

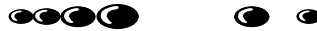
Farwell High School Campus Improvement Plan 2013- 2014

Farwell High School 2013-2014 Campus Improvement Plan was developed through a collaborative effort by the Administration and the SBDM committee.

Mission Statement

The mission of Farwell High School is to provide quality instruction to all students so they will develop into responsible, adaptable, contributing citizens with caring attitudes. Farwell High School is responsible for helping all students achieve their fullest potential since all students can learn.

With this in mind, an objective-based curriculum continuum is utilized at all levels. It will include the facility for ongoing evaluation and change in order to meet the evolving needs of students.



Campus Advisory Council

Administration

Brian Patterson

Parent

Todd Christan

Community Member

Johnny Vidaurri

Business

Tom Nichols

Faculty

Karen Schilling

Mary Southard

Holly Byrd

Bill Shelly

Farwell High School
Comprehensive Needs Assessment
2013 - 2014

The Campus Advisory Committee reviewed the following components of the Comprehensive Needs Assessment for the 2013-2014 school year.

- STARR EOC results and accountability status
- AEIS Report from 2010-2011
- AYP report
- SAT/ACT results
- RPTE results
- Comprehensive Curriculum Analysis by subject and grade
- Evaluation of all special programs
- Analysis of current policies
- Analysis of current Safe/Drug-Free School program
- Evaluation of At-Risk services
- Evaluation of current student transition strategies
- Evaluation of high school staff issues including staff development, recruitment, teacher qualification/certification and personnel needs.
- Assessment of Student needs including tutorials, study skills, scheduling, graduation requirements, leadership development, and incentive/recognition issues.
- Dropout rate
- Retention rate
- Attendance
- Accomplishments of 2012-2013 campus improvement plan
- IDEA and NCLB requirements related to IEP Team Decision Making for Students taking Alternate Assessments

As a result of reviewing this data, the committee identified the following target areas to be addressed:

- Attain Met Standards based on STARR EOC scores
- Students failing STARR EOC exams
- Improvement of STARR EOC scores with an emphasis on:
 - Math (Grades 9-11) with emphasis on sub groups: 1) Hispanic 2) Economically Disadvantaged
 - Science(Grades 10-11) with emphasis on sub groups: 1) Hispanic 2) Economically Disadvantaged
 - English/Language Arts (Grades 10-11) with emphasis on sub group: 1) Economically Disadvantaged
- 100% highly qualified teachers by 2013-2014 school year
- Improved SAT/ACT scores
- Improved academic performance of At-Risk students
- Improve LEP student instruction
- Increase parent involvement
- Offer AP courses

The committee categorized the targeted areas and then developed goals and strategies to address those areas. The result of the Comprehensive Needs Assessment is reflected in the 2013-2014 Campus Improvement Plan.

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student performance in order to achieve exemplary status and academic excellence.

Objective: Farwell High School will implement strategies to increase student learning in all academic fields and improve TAKS/STARR EOC scores in all core areas for all students.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.1: Provide STARR EOC Math Prep classes for 9 th -12 th grade at-risk, Hispanic, and economically-disadvantaged students who scored near or below 2014 STARR EOC standards	H.S. Principal Math Teachers	SCE Funds; \$25,094.72 Local Funds	2013-2014 school year	Progress reports; Report card grades; Mastery of Math & STARR EOC objectives Benchmark objective mastery tests	Math STARR EOC results
1.2 Provide a Science STARR EOC Prep class for 9 th -12 th grade at-risk, White, Hispanic, and economically disadvantaged students who did not pass the STARR EOC Science exam	H. S. Principal Science Teachers	Local Funds SCE Funds \$25,094.72	2013-2014 school year	Progress reports Report Cards Mastery of Science STARR EOC objectives Pass released STARR EOC Science tests	Science STARR EOC results

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student performance in order to achieve exemplary status and academic Excellence.

Objective: Farwell High School will implement strategies to increase student learning in all academic fields and improve STARR EOC scores in all core areas for all students.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.3: Provide Learning Labs for At-risk students, Hispanic, and economically disadvantaged students to receive additional instruction from classroom teachers during the regular school day	High School teachers H.S. Principal	SCE funding \$ 25,094.72	2013-2014 school year	6 weeks grades, progress reports increased attendance rate	decreased retention rates, failure rate, and a decrease in drop-outs, increased graduation rate
1.4: Offer English/Language Arts Academy for 11th and 12th grade students who performed at/below ELA STARR EOC range.	ELA Instructor H.S. Principal	SCE funding \$ 25,094.72	Fall semester - 2013	Progress Reports Report cards	STARR EOC results Higher Grades across the board

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student achievement in order to achieve exemplary status and academic Excellence.

Objective: Farwell High School will implement strategies to increase student learning in all academic fields and improve STARR EOC scores in all core areas for all students

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.5 Administer STARR Released tests, and STARR EOC benchmark exams to all STARR EOC testing students in all core areas	Math, Science, Social Studies, and ELA teachers	SCE funds \$25,904.72	Spring 2014	Mastering Released, Benchmark, and Practice tests Daily Lesson Plans	STARR EOC scores
1.6 STARR Science Academy for 11th grade students not passing STARR science test.	Science Teachers H.S. principal	SCE Funding \$25,904.72	July 2014	Successfully completion of Science Academy	Pass 11 th grade STARR test

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student performance in order to achieve exemplary status and academic excellence.

Objective: Farwell High School will implement strategies to increase student learning in all academic fields and improve STARR EOC scores in all core areas for all students.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.7 Administer STARR released tests, and STARR EOC benchmark exams to all STARR testing students in all core areas.	Core Teachers	STARR released tests, benchmark tests, and STARR practice test	November-December 2014	Mastering released, benchmark, and practice tests Daily Lesson Plans	STARR EOC results
1.8 Disaggregate 2013 STARR EOC scores by Core Curriculum Departments to identify target areas and formulate strategies to address those areas.	Campus Principals & All secondary staff in STARR EOC testing areas	AEISIT	Summer 2014	Identify target areas and implement strategies Daily Lesson Plans	STARR EOC results
1.9 Offer Learning Labs for all freshmen during the fall semester	All teachers with a learning lab.	SCE Funds \$25,094.72	Fall Semester 2014	Semester grades Progress reports Six week grades STARR EOC results	Increased academic performance in core subjects

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student achievement in order to achieve exemplary status and academic Excellence.

Objective: Farwell High School will implement strategies to increase student learning in all academic fields and improve STARR EOC scores in all core areas for all students

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.9 Provide individual tutoring for all at-risk students, Hispanic, and economically - disadvantaged students before and after school.	High School Teachers	Local Funds	As needed	Student sign-in sheet	Improved grades STARR EOC scores
1.10 Enhance teaching skills in the instruction of Reading, Writing, Math, Social Studies and Science through professional development training	H.S. Principal	ESC Region 16 Service Center	As Scheduled	STARR EOC results PDAS evaluations Daily Lesson Plans	STARR EOC Scores

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student performance in order to achieve exemplary status and academic excellence.

Objective: Farwell High School will implement strategies to improve student learning in all academic fields and improve STARR EOC scores in all core areas for all students.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.11: Vertical alignment of core curricular departments grades 6-12.	Campus Principal and all secondary staff in STARR EOC testing areas	Local funds	Summer 2014	Clearly defined scope and sequence in Math, ELA, S.S., and Science grades 6-12 Daily Lesson Plans	STARR EOC results
1.12 Integrate, reinforce, and review all Science STARR EOC objectives in all science classes	Science teachers	Local Funds	August 2013- April 2014	Daily Lesson Plans	STARR EOC scores

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student performance in order to achieve exemplary status and academic Excellence.

Objective: Farwell High School will implement strategies to improve student learning in all academic fields and Improve STARR EOC scores in all core areas for all students.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.13: Provide individual tutoring for all at-risk students, Hispanic, and economically - disadvantaged students before and after school	High School Teachers	Local Funds	As needed	Class rosters Sign-in sheet	Improved grades, higher STARR EOC scores
1.14 Integration of four core area TEKS/STARR EOC objectives across the curriculum as designated on individual teacher's Teacher Self- report Section 1	High School Teachers	Local Funds	September 2014	Reinforce identified objectives throughout 2013-2014 school year Teacher Self-report Section 1	STARR EOC scores
1.15 Provide graphing calculators for all math students to use in class and take home.	H.S. Principal Math Teachers	Local Funds TI-84	Completed last fall	Issue Graphing Calculators Math Grades	Math STARR EOC scores
1.16 ESL pullout & in-class instruction for LEP students using modifications set forth by LPAC.	ESL Teacher	ESL Funds \$ 3686.40	2013-2014 School Year	Teacher schedules, Improved RPTE scores, increased English fluency/comprehension	STARR EOC scores

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student performance in order to achieve exemplary status and Academic Excellence.

Objective: High School will implement Farwell strategies to increase number of students attending post-secondary Institutions and improve ACT scores (26) and SAT scores(1250)

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.17: Staff Development training to learn and implement instructional strategies and appropriate modifications for ESL students	High School Principal School Teachers	Region 16 ESC	August 2013 – May 2014	Teacher training certificates Improved RPTE scores, Advanced English Speakers /Exit ESL program	STARR EOC scores
1.18: Migrant Summer School for high school students. Continue a Quality Migrant Education Program that includes <ul style="list-style-type: none"> • Annual recruitment, verification, identification, and services. • Training in the 7 areas of focus. <ol style="list-style-type: none"> 1. Migrant services Coordination 2. Early childhood Education 3. New Generation System(NGS) 4. Parental Involvement Identification and Recruitment 5. Graduation Enhancement 6. Secondary Credit and Accrual 	Campus Principal Principal District Migrant Coordinator	State Funding \$ 10,300 Migrant Funds/Region 16 SSA	June 2014 September 2013 thru June2014	Test results Certificate of Eligibility Student id. And participation	Higher STARR EOC Scores Priority for Services and Unique Student Count Report thru ESC 16 Occupational Survey

1.19 Ensure updated training in G/T strategies for all high school teachers and include non-verbal IQ tests in native language for G/T training	H.S. Principal Coordinator H. S. Teachers	G/T	Local Funds	Summer 2014	Teacher Sign-In Sheets	ACT/SAT scores Post-secondary enrollment
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2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High School will increase student performance in order to achieve exemplary status and academic excellence.

Objective: Farwell High School will implement strategies to increase number of students attending post-secondary Institutions and improve ACT scores(26) and SAT scores(1250)

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
1.20 Utilize the services of College Talent Search, Texas Workforce Center, 1 st Generation Grants, G-Force Training, and local Go Centers to encourage post-secondary enrollment	H.S. Principal Counselor WTA&M University Texas Workforce Center	1 st Generation Grant TWF funding Financial Aid services H.S Library -Go Center	Texas Workforce - Every Wednesday throughout 2013-2014 school year College Talent Search - Every other Wednesday throughout 2013-2014 school year	Weekly Visits Student sign-In sheets	Post-secondary enrollment
1.21 Career Interest Inventory to all 8 th grade students and 8 th grade Orientation/Pre-enrollment	Counselor	Local Funds ACT Explorer - CII	April 2014	Administer CII 8 th Orientation Parent/Student sign-in sheet	Post secondary enrollment High School Graduation Plan

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal #1: Farwell High School will increase student performance in order to achieve exemplary status and academic Excellence.

Objective: Farwell High School will implement strategies to increase daily student attendance.

Improvement Strategy	Staff Responsible	Resources Allocated	Timeline	Formative Evaluation	Summative Evaluation
1.22 provide incentives for perfect attendance including: semester test exemption, perfect attendance awards	H.S. Principal H.S. Secretary	Local Funds	Each semester for test exemptions End of year for perfect attendance awards	Daily Attendance records	ADA Student performance
1.23 monitor student attendance through phone calls, personal contacts, and letters to students and their parents	H.S. Principal H.S. Secretary H.S. teachers Counselor	TEXIS system grades/attendance Attendance Committee Texas Education Code Student Handbook	Daily	Attendance Reports Sign-In/Sign-out sheets Parent Contacts Progress Reports/Report Cards	Increased Instructional time Academic performance

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal #1: Farwell High School will increase student performance in order to achieve exemplary status and Academic excellence.

Objective: Farwell High School will implement strategies to decrease the number of student dropouts.

Improvement strategy	Staff Responsible	Resources Allocated	Timeline	Formative Evaluation	Summative Evaluation
1.24 Utilize Credit Recovery Program through Student Success Center at Clovis Community College	H.S. Principal Director of SSC at CCC	Clovis Community College VAC program - Local businesses	2013 -2014 school year	CCC enrollment	100% graduation with high school diploma
1.25 Distribute STARR EOC Exam workbooks and offer summer school for Students who did not pass any part of the STARR EOC exams	High School Principal	SCE Funds \$25,094.72 STARR EOC Materials	TAKS/STARR EOC materials - May 2014 Summer Workshop June 2014	Distribute STARR EOC workbooks Student workshop enrollment	STARR EOC scores 100% graduation with high school diploma
1.26 Closely monitor student credits, class schedules, attendance, and grades to ensure successful completion of graduation requirements	H.S. Principal Counselor	Four year graduation plan, Academic counseling, Report cards, parent contacts, and student transcripts	Every six weeks each semester	Yearly transcript Updating, parent/student sign-in sheets	100% graduation with high school diploma
1.27 Personal Graduation Plan for all at-risk students with appropriate documentation each semester from designated teacher responsible for monitoring at-risk student	H.S. Principal Counselor Principal appointed H. S. Teachers	Local Funds PGP documentation forms	Each Semester	PGP documentation	100% graduation with high school diploma

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 1: Farwell High school will increase student performance in order to achieve Met standard and Academic excellence.

Objective: Farwell High school will implement strategies to decrease the number of student dropouts.

Improvement Strategy	Staff responsible	Resources Allocated	Timeline	Formative Evaluation	Summative Evaluation
1.28 Implement VAC Work program for Special Education students	Texas Workforce Sp.Ed Teacher	Texas Workforce Local Employers	2013-2014 school year Students work afternoons only	Employment of students 3-week student evaluations - Mrs. Schilling monthly student evaluations - TWF	100% graduation rate with high school diploma
1.29 Coordination and communication between regular Ed. teachers and Sp. Ed teachers in instructing Sp. Ed. students with IEP's	H.S. teachers Sp. Ed. teacher	ARD meetings	2013-2014 school year	ARD meeting attendance ARD minutes	Graduation of all Special Ed students
1.30 Provide homeless related services	Counselor	Local Funding	As needed	Counseling	100% graduation with high school diploma
1.31 Provide pregnancy related services	Counselor	Local Funding	As needed	Counseling	100% graduation rate with high school diploma
1.32 Provide Dyslexia related services	Dyslexia Coordinator	Local Funding	As needed	Referrals Screening	100% graduation rate with high school diploma

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 2: Farwell High School will provide a safe and healthy campus for all students

Objective: Farwell High School will provide a safe and orderly school environment for all students to learn and develop

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
2.1: Random Drug Testing for all H.S. students in extra-curr. activities	High School Principal	Local Funds	August 2013 – May 2014	Test results	Decrease in substance abuse
2.2: Red Ribbon Week to promote drug and alcohol abstinence including Drug Assembly and other drug awareness activities for 9-12 students	Counselor, school nurse, and campus principals	Local funds	Fall, 2013	Student participation, sign-up sheets, drug awareness activities	Student Surveys Reduction in substance abuse
2.3: Criminal background checks on all employees	Superintendent	Local ESC 16	July 2013	Reports	All employees will have clean records
2.4 Issue and review Student code of conduct at the beginning of the year assembly and enforce SCC throughout year	H.S. Principal	Local Funds Student Handbook TASB	Issue – August 2013 Enforce – 2013-2014 school year	Issue Handbook Discipline referrals	End of Year Discipline referrals
2.5: Annual recruitment, verification, id, and services to id. Students.	School principals School counselor	Migrant Funds	Ongoing	Referrals	NGS Reports ID & R Activity Reports PBMAS AEIS

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 2: Farwell High School will provide a safe and healthy school district for all students

Objective: Farwell High School will provide a safe and orderly school environment for all students to learn and develop

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
2.6: Provide staff development for addressing the needs of students for: suicide prevention, conflict resolution, violence prevention, and dropout reduction	Campus Principals School Counselor	Region XVI Service Center Counselor Parmer County. Coop	Spring 2014	Attendance records, Discipline reports, Session evaluations	Staff development records, Crisis Management Plan, Reduction in dropouts and discipline referrals
2.7 Training update for Farwell High School Emergency Activation Plan including: Tornado/fire lockdown emergency evacuation	H.S. Principal	H.S. Principal Local Fire Dept. Local Law Enforcement agencies School Nurse EMT	Training - August 2013 Bi-monthly Crisis/emergency drills	Staff attendance sheet Documented emergency drills	Proper protocol by all district employees in emergency situations
2.8: Continue to implement Crisis Intervention Plan including: Bullying Suicide prevention Violence prevention and Conflict resolution	H.S. Principal and Sp. Ed teachers, and district staff training in proper procedures for dealing with a crisis	Crisis Management team, PCSS, and all H.S. staff Counselor Parmer County. Coop	August 2013 – May 2014	Update training Documented counseling sessions	CIP booklet, proper intervention techniques by CMT during crisis

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 3: Farwell High School will continue to foster and improve parent/community relations with Farwell ISD

Objective: Farwell High School will promote meaningful parent and community involvement in the educational process of each student in order to reach his or her potential.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
3.1: provide bilingual staff at the high school campus to translate for Spanish speaking parents	Bilingual Staff members	Local	August 2013 – May 2014	Successful communication for each parent that visits the high school campus	Increased parent involvement
3.2: Provide interpreter for all ESL/Sp. Ed meetings	Bilingual Staff on each campus	Local	August 2013 – May 2014	Parent attendance, Interpreter available	Increased parental attendance and involvement in LPAC/Sp. Ed meetings/programs
3.3: Open House	High School staff	Local	Annually	Parent sign-in sheets	Increased parental involvement
3.4: Early release days to allow parents to pick up student's report card and visit with teachers concerning student needs.	High School staff	Local	Two per semester	Parent sign-in report card sheet, documented parent/teacher conferences	Increased parental involvement

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 3: Farwell High School will continue to foster and improve parent/community relations

Objective: Farwell High School will promote meaningful parent and community involvement in the educational process of each child in order to reach his or her potential.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
3.5: Issue student progress reports to communicate to parents their child's progress & areas of concern. Extend invitation to visit with the parent.	High School staff	Local	Every third week of each 6 weeks grading period	Parent notification, parent/teacher conferences, phone calls, etc	Increased parent participation and increase in student performance
3.6: Invite parents/community members to participate in school volunteer work, substituting, guest speaking, and serving on school committee's.	High School Principal	Local	August 2013 – May 2014	Participation logs	Increased parental/community involvement in needs assessment, decision making, instruction, and school promotion.
3.:7 Parent meetings to share info pertinent to their child's school activities and future education	School Counselor High School principal	Local	August 2013-May 2014	Parent Attendance Sign-In sheets	Increased parental involvement

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 3 Farwell High School will continue to foster and improve parent/community relations

Objective: Farwell High School will promote meaningful parent and community involvement in the educational process of each child in order to reach his or her potential.

Improvement Strategy	Staff Responsible	Resources Allocated	Timeline	Formative Evaluation	Summative Evaluation
3.8 Promote parent/community involvement through : Rotary Club Local Sororities Class Parents Banquets Junior/Senior Parent night. Parent Recognition Night – Football Transition Orientation Class Dinners Pep Rallies Personal Graduation Plan Stock Shows School Committees Parent/Teacher conferences Awards Assemblies Band/Athletics National Honor Society One Act Play/UII Literary ARDS/LPAC	H.S. Principal Counselor High School Staff	Local Businesses and Organizations	2013-2014 School year	Parent Sign-In sheet Business/Organization Participation documentation	Increased Parental/Community involvement

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 4: Provide Farwell High School students with a strong, progressive, and quality education by way of a highly qualified staff.
 Objective: Develop, maintain, and employ highly qualified administrators and teachers through needs- based professional development and recruitment strategies.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
4.1: Plan professional development activities based upon campus needs determined by AEIS reports, ever changing STARR EOC and special programs needs.	All staff members	SCE Local ESC-16 Federal Funding	Ongoing	Certificates of completion, Sign-in sheets	Increased student performance, higher STARR EOC scores in core areas, increased effectiveness of special programs, higher graduation rates
4.2: Contract with Region 16 ESC for staff development activities	All staff members	ESC-16	Ongoing	Paid contract, staff development certificates	Increased student performance STARR EOC/SDAA/TPRI scores
4.3: STARR EOC centered professional development activities	Reading, Writing/LA, Math, Science, and Social Studies teachers	TRSI, Esc-16,	ongoing	Staff development records	Improved STARR EOC scores

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 4: Provide Farwell High School students with a strong, progressive, and quality education by way of a highly qualified staff.

Objective: Develop, maintain, and employ highly qualified administrators and teachers through needs- based professional development and recruitment strategies.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
4.4: Staff development activities for identifying, intervention, assessing needs, planning, modifying, tutor/ remediate, and serving At-risk students	Campus principal All staff members	SCE ESC-16	ongoing	Staff development records and certificates	Increased student performance, fewer dropouts, improved STARR EOC scores, fewer student retentions, higher attendance and graduation rates
4.5: Attend CAP training and develop a plan for special education program that fulfills state requirements(IEP's, referrals, etc)	Campus principal Sp. Ed teacher Diagnostician	Region 16 ESC Parmer County Sp. Ed Coop	ongoing	Referral plan, certificates, sign-in sheets	Improved instruction, ARDS, Reduced DAS risk levels

2013-2014 Farwell High School Campus Improvement Plan

Long Range Goal # 4: Provide Farwell High School students with a strong, progressive, and quality education by way of a highly qualified staff.

Objective: Develop, maintain, and employ highly qualified administrators and teachers through needs- based professional development and recruitment strategies.

Improvement Strategy	Staff Responsible	Resources Allocated	Time line	Formative Evaluation	Summative Evaluation
4.6: Provide Technology applications activities	District Technology Coordinator – All staff	Local funds ESC-16	ongoing	Sign-in sheets	Current technology applications in the classroom, increased student technological proficiency
4.7: Keep classroom teachers updated on 6 hour G/T certification requirements	G/T Coordinator	Local funds	Summer 2014	6 hour update	All classroom teachers G/T certified
4.8: Teacher/Para-professional training for non- highly qualified teachers utilizing the ESC-16, local Universities, and local resources (tuition free)	H.S. Principal	Federal funds Local SBEC	Summer 2013 – May 2014	Completion certificates	Highly qualified teachers by 2013-2014
4.9 Recruitment and retention of highly qualified teachers including benefits	Superintendent H.S. Principal	Local funds	Ongoing	Teacher Evaluations SBEC	100% high qualified teachers

Farwell ISD (185-902) Highly Qualified Teacher Plan

Goal Summative Evaluation	All students will be taught by highly qualified teachers by the end of the 2013-2014 school year. Teacher contracts, teacher assignments, personnel files, staff development records				
Performance Objectives	<p>OBJ. 1 Increase the percentage of “Highly qualified” teachers in core teaching areas to 100% by the 2013-2014 school year.</p> <p>OBJ. 2 Increase the percentage of teachers receiving practical, appropriate, and quality professional development in all core content areas being taught.</p> <p>OBJ. 3. Ensure that all students, including low-income students and minority students, are taught by highly qualified teachers in all core areas.</p> <p>OBJ. 4. Assist non-highly qualified teachers in obtaining certification in timely manner.</p> <p>OBJ. 5 Ensure that all teachers in core academic subjects are highly qualified in at least one core academic subject they teach.</p> <p>OBJ. 6. Provide mentoring for all non-highly qualified teachers.</p> <p>OBJ. 7. Attract and retain highly qualified teachers.</p> <p>OBJ. 8. Ensure that all new paraprofessionals become highly qualified in a timely manner.</p>				
STRATEGY/ACTIVITY	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Timeline
OBJ. 1 – Require all non-highly qualified teachers to fulfill all required highly qualified criteria by the end of the 2013-2014 school year for contract renewal.	Non-certified Teacher	Campus Principals All Teachers	Title II, Local	SBEC documentation EXcET/TExES results, House	May 2014
OBJ. 2 – Make it a priority to hire only highly qualified teachers.	Highly qualified teachers seeking employment	Campus Principals	Local funds	Job applicants Resumes	Spring/Summer 2014
OBJ. 3- Provide all teachers with professional development opportunities that specifically target knowledge development, teaching strategies, and instructional ideas essential to becoming	All teachers	Superintendent Campus Principals Teachers	Title I and II funds Local Funds Local School District Region XVI Service Center	Workshop enrollment Certificates of Completion Application in classrooms	Current through 2013-2014 school year

highly qualified in all core areas taught.					
STRATEGY/ACTIVITY	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Timeline
OBJ. 4. – Implement class scheduling procedures that ensures all low-income and minority students are placed in the classrooms of highly qualified teachers.	Low income students Minority students Highly qualified teachers	All teachers Campus Secretaries Campus Principals	Local Resources	2013-2014 student class schedules Teacher Rosters	Summer 2014
OBJ. 5. – Provide non-highly qualified teachers with pre-paid advanced coursework opportunities, professional development resources, preparation materials for EXcET/TExES examinations and cost of exam fees.	Non-highly qualified personnel	Superintendent Campus Principals Non-certified personnel	Title II Funds Local Funds Local District Region XVI S. C Local College/University	Advanced course work enrollment Workshop Enrollment/certificates of completion Exam results	Current through 2014 school year
OBJ. 6. All teacher job assignments in core areas will be contingent upon highly qualified status.	All teachers	Campus Principals	Master Schedule	SBEC Certificates Personnel files	2013-2014 school year
OBJ. 7 – Each non-highly qualified teacher will have a highly qualified mentor teacher providing guidance and an ongoing support system to help the teacher achieve highly qualified status.	Non-highly qualified teachers Mentor teachers	Campus Principals Designated Mentor teachers	Highly qualified teachers	Weekly mentor/teacher meetings Classroom observations	2013-2014 school year
STRATEGY/ACTIVITY	Target	Person	Budget/Resource	Formative	Timeline

	Population	Responsible		Assessment	
OBJ. 8. – Aggressively pursue highly qualified teachers through job fairs, career expos, local universities, and word of mouth recruiting.	Highly qualified teacher applicants	Superintendent Campus Principals	Local/Regional universities ESC 16 Local and regional job fairs/expos.	Applications Interviews Job Fair/expo sign-in sheets	Current through summer 2014
OBJ. 9. – Provide both monetary and non-monetary incentives to highly qualified teachers for retention purposes.	All highly qualified teachers	Local Board of Trustees Superintendent Campus Principals	Local Funds	Contract Renewals	Spring 2014
OBJ. 10. - Require all paraprofessionals, both current and newly hired, to pass paraprofessional competency exam, complete a minimum two years of higher education coursework and attend paraprofessional training.	All paraprofessionals	Campus Principals	Title I & II Funds Local Funds Region XVI S.C.	Enrollment/completion Higher education courses Pass paraprofessional exam Certificate completion (paraprofessional training)	2013-2014

