

Abilene Independent School District
ATEMS High School
2023-2024 Campus Improvement Plan



Public Presentation Date: July 10, 2023

Mission Statement

AISD will equip learners to make a positive impact in their world through relevant, innovative, and challenging learning experiences.

Vision

Equipped Learners. Brighter Futures.

Core Beliefs

CONNECT

- Each child, staff member and parent needs positive personal connections within the district.
- Respect, care and having high expectations for each student is the foundation for learning.

LEAD

- Initiative, innovation, and a strong work-ethic are important life skills for students and staff.
- Developing partnerships throughout the Abilene community builds connections for future leaders to give back to the community.

SUCCEED

- Intellectual, emotional, and physical safety are crucial components to a successful school environment.
- Critical thinking, collaboration and problem solving are essential for deep learning.

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Comprehensive Needs Assessment

Revised/Approved: November 10, 2023

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Local benchmark or common assessments data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity,

- gender, etc.
- Section 504 data
- Gifted and talented data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-P ESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data







- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Study of best practices
- Other additional data

Goals

Goal 1: Establish a culture of collaboration between students, teachers, administrators and the AISD community.

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			
Strategy 1: All teachers will participate in monthly collaboration opportunities including Critical Friends meetings , vertical team meetings, and instructional coaching. Strategy's Expected Result/Impact: Provide consistent support for teachers and ensure opportunities for growth and explorations. Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement protocols to discipline the Critical Friends conversations. Strategy's Expected Result/Impact: Collaboration and cross-curricular brainstorming will be further developed. Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator Title I: 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 Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 3 Details	Reviews			
Strategy 3: At least once per year, each teacher will participate in a cross-curricular activity with a teacher from another subject area. Strategy's Expected Result/Impact: Deepen the learning outcomes of PBL activities Staff Responsible for Monitoring: Instructional Coordinator, Department Heads	Formative			Summative
	Oct	Jan	Apr	June
				



No Progress



Accomplished



Continue/Modify











Discontinue

Goal 1: Establish a culture of collaboration between students, teachers, administrators and the AISD community.

Performance Objective 2: All ATEMS faculty will have opportunities to collaborate with peers each grading period.





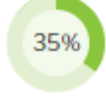





Evaluation Data Sources: Lesson plans, Project Documentation

Strategy 1 Details	Reviews			
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. 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. Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator Title I: 2.4, 2.5, 2.6 Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus administrators will visit classrooms to observe cooperative learning and provide feedback to teachers. Strategy's Expected Result/Impact: Provide support for teachers in their implementation of cooperative learning. Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator	Formative			Summative
	Oct	Jan	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Establish a culture of collaboration between students, teachers, administrators and the AISD community.

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

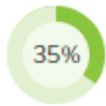







Evaluation Data Sources: Event Log, Social Media

Strategy 1 Details	Reviews			
Strategy 1: Each ATEMS club or team that participates in competition outside the campus will be celebrated with a pep rally. Strategy's Expected Result/Impact: Increase student sense of belonging and pride Staff Responsible for Monitoring: All staff and administration Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Program leaders and teachers will coordinate with administration on ways to celebrate student success. Strategy's Expected Result/Impact: Increase student recognition Staff Responsible for Monitoring: Director, Assistant Director Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 3 Details	Reviews			
Strategy 3: Campus Advisory Committee will implement new advisory schedule and curriculum. Strategy's Expected Result/Impact: Increased sense of community between students and teachers. Staff Responsible for Monitoring: Campus Advisory Committee. Problem Statements: School Culture and Climate 1 - School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Expect and support active learner engagement in classrooms.

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			
Strategy 1: Vertical teams/interdisciplinary teams will meet with the Instructional Coordinator to design effective, engaging PBL activities. Strategy's Expected Result/Impact: Classrooms will be more engaging for our students and teachers will have better communication with one another. Staff Responsible for Monitoring: Instructional Coordinator, Department Heads Title I: 2.4, 2.5, 2.6 Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
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. Strategy's Expected Result/Impact: Enhance the student learning outcomes of students. Staff Responsible for Monitoring: Maker Space Manager	Formative			Summative
	Oct	Jan	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Expect and support active learner engagement in classrooms.

Performance Objective 2: 100% 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			
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. Strategy's Expected Result/Impact: Improved grades, a better grasp of concepts, and a monitored effort to help students be more successful. Staff Responsible for Monitoring: Counselor, IC Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Funding Sources: Supplemental Tutoring Allocation - State Comp Ed - \$5,000	Formative			Summative
	Oct	Jan	Apr	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: Expect and support active learner engagement in classrooms.

Performance Objective 3: First-time EOC testers will achieve a score of Masters as follows: English I (30%), English II (35%), Algebra I (50%), Biology (40%), US History (75%)







Evaluation Data Sources: Benchmarks, EOC reports









Strategy 1 Details	Reviews			
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: 2.4, 2.5, 2.6	Formative			Summative
	Oct	Jan	Apr	June
	N/A	<div><div></div>45%</div>		
Strategy 2 Details	Reviews			
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). Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
	N/A	N/A		
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 3: Develop intentional strategic partnerships which capitalize on the strengths, resources, and talents of all stakeholders.

Performance Objective 1: ATEMS faculty will increase by 10% the number of business and community partnerships that support campus programs.

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







Strategy 1 Details	Reviews			
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. Strategy's Expected Result/Impact: Teachers will be able to bring more relevance and meaning into the classroom. Staff Responsible for Monitoring: Principal, Assistant Director, Instructional Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Faculty will engage industry leaders from relevant programs of study to serve as advisors and/or panelists for Senior Capstone presentations. Strategy's Expected Result/Impact: Teachers will be able to bring more relevance and meaning to student learning while building relationships with community partners Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 3 Details	Reviews			
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. Strategy's Expected Result/Impact: Teachers will be able to bring more relevance and meaning to student learning while building relationships with community partners. Staff Responsible for Monitoring: Director, Assistant Director, Instructional Coordinator, Counselor	Formative			Summative
	Oct	Jan	Apr	June
				

Strategy 4 Details	Reviews			
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. 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. Staff Responsible for Monitoring: Director, Counselor, Instructional Coordinator, Big Brothers/Big Sisters	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 5 Details	Reviews			
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. Strategy's Expected Result/Impact: Streamline communication and support for partnerships Staff Responsible for Monitoring: Director, Campus Secretary	Formative			Summative
	Oct	Jan	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Develop intentional strategic partnerships which capitalize on the strengths, resources, and talents of all stakeholders.

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			
Strategy 1: Each Conference will secure and promote five volunteer opportunities per year in partnership with local charities and organizations. 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. Staff Responsible for Monitoring: Advisory teachers, Director, Assistant Director Title I: 2.5, 4.2 - TEA Priorities: Connect high school to career and college	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Recognize and celebrate students who excel in their targets for volunteerism. Strategy's Expected Result/Impact: Encourages students to give back to the community. Staff Responsible for Monitoring: Advisory teachers, Director, Assistant Director	Formative			Summative
	Oct	Jan	Apr	June
	N/A	N/A		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Tell the AISD story of being the school district of choice that provides unparalleled opportunities in Abilene and the Big Country.

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			
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). Strategy's Expected Result/Impact: Maintain better communication levels with parents and showcase our students Staff Responsible for Monitoring: Director, Assistant Director Title I: 4.1, 4.2 Problem Statements: School Culture and Climate 1 - School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Social media posts will celebrate campus activities, recognitions, and events. Features such as quick polls will be used to increase stakeholder engagement. Strategy's Expected Result/Impact: Showcase students and programs to the community Staff Responsible for Monitoring: Director, Assistant Director Problem Statements: School Culture and Climate 1 - School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 3 Details	Reviews			
Strategy 3: Each grading period, 8 students will be selected as "STAR Students of the Six Weeks" Strategy's Expected Result/Impact: Students feel recognized for their accomplishments Staff Responsible for Monitoring: Director, Assistant Director, designated staff Problem Statements: School Culture and Climate 1 - School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Demonstrate excellence in district practices in order to enhance outcomes for stakeholders.









Performance Objective 1: ATEMS daily attendance will meet or exceed 97%.

Evaluation Data Sources: Weekly/Six Weeks attendance reports

Strategy 1 Details	Reviews			
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. Strategy's Expected Result/Impact: Improved attendance rates Staff Responsible for Monitoring: Director, Assistant Director, Attendance Clerk Title I: 2.4, 2.6 Problem Statements: School Context and Organization 1	Formative			Summative
	Oct	Jan	Apr	June
	N/A	N/A		
Strategy 2 Details	Reviews			
Strategy 2: Assistant Director will monitor attendance concerns, identify struggling students, and develop attendance plans for students. Strategy's Expected Result/Impact: Decrease chronic absenteeism Staff Responsible for Monitoring: Assistant Director	Formative			Summative
	Oct	Jan	Apr	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Demonstrate excellence in district practices in order to enhance outcomes for stakeholders.

Performance Objective 2: Ensure that all safety measures set by the district and state are met.

Strategy 1 Details	Reviews			
Strategy 1: Conduct weekly exterior door audits. Strategy's Expected Result/Impact: This strategy will ensure that exterior doors remain secure at all times during the school day. Staff Responsible for Monitoring: Assistant Director	Formative			Summative
	Oct	Jan	Apr	June
				
Strategy 2 Details	Reviews			
Strategy 2: Schedule in advance all safety drills and conduct them as scheduled. Strategy's Expected Result/Impact: Ensure that students and staff are prepared in case of emergency Staff Responsible for Monitoring: Assistant Director	Formative			Summative
	Oct	Jan	Apr	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Campus Funding Summary

State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1	Supplemental Tutoring Allocation		\$5,000.00
Sub-Total					\$5,000.00