

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

**NORTH EAST INDEPENDENT SCHOOL DISTRICT
 CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN**

2007-2008

Academy of Creative Education

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 focusing on sub-populations of Anglo, African-American, Hispanic, Asian & Economically Disadvantaged, Special Education, and English Language Learners by creating engaging activities, programs, tasks, assignments, assessments and opportunities that result in increased student learning.

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RIGOR - All students will have access to a challenging, TEKS focused curriculum that engages students and reflects college readiness standards.
 * 3 Tier Instructional Model
 * Content Reading and Writing Strategies
 * Vocabulary Development
 * Similarities and Differences
 * Interactive Teaching and Learning (i.e. THINK-INK-PAIR-SHARE)
 * Cues, Questions, and Advance Organizers
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
 * Assessment for learning strategies
 * Personal Graduations Plans (PGPs)
 * College / Career Readiness
RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.
 * Collegial Instructional Learning and Planning (i.e. professional learning communities)

STUDENT ENGAGEMENT STRATEGIES CODES
3TL - 3 Tier Levels of Instructional Intervention
CRW - Content Reading & Writing
V - Vocabulary Development
SD - Similarities and Differences
ITL - Interactive Teaching/Learning
Q - Cues, Questions, and Advance Organizers
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BGs	TARGET AREAS (Specific goals based on campus and students' needs)	ACTION STRATEGIES (Actions needed to accomplish target areas)	EVALUATION INDICATORS (How will progress be monitored? What feedback will determine progress?)	Student Engagement Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
1	Accelerated Education At Risk/Dropout Reduction	Academy teachers will furnish organizational support through mentoring other schools requesting guidance in setting up non-traditional or dropout reduction programs	100% of Academy teachers will make selected portions of the Academy's program available to visiting teachers from local, state, regional, and national levels	CLP	Scheduled Visit	Dr. Mary Jo McLaughlin and Teachers	SCE Funds \$1,000
1	Accelerated Education At Risk/Dropout Reduction	Academy teachers will present data on curriculum development and dropout reduction to peers at break-out, concurrent and carousel sessions during local, state, regional, and national conferences and workshops	100% of Academy teachers will be offered the opportunity to submit proposals for presentation at local, state, regional, and national dropout prevention conferences and workshops	CLP	Annually	Dr. Mary Jo McLaughlin and Teachers	SCE Funds \$7,500
3	Accelerated Education At Risk/Dropout Reduction	Academy's Year End Report will provide an overview of goals and accomplishments for the academic year and a mechanism for self-evaluation	100% of the Academy team will contribute information to the Year End Report	CLP	Annually	Dr. Mary Jo McLaughlin, Paulette Halvorson, Alan Sorensen, Teachers, and Support Staff	SCE Funds \$1,000

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1	Accelerated Education At Risk/Dropout Reduction	Academy staff development will include instructional technology in-service training that will be integrated into the Academy's curriculum	Informative walk-throughs; 100% of Academy teachers will utilize technology in their classrooms	CLP, 3TL, ITL	Daily	Teachers	SCE Funds \$5,000
1	Accelerated Education At Risk/Dropout Reduction	Use technology to provide Academy students with curriculum folders via a local area network, so that lessons are accessible throughout the Academy's campus, for accelerated and individualized instruction	100% of Academy students will have access to individualized curriculum, posted over the network structure	GSF, ITL, PGP	Daily to Weekly	Dr. Mary Jo McLaughlin and Teachers	SCE Funds \$3,000
3	Accelerated Education At Risk/Dropout Reduction	Academy's administrator and teacher websites will be updated to allow students and parents direct access to curriculum, scheduling information and multi-certifications	100% of Academy administrators and teachers will have an updated and comprehensive website	CLP, ITL, PGP	Weekly	Dr. Mary Jo McLaughlin and Teachers	SCE Funds \$500

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1	Accelerated Education At Risk/Dropout Reduction	Academy's curriculum content areas will be expanded and will include technology standards in both common and authentic assessments	100% of the Academy's English, social studies, science, and mathematics curriculum will have units which integrate technology into the content	CRW, 3TL, V	Extended School Year	Dr. Mary Jo McLaughlin and Teachers	SCE Funds \$5,500
1,3,5	Accelerated Education At Risk/Dropout Reduction	Academy's Year End Report will be available for academic, administrative and fiscal accountability and will serve as a tool to document, validate and promote the Academy's dropout reduction program	100% of the data presented in the Academy's Year End Report will be made available upon request	CLP	Annually	Dr. Mary Jo McLaughlin, Paulette Halvorson, Alan Sorensen, Teachers, and Support Staff	SCE Funds \$100

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3	Accelerated Education At Risk/Dropout Reduction	Academy's Advisory Corporate Council will serve as the Campus Improvement Committee and provide community support by promoting the Academy	100% of the minutes from the monthly Academy Advisory Corporate Council meetings will be available upon request	CLP	August through June	Dr. Mary Jo McLaughlin	SCE Funds \$1,800
3,5	Accelerated Education At Risk/Dropout Reduction	Academy's Advisory Corporate Council will provide financial and in-kind contributions to supplement the dropout reduction program	100% of the minutes from the Academy Advisory Corporate Council's Scholarship and Fund-Raising Committee meetings will be available upon request	CLP	August through June	Dr. Mary Jo McLaughlin	SCE Funds \$450
1,2,3,4	Accelerated Education At Risk/Dropout Reduction	Academy Advisory Corporate Council members will volunteer as mentors, tutors, advisors, and role models to assist at-risk students with meeting the requirements to successfully receive their diploma and graduate	100% of the Academy's Advisory Corporate Council members will sign-in/sign-out via the district's electronic system; the number of contact hours for each council member will be available upon request	CLP	August through June	Dr. Mary Jo McLaughlin	SCE Funds

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1,2,3	Accelerated Education At Risk/Dropout Reduction	Academy students will be eligible for scholarships and will be encouraged to stay in school, graduate and continue their post-secondary education	100% of Academy students will be given a scholarship presentation and application during their new student orientation	GSF, CCR	Every Six Weeks	Dr. Mary Jo McLaughlin and Teachers	SCE Funds \$200

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1,2	Accelerated Education At Risk/Dropout Reduction	Academy students will be provided with an extended academic year calendar to master state content and performance standards; the Academy will maintain an open entry/open exit policy to facilitate: (1) the maximum number of students possible, (2) acceleration of student's academic programs, (3) flexibility for students who are single heads of households and employed, (4) adaptability for students suffering from illness, (5) transition from a traditional to non-traditional high school, (6) intervention for students at-risk of dropping out; (7) individualized instruction, and (8) flexibility for parenting students	100% of Academy students enrolled will attend 20+ academic hours per week; 100% of Academy students will have access via an open entry/open exit policy	CLP, 3TL, ITL, AL, PGP	Monthly	Paulette Halvorson	SCE Funds

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2,3,4	Accelerated Education At Risk/Dropout Reduction	Academy students will receive appropriate social service referrals to/for: (1) the teen-parenting program, (2) the McKinney-Vento Homeless project, (3) counseling and/or psychological therapy, (4) dental and/or health insurance, (5) the food and clothing shelter, and (6) drug rehabilitation	100% of Academy applicants will be screened for and referred to the appropriate social service agencies as needed	CLP, GSF	Daily	Paulette Halvorson	SCE Funds
2,4	Accelerated Education At Risk/Dropout Reduction	Academy students and parents/guardians will be notified of the Texas Grant, Teach for Texas Grants Program and the Texas Scholars Program to assist in making informed curriculum choices and for adequate preparation in pursuing higher education admissions and financial aid	100% of Academy students and parents will receive information about the transition options to institutions and programs of higher learning	CLP, GSF, CCR	Annually	Dr. Mary Jo McLaughlin and Paulette Halvorson	SCE Funds

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1,2,4	Guidance	Implement a guidance plan that includes all four guidance components (1) guidance curriculum, (2) responsive services, (3) individual planning, and (4) system support	100% of Academy students will receive services in the four guidance components; 100% of Academy advisors will maintain individualized student plans on 100% of their advisees; 100% of Academy students will be referred to the Academy registrar for graduation check; 100% of Academy courses will be recorded on the individualized student plan and interfered in the Academy's campus database	GSF, PGP	Daily	Paulette Halvorson, Alan Sorensen, Sandie McClure, and Teachers	SCE Funds
3,4	Accelerated Education At Risk/Dropout Reduction	Create, organize and establish a community service calendar that facilitates student achievement of at least 6 hours of community service, allowing Academy students to develop civic responsibility and leadership	100% of Academy students will fulfill the six-hour community service requirement	GSF, PGP	Monthly	Renee Held and Teachers	SCE Funds \$500
3,4	Accelerated Education At Risk/Dropout Reduction	NESCA will be supported by maintaining an active Academy Student Council	100% of Academy students will be given the opportunity to become a member of the Student Council	ITL	Every Six Weeks	Juan Rodriguez and Teachers	SCE Funds \$550
3,4	Accelerated Education At Risk/Dropout Reduction	Student attendance at national youth leadership conferences will allow Academy students to develop civic leadership qualities	100% of Academy students will be eligible to attend youth leadership conferences	GSF, ITL	Annually	Paulette Halvorson, Sandie McClure, and Juan Rodriguez	SCE Funds \$15,000

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BGs	TARGET AREAS (Specific goals based on campus and students' needs)	ACTION STRATEGIES (Actions needed to accomplish target areas)	EVALUATION INDICATORS (How will progress be monitored? What feedback will determine progress?)	Student Engagement Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
1	Accelerated Education At Risk/Dropout Reduction	Academy teachers will attend and/or present at local, state, regional, and national conferences that focus on dropout reduction allowing Academy teachers to remain current and continue to develop the skills to implement best teaching practices	100% of the Academy teachers will be offered the opportunity to submit proposals for presentation at local, state, regional and national conferences and workshops	CLP	Quarterly	Dr. Mary Jo McLaughlin and Teachers	SCE Funds \$7,500
1	Accelerated Education At Risk/Dropout Reduction	Provide high quality professional development that will improve the Academy's teaching of at-risk students	100% of Academy teachers will be required to attend specialized in-service training	CLP	Ten Times Each Extended Calendar Year	Dr. Mary Jo McLaughlin	SCE Funds \$8,000
1,2	Accelerated Education At Risk/Dropout Reduction	Review the Academy's original mission statement so that philosophies and goals are aligned with personal beliefs	100% of the Academy's administrators, teachers and support staff will participate in the review and possible revision of the Academy's original mission statement	CLP	Annually	Dr. Mary Jo McLaughlin, Teachers and Support Staff	SCE Funds

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**NORTH EAST INDEPENDENT SCHOOL DISTRICT
 CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN**

2007-2008

Academy of Creative Education

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3TL - 3 Tier Levels of Instructional Intervention
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1,4	Accelerated Education At Risk/Dropout Reduction	Academy administrators, teachers and support staff will write a personal mission statement so that personal beliefs are aligned with the Academy's overall mission statement	100% of the Academy's administrators, teachers and support staff will complete a personal mission statement which supports and enhances the Academy's original mission statement	CLP	As Individual Accelerated Graduation Plans are Completed	Teachers	SCE Funds \$1,500
1,4	Accelerated Education At Risk/Dropout Reduction	Implementing the writing process 100% of Academy students will produce a personal testimonial prior to graduation, allowing students to develop a pattern of self-evaluation and plan for the future	100% of Academy graduates will address personal strengths, what they learned while at the Academy and what they must continue to learn through the writing of a testimonial	GSF, ITL, CLP, CCR, PGP, CRW	As Individual Accelerated Graduation Plans are Completed	Nancy Johnson, Jane Mansueto, Sandie McClure, and Teachers	SCE Funds \$1,000

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1,2	Accelerated Education At Risk/Dropout Reduction	Design and develop an extended academic calendar, allowing Academy students to master state content and performance standards in order to accelerate the completion of a high school diploma, and provide academic programs for second-year seniors and overage students	100% of Academy students will have the opportunity to attend classes for 205 instructional days; the extended year instructional calendar, is posted on the Academy's website	CLP	Annually	Dr. Mary Jo McLaughlin, Teachers and Support Staff	SCE Funds \$17,000
1	Accelerated Education At Risk/Dropout Reduction	Academy advisors will maintain individualized educational student plans, documenting course completions, assignment of new courses; students are referred to the Academy's registrar for graduation check; and track attendance, performance and behavior for student conference	100% of Academy advisors will maintain individualized student plans on 100% of their advisees; 100% of Academy students will be referred to the Academy registrar for graduation check out; 100% of Academy courses will be recorded on the individualized student plan and entered into the computer database; 100% of Academy students will confer with their Academy advisor to review their individual progress	GSF, 3TL, ITL, PGP, CCR	Daily	Alan Sorensen, Teachers and Registrar	SCE Funds

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1,2,3,4	Accelerated Education At Risk/Dropout Reduction	Review, refine and implement the Life-After-ACE program in order to assist in transition from high school	100% of Academy students will be invited and encouraged to participate in the Life-After-ACE program; the program will include tours to colleges, universities, military bases, and local business sites; business and community guest speaker presentations will be scheduled; and participation in service club networking will be offered	GSF, ITL, CCR, CLP	Monthly	Sandie McClure and the Academy Advisory Corporate Council	Career and Technology Funds / SCE Funds \$5,000
1,4	Accelerated Education At Risk/Dropout Reduction	Create, develop and implement curriculum units that recognize the connection between character development and success in the workplace	100% of Academy students will receive character instruction in the classroom during student assemblies and advisories	3TL, CRW, ITL, CCR	Daily	Dr. Mary Jo McLaughlin, Alan Sorensen and Paulette Halvorson	SCE Funds \$2,000

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1,2,4	Accelerated Education At Risk/Dropout Reduction	Attendance, Performance, and Behavior (APB) cards will be implemented in a manner that develops student responsibilities and ensures student success by tracking the following: (1) student attendance hours, (2) courses assignments, due dates and completions, (3) behavior expectations, (4) absences, (5) community service hours, (6) TAKS classes needed, (7) points earned for course completions, (8) progress accomplished, (9) course modifications, (10) progress, and (11) 40-point star recognition	100% of Academy students will be assigned an APB card customized for their individual needs	GSF, ITL, Q	Daily and Weekly Assessment of Student Progress	Paulette Halvorson and Teachers	SCE Funds \$600

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1,2,4	Accelerated Education At Risk/Dropout Reduction	Review, refine and implement updates to the Academy's new student orientation program including: (1) experience and transition, (2) attendance, (3) curriculum awareness and choices, (4) time management, (5) mission statements, (6) resumes, (7) learning style inventories, (8) computer usage, (9) dress code, (10) APB cards, (11) personal health, (12) safe and drug free school program, (13) graduation plans, (14) scholarship opportunities, (15) social interactions with peers, and (16) campus and district general policies and procedures	100% of Academy students will complete a personal mission statement, learning style inventory, job resume, and policies and procedures contract; 100% of Academy students will learn about transitioning from a traditional to a non-traditional setting, APB cards, curriculum choices, time management, computer usage, personal health, district's safe and drug free school program, scholarship opportunities, social interactions, dress code, and graduation options	CLP, GSF, ITL, Q, V, CRW, SD, AL, PGP, CCR	Monthly	Paulette Halvorson, Alan Sorensen and Teachers	SCE Funds \$1,800

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1,3	Accelerated Education At Risk/Dropout Reduction	Organize, coordinate and schedule two student-led graduations that include: (1) Academy students as host, hostess, greeters, ushers, and guest speakers, (2) Academy student scholarship awards, (3) Texas Scholar acknowledgements, and (4) student testimonials; graduations include the support and participation of the Academy's: (1) graduate candidates' families, (2) Academy faculty and staff, (3) Academy Advisory Corporate Council members, and (4) district administrative staff	100% of Academy graduate candidates will be invited to participate in graduation ceremonies; 100% of Academy graduate candidates' parents and families will be invited to attend the graduation ceremonies; 100% of Academy students will have the opportunity to audition for speaking, greeting and/or ushering parts of the graduation ceremony program	GSF, CRW, ITL	June and December	Dr. Mary Jo McLaughlin, Teachers and Support Staff	SCE Funds \$8,000

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1,2,4	Accelerated Education At Risk/Dropout Reduction	A flexible student schedule will be implemented to accommodate at-risk students' special needs in a manner that: (1) requires students to attend school a minimum of 20 hours per week, (2) requires students to select the best daily time frame for attending school, (3) promotes good attendance, (4) allows time for health related appointments, family emergencies or transportation problems, (5) provides the opportunity for employed students to attend school and continue to work, and (6) develops student choice and problem-solving skills	100% of Academy students will be involved in implementing an attendance schedule to fit their individual needs; student attendance will increase from 89.9 to 91%; 100 % of Academy teachers will maintain daily attendance records noting detailed information	GSF, CCR, PGP	Daily	Dr. Mary Jo McLaughlin, Teachers and Support Staff	SCE Funds

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1,2,4	Accelerated Education At Risk/Dropout Reduction	A plan will be implemented to develop student responsibility and ethics in a way that recognizes successful problem-solving, time management and decision-making skills	100% of Academy students will participate in the plan; the plan will include: (1) a weekly awards assembly which provides a venue for recognition of student successes, perfect attendance, presentation of 40-point star certificates, (2) announcement of all course completions, (3) awarding of points at the Attendance, Performance and Behavior card meetings, (4) providing a student-led conference with two teachers as a self-evaluation procedure for graduation, (5) meeting in small groups with advisory teachers to discuss issues relevant to student success, and (6) presentation of student of the week awards; 98% of students will earn their diploma and graduate from high school	GSF, PGP, SD, ITL	Weekly Meeting	Dr. Mary Jo McLaughlin, Paulette Halvorson, Alan Sorensen, and Teachers	SCE Funds \$3,000
1,5	Accelerated Education At Risk/Dropout Reduction	Academy teachers will be multi-certified in a manner that ensures the ability to offer a wide variety of courses	85% of Academy teachers will be multi-certified	CLP, ITL, 3TL	Annually	Dr. Mary Jo McLaughlin, Paulette Halvorson, Alan Sorensen, and Teachers	SCE Funds