

- BOARD GOALS (BGs)**
 1- Challenge All Students
 2- Safe & Supportive Atmosphere
 3- Community Involvement
 4- Character Development
 5- Management of District Resources

**NORTH EAST DISTRICT SCHOOL DISTRICT
 CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
 2007-2008**

Robert E. Lee High School

Equity and Excellence: Everybody Counts

"It is the nature of man to rise to greatness if greatness is expected of him." John Steinbeck

RESULTS: In preparing all students for college readiness, North East ISD schools will be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work towards a minimum of ten National Merit Semifinalists.

DISTRICT GOAL: Improve instruction for all students, including the sub-populations of Anglo, African-American, Hispanic, Asian & Economically Disadvantaged, Special Education, and English Language Learners by creating engaging activities, programs, tasks, assignments and opportunities that result in student learning.

EXPECTATIONS

RIGOR - All students will have access to a challenging curriculum that engages students and reflects college readiness standards.

* 3 Tier Instructional Model

* Student Engagement Strategies

* Content Reading and Writing Strategies

* Vocabulary Development

* Similarities and Differences

* Interactive Teaching and Learning (i.e. THINK-INK-PAIR-SHARE)

RELEVANCE - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery.

* Student Goal Setting and frequent feedback with individual students

* Personal Graduations Plans (PGPs)

RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.

* Collegial Instructional Learning and Planning

STUDENT ENGAGEMENT STRATEGIES

CIP - Collegial Instructional Learning and Planning

GSF - Goal Setting & Frequent Feedback with individual students

3TL - 3 Tier Levels of Instructional Intervention

CRW - Content Reading & Writing

ITL - Interactive Teaching/Learning

BGs	RESEARCH BASED STRATEGIES			TARGET AREA	LEVEL			CODE	STUDENT ENGAGEMENT STRATEGIES	ACTION STRATEGY / EXPECTATIONS	RESULTS	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
	Rigor	Relevance	Relationship	District Initiatives	E	M	H							
1	x			Reading			x	1A	CRW	Implement Think-Pair-Share into reading in all content areas. Reading Specialist and English Dean will conduct staff development for teachers as well as pull-out programs for students.	Using the What to Look for in the Reading classroom Checklist, all snapshot visits or formative walkthroughs will indicate application of reading strategies.	Summer 2007-2008 School Year	Deans, House principals, Reading Specialist, and AP for instruction.	\$0
1	x			Writing				2A	GSF	Implement a common assessments for selected courses to guide writing instruction.	100% of English teachers will administer a common assessments.	Summer 2007-2008 School Year	Instructional Dean, Assistant Principal and Principal	\$500
1	x			Writing			x	2B	CRW	Improve student writing instruction by supporting the implementation and ongoing revision of the 9--12 writing scope and sequence by having master teachers and writing specialists demonstrate lessons that support focused instruction of the ELA TEKS	Using the What to look for in the Writing Classroom as a guide, all snapshot visits or formative walkthroughs will indicate appropriate writing instruction that is TEKS based and evidences the best practices of writing instruction.	Summer 2007-2008 School Year	Instructional Dean, House Principals	\$0
1	x			Writing			x	2B	CIP	Provide teacher support vocabulary development in all content areas using a variety of strategies such as the study of Greek and Latin prefixes, suffixes, and roots. A SAT word a day program will be implemented campus wide.	Using the What to look for in the Writing Classroom as a guide, all snapshot visits or formative walk throughs will indicate appropriate application of vocabulary development.	Summer 2007-2008 School Year	Instructional Dean, House Principals	\$0
1		x		Writing			x	3C	CIP	Provide support for a rigorous PreAP, AP and GT ELA curricula and for students take the new PSAT and SAT through a variety of support programs for the classroom teacher in all content areas.	Snapshot visits and formative walkthroughs will evidence use of strategies; district will have a 10% increase in the number of 3's and 4's achieved on English AP testing; PSAT and SAT test scores will improve by an average of ten points.	Summer 2007-2008 School Year	Instructional Dean, House Principals, AP for Instruction and Reading specialist	\$0
1		x		Writing			x	3B	CRW	Mandatory writing assignments turned in to the ELA dean each nine weeks.	Writing samples taken each 9 weeks and reviewed with teacher and dean. Evidence within the writing assignment of TEKS instruction and Six Traits assesement.	Summer 2006-2007 School Year	Dean of instruction for ELA and House principals, Literacy specialists.	\$0
1	x			Mathematics			x	3A	CIP	Utilize the North East Scope and Sequence in all classes which have an NEISD Scope and Sequence.	100% walkthroughs will indicate adherence to district sequence as will documentation in lesson plan books.	October, 2007 January, 2008 March, 2008 Monthly	Principal, Instructional Dean and Assistant Principals	\$0

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1	x			Mathematics			x	3B	CIP	Continue Lee math vertical leadership team (Algebra Team leader, Geometry Team leader, Algebra II Team leader, Math Instructional Dean) responsible for maintaining campus focus on TEKS, instructional best practices, and technology integration.	Vertical leadership team will meet once a six weeks. Agenda and meeting notes will be kept.	Each Nine weeks.	Principal, Instructional Dean and Assistant Principals	\$300 (for one all day planning session)
1		x		Mathematics			x	3C	GSF	Monitor benchmark and mini-assessments.	Lee High School instructional dean and math staff will review benchmark data, adjust curriculum and meet with principal to discuss results.	October, 2007 January, 2008 March, 2008 Monthly	Principal, Instructional Dean and Assistant Principals	\$0
1		x		Mathematics			x	3D	CIP	Develop and implement campus level common semester assessments for selected courses.	All Algebra I, II and Geometry students will be administered a common end-of-semester assessment.	December, 2007 May, 2008	Principal, Instructional Dean and Assistant Principals	\$500
1		x		Mathematics			x	3E	CIP	Monitor common assessments.	Lee High School staff will review common assessment data, adjust curriculum and meet with principal to discuss results.	January, 2008 June, 2008	Principal, Instructional Dean and House Principals	\$0
1	x			Mathematics			x	3G	GSF	Increase student access to Pre-AP and AP classes.	Review of failure rates will show fewer than 15% of students failing Pre-AP and AP courses.	Every six weeks	Principal, House Principals, Instructional Dean, Counselors	\$0
1	x			Mathematics			x	3I	CIP	Increase course passage rate by 5% by using multisensory approaches including but not limited to technology.	Six weeks grades show a decrease in failure rate and lesson plans indicate multisensory techniques.	Each nine weeks	Principal, House Principal, Instructional Deans, Teachers	\$0
3,5		x		Mathematics			x	3K	3TL	Develop an objective retrieval plan for students who do not master individual objectives	Six weeks grades will show a decrease in failure rate.	Each nine weeks	Principal, Instructional Deam, A.P. Teachers.	\$0
1	x			Mathematics			x	3K	CIP	Develop and implement an every day Algebra I course for struggling math students	Six weeks grades will show a increase in passing rate.	Each nine weeks	Principal, Instructional Deam, A.P. Teachers.	\$0
1	x			Science			x	4A	3TL	Provide all students with a safe environment in which to learn science by fully implementing the Texas Science Safety Standards.	Walkthroughs will demonstrate compliance with state standards.	September, 2007 December, 2007 March, 2008	Principal, House Principals and Instructional Deans	

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1	x			Science			x	4B	3TL	Ensure that all students have an equal opportunity for learning by implementing a standards-based education and by providing equitable equipment and facilities.	Walkthroughs will indicate adherence to the district scope and sequence.	Every nine weeks; Inventory due September 2007	Principal, House Principals and Instructional Deans	
1	x			Science			x	4C	3TL	Integrate inquiry-based instruction to increase student achievement including: 5E's, Questioning to target higher order thinking, and Questioning that targets the unifying concepts in science.	Teachers will score a 2 or above on the Science Innovation Configuration. Formative walkthroughs will indicate appropriate use of these inquiry strategies.	Every nine weeks	Principal, House Principals and Instructional Deans	
1	x			Science			x	4D	3TL	Integrate the use of the following best practices to target diverse learners including: 60-80-40 laboratory and field investigations, KWL, Word wall, vocabulary development process, SAY SOMETHING, THINKING-PAIRSHARE, similarities and differences, concept mapping, reflection journals, using technology to enhance critical thinking, and content specific inclusion support.	Teachers will score a 2 or above on the Science Innovation Configuration. Formative walkthroughs will indicate appropriate use of these instructional strategies.	Monthly	Principal, Instructional Dean and House Principal, District Science Specialist, District Science Coordinator	
1	x			Science				4E	ITL	Use formative and summative assessments to inform instructional decisions (including Common Assessments, Benchmarks, TAKS)	Science teachers will incorporate formative assessment strategies such as performance, portfolio, etc. to guide instruction.	Every nine weeks	Principal, House Principals and Instructional Dean	\$2,000
1	x			Science				4F	CIP	Provide content specific professional development to assist teachers in developing competency in the following areas; earth science, physical science, and life science.	Walkthroughs will reflect teacher competency in science instruction.	Every nine weeks	Principal, House Principals and Instructional Dean	\$0
1	x			Science			x	5G	CIP	Align instructional resources to support standards based instruction(TEKS)	Create exemplary lessons in science that target TEKS and include questioning, technology integration, and accommodations and/or modifications for diverse learners.	August 2007-May 2008	Science Dean, Science Instructional Specialists	
1		x		Science			x	5H	GSF	Increase student access to Pre-AP and AP classes.	Enrollment numbers will increase by 10% from the 2004-2005 school year.	December 2007 and May 2008	Science Dean, Science Instructional Specialists	

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1	x			Social Studies			x	5A	CRW	Implement before, during, and after reading strategies grades 9-12 social studies classrooms using a variety instructional activities including THINK-PAIRSHARE, Identifying similarities and differences, and graphic organizers. Submission of one exemplar lesson plan/ student work sample clearly showing the use of a content reading strategy.	Evidence of implementation of content reading strategies in the classroom through Social Studies Snapshot Walk-Throughs and the Social Studies What to Look For Checklist Overall improvement of students meeting expectations on common assessments, benchmarks, and the TAKS.	Every 9 weeks	Social Studies Dean, Classroom teacher	\$0
1	x			Social Studies				5B	3TL	Implementation of differentiated instruction through History Alive/ AP/ Big Muscles/ Study Whiz training. 100% of Social Studies teachers will use differentiated instruction and submit a student work sample.	Evidence of differentiated instruction in the classroom through Social Studies Snapshot Walk-Throughs and the Social Studies What to Look For Checklist on the Social Studies web page. Overall improvement of 5% students meeting expectations on common assessments, benchmarks, and the TAKS	Each 9 weeks	Social Studies Dean, Classroom teachers	\$0
1	x			Social Studies				5D	3TL	All social studies teachers will utilize the North East vocabulary development process outlined in 1D in social studies classrooms.	Social Studies Snapshots/ observation protocols/ walkthroughs will indicate adherence and use of these instructional strategies.	Each 9 weeks	Eric McGarrah, Social Studies Dean, Classroom teachers	\$0
1	x			Social Studies				5E	3TL	Every teacher will use the following strategies as identified in the District Improvement Plan: • Classifying. • Core vocabulary using the five step vocabulary development process. • Say Something And Think- Pair-Share located on School Improvement webpage • Questioning strategies that develop higher order	Evidence of use in the classroom through Social Studies Snapshot Walk-Throughs and the Social Studies What to Look For Checklist located on the Social Studies web page	Each 9 weeks	Social Studies Dean, Classroom teachers	
1	x			Social Studies				5E	CIP	Teachers will utilize departmental training to understand and implement vertical alignment of Social Studies TEKS and their relationship to secondary assessments.	100% of formative walkthroughs will provide evidence of teaching strategies applicable to TEKS and to secondary assessments.	2007-2008	Eric McGarrah, House Principals, Dean, Classroom Teachers	

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1	x			Social Studies			x	5F	GSF	Increase student access to Pre-AP and AP classes.	Enrollment numbers will increase by 5% from the 2005-2006 school year. Number of students taking the AP test will increase by 5% from the previous year.	2007-2008	Eric McGarrah, House Principals, Dean, Classroom teachers	
1	x			Social Studies			x	5G	CIP	Utilize the North East Scope and Sequence for social studies instruction..	Common assessments, benchmarks and Social Studies Snapshot Walk-Throughs will indicate adherence to district scope and sequence. Overall improvement of 5% of students meeting expectations on common assessments, benchmarks, and the TAKS.	2007-2008	Eric McGarrah, House Principals, Social Studies Dean, Classroom Teachers	
1	x			Social Studies				5H	CIP	Revise campus level common semester assessments for courses 9-12 to meet TEKS, levels of Blooms. All students will be administered a common assessment for social studies.	Overall improvement of 5% students meeting expectations on common assessments, benchmarks, and the TAKS. Use of the Social Studies Benchmark/Common Assessment/TAKS Data Analysis Plan of Action. NEISD Benchmark Dates	December 2007 May 2008	Social Studies Dean, Classroom Teachers	
1		x		Social Studies				5J	CRW	100% of Social Studies classrooms will include a minimum of one written assignment that includes primary source documents, textual evidence, analysis/ synthesis/ and evaluation based students expectations.	Evidence of writing in the social studies classroom through Social Studies Snapshot Walk-Throughs and the Social Studies What to Look For Checklist on the Social Studies web page. Samples of student work will demonstrate skill in open response/short answer writing: • viable answer •appropriate textual support • insight into the reading selection from which the question is based.	Each 9 weeks	Eric McGarrah, Social Studies Dean, Classroom teachers	
1	x			Foreign Language			x	6A	CIP	Implement an instructional program in all languages based on developing communicative competency.	Common departmental semester exams (or other appropriate assessments at the middle school level) will indicate that 100% of students are meeting or surpassing proficiency goals	December, 2007 May, 2008	Foreign Language Department Chairs, Foreign Language Teachers	\$1,000

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1	x			Foreign Language			x	6B	CIP	Implement the Pre-AP and AP curricula along with vertical teaming in levels I, II, III, IV, and AP.	Review of failure rates will show fewer than 15% of students failing Pre-AP and AP courses.	Every six weeks	Foreign Language Department Chairs, Foreign Language Teachers	\$0
1	x			Foreign Language			x	6C	ITL	Spanish for Native Speakers and French for Spanish speakers will be offered in order to provide more challenge to students who already have a strong background in language.	Increased enrollment in language competitions.	2007-2008 school year	Teachers, Instructional Dean, House Principal, Counselors and Principal	\$0
1	x			Foreign Language			x	6D	ITL	Every foreign language will provide opportunities for students to participate in extracurricular and cocurricular activities to supplement the classroom curriculum.	Increased enrollment in language classes.	2007-2008 school year	Teachers, Instructional Dean, House Principal, counselors and Principal	\$500
1	x	x	x	Teaming/Housing				7A	CIP	All grade levels will be Housed and teamed	Teachers schedules, class lists and student schedules will showhouses in core subject areas. Class passing rates will increase 2% each 6 weeks.	August, 2007	Counselors, House Principals, House teachers, Instructional AP	\$0
1	x	x	x	Teaming/Housing			x	7B	CIP	All house teachers will be scheduled with a common conference period for staffing.	Common conference periods will be shown in teacher schedules.	August, 2007	Instructional Dean, Assistant Principal and Principal, Instructional AP	\$0
1	x			Gifted/Talented			x	8A	CIP	Implement Understanding by Design (UBD) curriculum units.	100% of the curriculum units will reflect UBD design elements. On a rubric designed for UBD, 100% of students will score three or above.	Each six weeks 5th/6th Six Weeks	Kay Stotts, G/T Teachers	\$500
1,2	x			Gifted/Talented			x	8B	CRW	Implement the new G/T grammar and writing programs in G/T English.	100% of G/T teachers will receive training. 100% of G/T students will score a 3 or above on the writing benchmarks	October, 2007 January, 2008	Kay Stotts, G/T teachers, Instructional Deans	\$500

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1,2			x	Gifted/Talented			x	8C	GSF	Analyze GT student results on PSAT; adjust curriculum gaps; and monitor student progress.	Central Office staff will analyze PSAT results, meet with 100% of the GT teachers to adjust curriculum. 100% of students will show 25% increase on PSAT practice tests.	August, 2007 January, 2008	G/T teachers and instructional Deans	\$500
1,2	x			Professional development			x	9A	CIP	Continue to partner with Trinity University and the professional development school at Lee High School.	Increase number of mentor teachers by 20%.	Trinity liaison, Teachers, Principal	Funded by managed accounts and Trinity University	
1,2	x			Professional development			x	9B	CIP	All Lee teachers and administrators will participate in professional development that concentrates on the study of the TEKS by subject and TAKS by objective.	All teachers will include TEKS based strategies in their lesson plans. Benchmarks will be administered each 9 weeks.	Each six weeks	Teachers, Instructional Dean, Assistant Principals and Principal	\$1,000
1,2	x			Professional development			x	9C	CRW	All teachers will continue to participate in a Writing Across The Curriculum professional development to aid in the coverage of TAKS objectives and help teachers create TEKS/TAKS coverage within the subject matter.	All teachers will include writing strategies to be used in the classroom in their lesson plans.	Each six weeks.	Teachers, Instructional Dean, Assistant Principal and Principal	\$2,000
2,5	x			Professional development			x	9D	CIP	All core and foreign language teachers will be trained in Pre-AP and AP classes by the college board.	Increase teacher best practices and increase student achievement and success	2007-2008 school year	Teachers, Instructional Dean, Assistant Principals, Counselors and Principal	\$2,000
1,2,5	x			Professional development			x	9E	CIP	A program for new teachers will be provided on campus to include orientation and a mentoring program.	Observation and evaluation of new teachers.	Each 6 weeks	Assistant Principals, Instructional Deans, Teachers and Principal	\$1,000
1,5	x	x	x	Professional development				9F	CIP	All staff will train and collaborate using Critical Friends Protocol.	Survey staff for success of program	May, 2008	Principal, Staff	

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**NORTH EAST INDEPENDENT SCHOOL DISTRICT
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
2007-2008**

Robert E. Lee High School

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* Content Reading and Writing Strategies

* Vocabulary Development

* Similarities and Differences

* Interactive Teaching and Learning (i.e. THINK-INK-PAIR-SHARE)

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* Student Goal Setting and frequent feedback with individual students

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STUDENT ENGAGEMENT STRATEGIES

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GSF - Goal Setting & Frequent Feedback with individual students

3TL - 3 Tier Levels of Instructional Intervention

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BGs	RESEARCH BASED STRATEGIES			TARGET AREA	LEVEL			CODE	STUDENT ENGAGEMENT STRATEGIES	ACTION STRATEGY / EXPECTATIONS	RESULTS	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
	Rigor	Relevance	Relationship	District Initiatives	E	M	H							
1,2,5	x	x		AT-Risk			x	10A	3TL	The Lee Educational Acceleration Program (LEAP)- 9th grade Success Initiative Lab will allow students to complete independent study in every subject to complete credits. Participating students will be those who have circumstances that prevent their completion of a course or courses in a traditional manner or who have needs that cannot be addressed by the courses offered.	Passing rates of students will increase by 3%	2007-2008 school year	Teachers, Instructional Dean, Assistant Principal, Counselors and Principal	\$2,000
1,2		x		AT-Risk			x	10B	3TL	Each core department will institute a TAKS prep program using pull-out and "for credit" classes.	Improve TAKS scores by 10%.	2007-2008 School year	Teachers, Instructional Dean, Assistant Principal and Principal	\$1,000
2,3,4,		x		AT-Risk			x	10C	GSF	Review 8th grade TLI scores for individual students to identify students with weaknesses at 9th grade level.	Improve benchmark scores by 10% between each testing session.	August, 2007	Teachers, Instructional Dean, Assistant Principal and Principal	\$0
1,2		x		AT-Risk			x	10D	GSF	All students will have a PGP per grant guidelines. PGPs will be the responsibility of the House teachers.	Graduation rates will increase by 10%. Dropout rates will decrease to 2%.	2007-2008 School year	House Teachers, Counselors, Principal	\$2,000
1,2	x			Accelerated Education At Risk			x	10E	3TL	Increase affective, cognitive and linguistic needs of the limited English proficient students	90% of the ESL/Bilingual students will pass TAKS in the language they were assessed in. 100% of the ESL/Bilingual students will show an increase of one proficiency level as determined by the State required Reading Proficiency Test in English (RPTE).	April, 2008	ESL specialists, Classroom Teachers, Assistant Principals, Counselors, and Principal	Funds from managed accounts
1	x			Accelerated Education At Risk Drop Out reduction			x	10F	GSF	Allocate counselor to implement and support programs to prevent the possession and distribution of tobacco, alcohol and other drugs.	The annual evaluation of Safe and Drug Free Schools and Communities (Title IV) will show a decrease in drug, alcohol and tobacco related incidents at Lee high School by 30%	Monthly June 2007-2008	Pat Sanford, STAN Counselor, Principal	Funds from managed accounts

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1,2	x			Education At Risk Discipline Management			x	10G	ITL	Provide Behavior Management Class based on a structured environment and course content through an in school suspension program.	100% completion of student assignments. 10% decrease in discipline referrals.	June, 2007-2008	House Principals, Counselors, ISS Aides	Funds from managed accounts.
1		x		Accelerated Education At Risk Teen Parenting			x	10H	CIP	Provide academic support, occupational and/or job training, training in child development, parenting and home management. Increase awareness of community resources available to teen parents.	10% increase in graduation and GED completion rate.	June, 2007-2008	Case Managers, Classroom Teachers, Counselors, Assistant Principals, and Principal funds from managed accounts.	
2		x		At-Risk			x	10I	3TL	Implement an extended year credit recovery program for students at risk.	10% increase in students being promoted to the next grade level.	June, 2007-2008	Teachers, Assistant principals, and Instructional Deans \$500	
1,2		x		Accelerated Education At Risk			x	10J	3TL	Implement research based accelerated education programs to address the needs of all special population students.	Assess the results of the district AEIS report.	Sept.2007-2008	Classroom teachers, Instructional Deans, Assistant principals, and Principal Compensatory Funds.	
1,5	x			At Risk			x	10K	3TL	Encourage extracurricular involvement through Fine Arts program (ie. Band, speech, choir, orchestra, and art), athletics, spirit organizations, and service clubs/projects.	Increase in the number of students who participate in clubs and organizations by 10%.	2007-2008	Clubs and organizations sponsors, Coaches, Assistant Principals, Principal	\$1,000
1,2,4	x			Library Services			x	11A	CIP	Provide training in the use of electronic database resources.	100% of Lee students will be trained to use electronic databases for research in the library, classrooms, and internet.	August 2007 and May 2008 November 2007, February 2008, and June 2008	Library staff, teachers, Instructional AP, and Principal	
1	x			Library Services			x	11B	CIP	Maintain focus on TEKS and curriculum integration.	Librarians will create integrated TEKS unit to be posted online in shared library folder.	December, 2007 and May 2008	Library staff, teachers, Instructional AP, and Principal	\$0

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1,2,4	x			Library Services			x	11C	ITL	The students and faculty will have extended access to information during and beyond the instructional day at the Library of through electronic means.	Statistics will show a 30% increase in student and faculty use of databases and the library resources during instructional day extended hours.	2007-2008 school year	Library staff and Principal	\$0
1,2,3,4	x			Dyslexia			x	12A	3TL	Implement a dyslexia program at Lee High School that meets state mandated requirements.	100% of identified dyslexia students will be offered service as evidenced by cluster campus rolls and reflected in STAT meeting notes as well as parent letters.	2007-2008 school year	Debe Palmer, Principal, Reading Teacher, Campus Dyslexia Teacher, STAT	Funds in managed accounts
1			x	ESOL			x	13A	CIP	Designate a contact teacher in each House who will serve as a model teacher of ESL strategies in the regular classroom.	80% of students taking the pre and post oral assessments will gain onehalfyear of language development.	Fall/Spring	Bilingual/ESLspecialists, Assistant principals, and principal	\$500
1		x		ESL			x	13B	3TL	Refine ESL Peer Tutoring Program.	Success of program will be measured by the number of peer tutors, success of ESL students and teacher surveys.	End of school year	Teachers, Assistant principals, Principals	\$500
1	x			UIL			x	14A	CIP	Increase participation in UIL academic competition.	Lee High School will increase participation in academic UIL by 50%.	May, 2008	Campus UIL coordinator and Assistant Principal	\$4,000
1	x			Testing			x	15A	GSF	All students will be encouraged to take the ACT,SAT and PSAT tests. Teachers will provide test-taking strategies to increase awareness and success.	Number of students taking the test will increase to 85% with a mean ACT score of 22.7 and a mean SAT score of 1035. The number of National Merit Scholars will increase to 10 total.	2007-2008 school year.	Teachers, Instructional Dean, Assistant Principal, counselors and Principal	\$0
1		x		504 students			x	16A	GSF	504 students will be identified, monitored and provided the necessary modifications for success.	Student performance on benchmarks will show a 50% increase.	2007-2008 school year	Teachers, Instructional Dean, Assistant principal, Counselors, 504 committee and Principal	\$0
1	x			Special Education			x	17A	CIP	Provide staff development regarding various service delivery options, methodology and behavior management to all Lee High School teachers.	10% reduction of referrals to special education.	Every 6 weeks	Principals, Special Education Coordinators	Funds from managed accounts

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1	x			Special Education			x	17B	3TL	Provide a statement of transition service needs for students 13 years of age and older with disabilities, focusing on the student's course of study (CAP-Transition)	All students with disabilities 13 years of age and older will receive information about career opportunities and community resources appropriate to address their individual needs.	Monthly	Henry Gonzales, Special Education Campus Coordinators	Funds from managed accounts
1	x			Special Education			x	17C	3TL	Provide appropriate transition planning for students 16 years of age and older with disabilities, including information regarding access to community services and agencies (CAP-Transition).	For all students with disabilities 16 years of age and older an individual transition plan will be developed which will identify student expectations, needed network of support, timelines and needed transition services.	Monthly	Henry Gonzales, Special Education Campus Coordinators	Funds from managed accounts
1,2		x		Special Education			x	17D	GSF	Provide an individualized program for students with disabilities in various curriculum areas in the least restrictive environment, with emphasis on increased participation in the general education curriculum.	Increase the number of students with disabilities served in general education settings by 10%.	Every Six Weeks	Principals, Special Education Coordinators	Funds from managed accounts
1,2				Special Education			x	17E	CIP	Increase the percentage of students with disabilities taking TAKS.	Lee High School will increase the number of students with disabilities taking TAKS by 5%.	October, 2007- April, 2008	Principals, Special Education Coordinators	Funds from managed accounts
1	x			Special Education			x	17F	CIP	Monitor compliance with timelines for initial evaluations and annual ARDs (CAP-timelines, Initial Evaluations).	ARDS and initial evaluations for all students will occur on time.	Quarterly	Principals, Campus Coordinators	Funds from managed accounts
1	x			Special Education			x	17G	CIP	Implement team teaching situations in core academic classes to address special education students in regular education classes.	Campus will show a 20% decrease in the number of students in lab classes.	2007-2008 school year	Teachers, Special education coordinators, Assistant Principal, Principal	\$500
1	x			Campus Technology			x	18A	ITL	All departments and teachers will provide a Web page connection to the Lee Web Site. Teachers will create individual sites to post homework and other class information.	Web pages will expand. Communication with community and students will increase.	December, 2007 and May, 2008	Teachers, Instructional Dean, Assistant principal, counselors and	\$0

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1	x			Campus Technology			x	18B	CIP	Campus Technology Committees will meet a minimum of once a month with Educational Technology Staff to identify technology staff development needs, technology trainers, and campus infrastructure needs	Using a technology survey, 100% of teachers will gain proficiency in at least one technology knowledge and skill area. 100% of teachers will participate in at least nine hours of staff development that has a technology component as measured by the Professional Development Planner. Instructional Technology Specialists will monitor to ensure 100% of the Campus Technology Readiness Checklist items are addressed as needed.	August 2007 and May 2008 November 2007, February 2008, and June 2008 Monthly	Principals, Campus Technology Committee Representatives (one per grade level, team, department), Instructional Technology Specialists and Coordinators, Tim Miller	Funds in managed accounts
1,2,3	x			Campus Technology			x	18C	CIP	Educational Technology staff will support teachers in the utilization of GradeSpeed and TeacherWeb software to manage grades and improve communication with staff, students, and parents	100% of teachers who report numerical grades will use GradeSpeed to record grades. 100% of teachers who report numerical grades will use GradeSpeed to upload six-weeks grades. 100% of teachers will post essential classroom information as outlined in the TeacherWeb template	Daily to Weekly Six-weeks Daily to Weekly	Principals, Teachers, and Data Processors	Funds in managed accounts
1,2,3	x			Campus Technology			x	18D	CIP	Educational Technology staff will support teachers and students in the utilization of classroom computers, wired computer labs, and wireless computer labs on aregular basis to integrate technology standards into the content areas	100% of administrators and classroom teachers will use the Technology Innovation Configuration for walkthroughs, observations, and reflective practice. 100% of classroom teachers will score a two or above on the Technology Innovation Configuration.	Weekly	Principals, Teachers, Curriculum and Instructional Technology Coordinators	Funds in managed accounts
1,2	x			Campus Technology			x	18F	CIP	Campus Technology Committee will identify campus infrastructure needs.	ITS and CNC will monitor to ensure that 100% of the Campus Technology Readiness Checklist items are addressed as needed	September and January	Campus Committee, Assistant principals	Funds in managed accounts
1	x			Attendance			x	19A	CIP	House teachers and administrators will develop innovatiave programs to increase attendance for house students.	Increase attendance rate from 90.8 to 95% and increase parental support and communication.	2007-2008 school year	House principals, Principal	\$1,000

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1,2	x			Attendance			x	19B	CIP	All teachers will take attendance accurately and call parents regarding accessive absences.	Increase attendance rate by 5% and increase parental support and communication.	Each six weeks	Teachers, House Principals, Principals	\$0
1,2	x			Safe and Drug Free School-School Climate			x	20A	3TL	A violence prevention plan will be developed and presented to each house during a discipline assembly in August.	The following will be utilized for prevention of violence: High visibility of faculty and staff during the school day. Campus-wide discipline plan and discipline assemblies or classroom visits at beginning of year.	2007-2008 school year	Teachers, House Principals, Principals	\$0
1,2	x			Safe and Drug Free School Climate			x	20B	3TL	Violence intervention plan will be developed and implemented.	The following will be utilized for the intervention of violence: STAN Program, PALS program (mediators), Counselors, Campus Police, Discipline Plan, Crisis Plan.	Monthly review as needed	Stan Coordinator, Pal Coordinator, Counselors, Campus Police, Administrative Staff, Faculty and principal	\$100
1,2,3,4	x			Safe and Drug Free School-School Climate			x	20C	3TL	Violence, Discipline Plan will be implemented.	Use of ISS, Suspension, SRC, Alt. high School and expulsion will be used to ensure that serious discipline actions have appropriate consequences.	Monthly review as needed	Principal, Administration AP's, Discipline Committee	\$0
1	x			Safe and Drug Free School-School Climate			x	20D	3TL	Plan and implement a comprehensive SDFS program that includes: - - Advisory Boards -Programs based on needs assessment -Prevention strategies that include family and community involvement as a key element in achieving program goals - Student Teacher Assistance Network (STAN) -Peer Assistance and Leadership program (PAL) -Mediation/Conflict Resolution -Professional Development	Advisory Boards will meet and function according to Safe and Drug Free schools standards and benchmarks. Needs assessment data interpreted and utilized to customize programs at local campuses. Lee High School will involve the community in safe and drug-free activities. Surveys monitoring STAN Program will reflect exceeds expectations in 80% of responses. Surveys of PAL students will reflect exceeds expectations in 95% of response. Lee High School will have a mediation/conflict resolution program.	Monthly Mediation Reprots Monthly STAN Quantifiable Measures Report PAL Six Weeks Training and Service Report	Principals, STAN Counselors, PAL Teachers, SDFS Campus Contacts, Pat Sanford	Funds in managed accounts

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BGs	RESEARCH BASED STRATEGIES			TARGET AREA	LEVEL			CODE	STUDENT ENGAGEMENT STRATEGIES	ACTION STRATEGY / EXPECTATIONS	RESULTS	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
	Rigor	Relevance	Relationship	District Initiatives	E	M	H							
1	x			Career and Technology				21A	CIP	Develop coherent sequence of Technology Applications and Career & Technology courses.	Courses will include all Technology Applications and Career and Technology Education courses that count for graduation.	September, 2007	Teacher Representatives (Technology Applications, Business Education and Technology Education Instructors) and Counselors	Funds in managed accounts
1	x			Career and Technology				21B	3TL	Create a computer technology student assistants program to assist teachers with computer labs and to maintain the wireless labs.	Success of the program will be determined by the number of students participating and teachers' surveys.	December, 2007 and January 2008	Technology teachers, Classroom Teachers, Assistant principals and Principal	\$0
1,2,3	x			Career and Technology			x	21C	CIP	Provide Staff Development to include technology training for all Career & Technology teachers.	In formative walkthroghs, 100% of Career & Technology teachers will use technology in their classrooms.	August, 2007	Career & Technology Teachers, Assistant principals	\$2,000
1	x			Career and Technology			x	21D	3TL	Provide adult-level services for targeted special populations and sub-populations, (parenting skills, health services/nutrition, community education, PTA, and adult-level activities).	Increased participation in parenting groups.	Monthly	PTA, Special Education Coordinators, Counselors, Aps	\$500
1,2,		x		Mentoring			x	22A	CIP	Partner with Trinity university to accommodate interns with Lee High School mentor teachers, practicum students as observers.	Success of the program for Lee High School students, Trinity students and the selection of interns as Lee teachers.	2007-2008	Mentor teachers, University Liason, Interns, AP	Trinity Funds
1,3			x	Guidance			x	23A	CIP	Implement a comprehensive guidance program that allows counselors focus on their Houses.	All counselors will show a 10% increase in parent and staff contacts.	Monthly	Counselors, Instructional AP, Principal	\$0

BOARD GOALS (BGs)
 1- Challenge All Students
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**NORTH EAST INDEPENDENT SCHOOL DISTRICT
 CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
 2007-2008
 Robert E. Lee High School**

Equity and Excellence: Everybody Counts

"It is the nature of man to rise to greatness if greatness is expected of him." John Steinbeck

RESULTS: In preparing all students for college readiness, North East ISD schools will be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work towards a minimum of ten National Merit Semifinalists.

DISTRICT GOAL: Improve instruction for all students, including the sub-populations of Anglo, African-American, Hispanic, Asian & Economically Disadvantaged, Special Education, and English Language Learners by creating engaging activities, programs, tasks, assignments and opportunities that result in student learning.

EXPECTATIONS
[RIGOR - All students will have access to a challenging curriculum that engages students and reflects college readiness standards.](#)
 * [3 Tier Instructional Model](#)
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1,3	x			Guidance			x	23B	CIP	Designate a contact counselor in order to expedite communication between school and central office.	Monthly agenda of contact meeting will be provided to all counselors	Monthly	Counselors, Instructional AP, Principal	\$0
1,3		x		Guidance			x	23C	CIP	All counselors will notify students, teachers, and parents of the Texas Grant, Teach for Texas Grant Program, and the Texas Scholars Program.	Campus will show a 10% increase in student Eligible for the Texas Scholars program.	April/May 2008	Counselors, Instructional AP, Principal	\$0
1	x			Guidance			x	23D	CIP	Senior Counselor will coordinate with COSTEP to provide financial aid information to seniors and their parents.	Sign-in sheets will register 100% compliance.	August 2007-May 2008	Counselors	\$0
.2,3,4,			x	Guidance			x	23E	GSF	Each counselor will meet with individual students to make informal curriculum choices in order to prepare for success after high school.	Sign-in sheets will register 100% compliance.	August 2007-May 2008	Counselors, Instructional AP, Principal	\$0

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	Rigor	Relevance	Relationship	District Initiatives	E	M	H							
2,3,4,			x	Guidance			x	23F	GSF	Each counselor will hold junior conferences with students and parents to prepare for the senior year. Each student will be given a "What's Ahead" booklet.	All counselors will show a 10% increase in parent and staff contacts.	April / May 2008	Counselors	\$0
2,5			x	Guidance			x	23G	GSF	All Lee High School students and 8th graders in Lee cluster will receive information about the San Antonio Educational partnership scholarships and the Upward Bound Program with Trinity University.	Increase in attendance, grades and scholarship participation by 40%	Monthly	San Antonio Partnership Advisor, Counselors, Principal	\$0
3,5			x	Parental Involvement			x	24A	CIP	Business and Career Tech programs will provide employment opportunities in the community through co-op classes.	Number of students in classes.	2007-2008 school year	principal, teachers and counselors	
1			x	Lee Graduation Rate			X		GSF	Create an AVID Program that identifies students who are at-risk of failing. Students will be given learning strategies to help them be successful.	100% of these students will graduate on time	2007-2008 school year	Avid Counselor, Deans, C & I Administrator	
1	X	X	x	Stem Academy			X		CIP	Implementation of T-STEM as per grant	Meet expectation of Lee and T-STEM graduation requirements	2007-2008 school year	Principal, T-STEM director, Teachers	T-STEM staffing provided by district