coordinator, Counselor Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize conferences as opportunity to allow students to earn points for their conference when they level up in STAAR performance (from Approaches to Meets, Meets to Masters).</p>	Formative			Summative
	Oct	Jan	Apr	June
				
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Goal 5: Meet or exceed all federal and state mandates.

Performance Objective 3: ATEMS daily attendance will meet or exceed 97%.

Evaluation Data Sources: Weekly/Six Weeks attendance reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Beginning with the third grading period, weekly drawings will offer students with perfect attendance the opportunity to win campus privileges and/or prizes.</p> <p>Strategy's Expected Result/Impact: Improved attendance rates</p> <p>Staff Responsible for Monitoring: Director, Assistant Director, Attendance Clerk</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p>	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Assistant Director will monitor attendance concerns, identify struggling students, and develop attendance plans for students.</p> <p>Strategy's Expected Result/Impact: Decrease chronic absenteeism</p> <p>Staff Responsible for Monitoring: Assistant Director</p>	Formative			Summative
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Addendums