

2013-2014

# Aubrey High School



## **Campus Improvement Plan**



# Aubrey's High School Site Based Decision-Making Team

**Name of School:** Aubrey High School  
**Address:** 510 Springhill  
Aubrey, Texas 76227  
**Phone:** 940-668-3900



## Section 1.01 Campus Improvement Team Members:

Jeff Mulkey, High School Principal  
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Susan Holloway  
Sharon Clemmer  
Tracy Chauncy  
Jennifer Martinez  
Jon Stringer  
Mark Damon

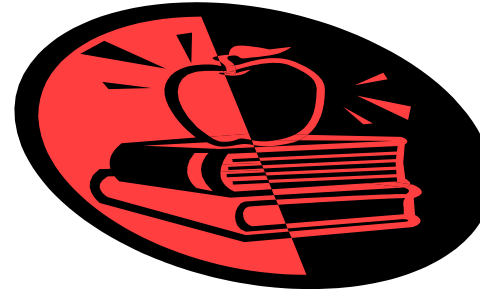
Tami Holliday  
Tracy Yarbrough, CATE  
Ron Chapman, Band  
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Tasha Bass, Math  
Jackie Crisp, Math  
Jeff Whitmire, CATE  
Edgar Jackson, Speech  
Brandee Gallagher, Spanish  
Suzanne Atcheson, English

Non-Teaching Professional  
Non-Teaching Professional  
Non-Teaching Professional  
Campus Paraprofessional  
Parent  
Parent  
Business Member  
Business Member  
Community Member  
Community Member  
Teacher/ Term Ends 2016  
Teacher/ Term Ends 2016  
Teacher/ Term Ends 2016  
Teacher/Term Ends 2015  
Teacher/Term Ends 2015  
Teacher/Term Ends 2015  
Teacher/Term Ends 2014  
Teacher/Term Ends 2014  
Teacher/Term Ends 2014

# *Part I:*

## *Our Profile*

### A. Executive Summary



#### (i) Introduction:

In this section of our school improvement plan an overview of student performance data, student and community demographic data, school characteristics, and stakeholder perspectives on the quality of education are provided.

##### 1. Student Performance Data

The student performance data collected for the Profile is summarized in Tables 1-3. State Measures for grades 9<sup>th</sup> -11<sup>th</sup>. Statewide assessments of student learning in science, social studies, reading, writing, and mathematics were initiated during the 2002-2003 academic year (See Table 1). The percentages of our students meeting the state standards in the spring of 2011 were as follows:

- 98% of the students passed Reading/ELA
- 97% of the students passed Mathematics
- 98% of the students passed Science
- 99% of the students passed Social Studies
- 85% of the students passed English 1 Reading EOC
- 91% of the students passed English 2 Reading EOC
- 97% of the students passed Algebra 1 EOC
- 95% of the students passed Geometry EOC



- 95% of the students passed Algebra 2
- 66% of the students passes English 1 Writing
- 63% of the student English 2 Writing
- 98% of the students passed Biology EOC
- 96% of the students passed Chemistry EOC
- 69% of the students passed W. History EOC
- 94% of the students passed W. Geography EOC

National Measures for grades 9<sup>th</sup> -12<sup>th</sup>. The national students performance data collected includes SAT and ACT scores. In 2012 the state mean for the SAT and ACT were 976 and 20.9, Aubrey High School mean scores were 1032 and 20.4.

## 2. Student and Community Demographic Data

- (a) The total enrollment of Aubrey HS is 533. This is up from 533 in the 2011-2012 school year.

The subpopulation breakdown is as follows:

79.7% White	1.4% Native American
15.0% Hispanic	1.6% LEP (Limited English Proficient)
2.8% African American	25.6% Economically Disadvantaged
0.4 % Asian	

- (b) The students of Aubrey ISD are residents of a rural community made up of the City of Aubrey with a population of 1731 and the City of Krugerville with a population of 1230. The community has a



minimum of service industry, small retail businesses, and agriculture. The largest single employer is the Aubrey Independent School District.

### 3. School Characteristics

Aubrey ISD is a public, rural district. It includes four campuses. The high school was built in 1998 and has an enrollment of 530. The middle school has an enrollment of 451. There are two elementary schools in AISD, Monaco with enrollment of 489 and Brockett with an enrollment of 487.

## **B. Needs Assessment**

- Table 1: Student Performance Data
- Table 2: Student Performance and Indicator Data
- Table 3: School Characteristic Data

Table 1: Student Performance Data

<b>Aubrey High School Student Performance Data</b>					
<b>School Year</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>
<b>(i) National Assessment</b>					
American College Test (ACT)					
Composite	22.3	21.7	22.1	21.6	21.6
Scholastic Aptitude Test (SAT)					
Combined	983	1007	1022	1032	1027
Percent Tested	64%	65%	64.9	65.6	65.6
<b>(ii) State Assessment</b>					
% meeting standards at Aubrey High School (TAKS)					
	<b>06-07</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>
<b>1) All Students</b>					
Reading/ELA	96	98	98	97	96
Social Studies	97	98	99	99	97
Mathematics	88	92	95	94	92
Science	90	98	94	97	95



(a) Table 2: Student Performance and Indicator Data

**Aubrey High School  
Student Performance and Indicator Data**

<b>School Year</b>	<b>06-07</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>
<b>(i) Performance Indicators</b>					
1) Completion Rate I					
% graduating	NA	92.2	92.9	98.0	98
2) Dropout Rate					
% dropping out	2.5	.8	6.1	1.0	1.0
3) Student Enrollment					
Total Number	351	397	4420	460	513
Attendance	96.2	95.7	95.9	94.9	NA
4) Student Ethnic Background					
(%)					
African American	.9	1.5	2.8	2.3	2.5
Caucasian	86.3	82.9	82.9	79.9	78.0
Hispanic	11.7	14.4	1.4	15.4	16.6
Other	. 1.1	1.3	0.2	.4	3.6





<b>School Year</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>
Student-Family Characteristics (%)					
Low Income	20.3	20.3	22.5	24.2	25.6
LEP	2.5	2.6	2.3	1.8	1.6
Mobility	NA	13.9	14.9	12.5	13.1

(c.) Table 3: School Characteristic Data

<b>Aubrey High School School Characteristic Data</b>					
<b>School Year</b>	<b>07-08</b>	<b>08-09</b>	<b>09-10</b>	<b>10-11</b>	<b>11-12</b>
<b>School Characteristics</b>					
<b>(i) Racial Background</b>					
1) Teachers/Administrators					
% Caucasian	90.7	91	90.9	88.3	86
% Minority	9.3	9	9.1	11.7	14
<b>(ii) Gender</b>					
1) Teachers/Administrators					
% Female	46.9	77.1	45.8	51.4	54.7
% Male	53.1	22.9	53.2	48.6	45.3
<b>(iii) Other Characteristics</b>					
Avg. Years Experience	8.9	10.2	11.5	9.6	10.9
<b>(iv) Operating Expenditures per Pupil</b>					
School Average	\$7382	\$7823	\$7417	\$7572	\$7475
Campus Group Average	\$6324	\$6736	\$7587	\$7370	\$7176

Part II:

## *Beliefs, Mission, & Motto*

### **Overview: Narrative Description of the Process of Defining the School's Beliefs and Mission**

Aubrey High School began the task of designing its beliefs and mission in the spring of 1999. After developing our beliefs the Site Based Decision-Making Team (SBDM) members distributed several suggested mission statements to teachers, administrators, support staff, and representatives of the community for review and selection. After analyzing the results, beliefs, a mission statement and the motto that best represented our view was developed. On the following pages we have included the statement of our beliefs, missions, and motto.



## *Our Beliefs*

(b) It is the belief of Aubrey High School that:

- ◆ Students' learning is the chief priority for the school.
- ◆ Students learn best when they are actively involved in the learning process.
- ◆ Teacher, administrators, parents, and the community share the responsibility for advancing the school's mission.
- ◆ Students learn to make appropriate decisions given a supportive and challenging learning environment.
- ◆ A safe and physically comfortable environment promotes student learning.



# ***Our Mission Statement***

Aubrey High School focuses students learning on the necessary skills, attitudes, and values for lifelong achievement, learning, and leaders.

## ***Our Motto***

“Building tomorrow’s leaders, today!”

## **Goals of Aubrey High School**

Goal 1: All students will maintain high standards and commitment to excellence in academic performance.

Goal 2: All members of the school community will be partners in the ongoing enhancement of the educational organization.

Goal 3: A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.

Goal 4: A school climate will be provided that is safe, orderly, and well-maintained.



## **Performance Objectives of Aubrey ISD**

### **Goal 1**

Objective 1: All student populations will achieve 90% mastery on all STAAR tests.

Objective 2: 65% of all eligible students will take ACT/SAT and score at or above state criteria.

Objective 3: All student populations will maintain 96.5 % attendance.

Objective 4: Dropout rate will be 0% for all student populations and completion rate will be at or above 95%.



### **Goal 2**

Objective 1: Develop and utilize a variety of strategies that are capable of reaching 100% of targeted parents and community members regarding student achievement, meetings, and training sessions.

Objective 2: Provide training to AISD parents and teachers.

Objective 3: Explore and expand school/community partnerships.

### **Goal 3**

Objective 1: All curriculums will be aligned to state content and performance standards.

Objective 2: 100% of staff will be trained to implement the guidelines of the Special Education process.

Objective.3: All student populations will be provided career awareness opportunities.

### **Goal 4**

Objective 1: All personnel will be provided staff development in identified areas.

Objective 2: AISD will update the Emergency Operations Plan.

Objective 3: Maintain a structured environment the enhances instruction

Objective 4: AISD will provide behavior management support systems for students.

Objective 5: AISD will provide a balanced budget using Education Job Funds.



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**Part III**  
***Campus Improvement Plan***

## Aubrey High School Campus Improvement Plan 2013-2014

<b>Campus Goal 1:</b>	All students will maintain high standards and commitment to excellence in academic performance.						
<b>Performance Objective 1:</b>	All student populations will achieve 90% mastery on all STAAR tests.						
<b>Summative Evaluation:</b>	STAAR Results						
<b>Action(s) Implementations</b>	<b>Needs Assess</b>	<b>Special Population</b>	<b>Person(s) Responsible</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documentation</b>
1. Give Texas resource unit test in ELA ,Math, Science, and Social Studies	TAKS EOC		Principal Teachers	Sept. '13- May '14	Texas Resource Local Funds (\$20,000)	Checked every 9 weeks	Reports through DMAC
2. Target Hispanic and Economically Disadvantaged and At-risk students with instructional strategies, peer support groups and one-on-one tutoring.	TAKS EOC	His. Eco.	Principal ESL Teacher	Aug. '13 – Apr. '14	Tutor Practice Materials	Checked every 3 weeks	Reports through DMAC Teacher Grades
3. Utilize Study Island, Carnegie Learning and A+ to meet the needs of struggling students in core academics..	TAKS EOC	ECO AR HIS	Principal Teachers	Oct. '13 – May '14	SCE Funds (\$9,500) Tutor Program	Progress Reports; Benchmark assessments	Benchmark results; Screening/ Assessments



## Aubrey High School Campus Improvement Plan 2013-2014

<b>Campus Goal 1:</b>	All students will maintain high standards and commitment to excellence in academic performance.						
<b>Performance Objective 1: (cont.)</b>	All student populations will achieve 90% mastery on all STAAR tests.						
<b>Summative Evaluation:</b>	STAAR Results						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
4. Provide extended learning opportunities for students not mastering curriculum:  Extended Day, tutorials during the day, Accelerated Classes, Summer School	TAKS EOC	ESL, Eco, His, AR Mig SE	Principal Counselor Teachers	Aug. '13 - July '14	Title I Funds (\$45,000) Local Funds (\$70,000) Paraprofessionals & Teachers SCE Funds (\$207,069) SCE FTEs (3.10) High School Allotment Funds (\$27,000) Title III Funds (\$9,732)	Failure reports (6 wks); Benchmark assessments;	Master schedule; Tutoring Schedules, STAAR Results Benchmark results
5. Continue to early identify students in need of assistance and continue intervention strategy.	Data Checks	Eco, His, AR,	Principal Teachers	Nov. '13	Title I Funds (\$30,000) Local Funds (\$10,000)	Benchmarks, Nov.11-Jan 12 TPRI Jan 12	STAAR Results TPRI May '13 Schedules of Tutoring

## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 1:		All students will maintain high standards and commitment to excellence in academic performance.					
Performance Objective 1: (cont.)		All student populations will achieve 90% mastery on all STAAR tests.					
Summative Evaluation:		STAAR Results					
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
6. Provide intensive instructional support to identified at-risk students. <ul style="list-style-type: none"> <li>• Math Tutor</li> <li>• Science Tutor</li> <li>• ELA Tutor</li> <li>• Social Studies</li> <li>• At Risk Instructor</li> </ul>	TAKS TPRI SST	AR ESL	Principal	Jan. '14	SCE Funds (\$85,489) SCE FTE's (3.73) Local Funds (\$25,000)	AEIS data Retention rates Discipline reports	Campus report card, grade distribution reports, discipline records, master schedule
7. Provide opportunities for extended professional development.	Discipline Records Grades		Staff Development Director Principal Asst. Principal	July. '13– Jan. '14	Title II monies (\$37,209)	Observations – 5 per teacher	Completion Certificates

## Aubrey High School Campus Improvement Plan 2013-2014

<b>Campus Goal 1:</b>	All students will maintain high standards and commitment to excellence in academic performance.						
<b>Performance Objective 2:</b>	65% of all eligible students will take ACT/SAT and score at or above state criteria.						
<b>Summative Evaluation:</b>	AEIS Report and Student Transcripts						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Monitor the number of student eligible to enroll in Dual Credit classes and the number of students that receive college Advanced Technical Credit	AEIS	GT	H.S. Counselor, Teachers	June '13 – Feb. '14	NCTC administration	End of Semester Reports; Student grade reports; Class schedule report	Concurrent credit report; Student schedules and transcripts
2. Improve percent of students achieving commended scores on STAAR(End of Course)	AEIS	GT His Eco	Principal	Oct. '13 – May '14	Differentiated Curriculum Cscope	Benchmark Scores	AEIS Reports
3. Incorporate SAT/ACT practice problems within the curriculum, utilize Study Island	AEIS Surveys	GT His Eco	Teachers Principal	Aug '13- May '14	Study Island	Class grades	Lesson Plans

## Aubrey High School Campus Improvement Plan 2013-2014

<b>Campus Goal 1:</b>	All students will maintain high standards and commitment to excellence in academic performance.						
<b>Performance Objective 3:</b>	All student populations will maintain 96.5 % attendance.						
<b>Summative Evaluation:</b>	AEIS Report						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Track student attendance and refer excessive absences to court system.	Attend. Records	AR	Principal Attendance Clerk SRO	Aug. '12 – May '13	PEIMS Clerk County Program	Attendance Reports; Referral Letters	Referral Records Report
2. Send information home to parents about attendance requirements for optimum learning along with health improvement strategies.	Attend. Records	AR	Principal Nurse	2 <sup>nd</sup> 3 <sup>rd</sup> 5 <sup>th</sup>	Information on attendance and health prevention	Reports sent out every 6 weeks.	Copy of the reports sent out.
3. Create an incentive program along with intervention strategies to improve attendance. Improve methods to increase attendance rates, including but not limited to phone calls to parents, and rewards for good attendance.	Attend. Records	AR	Principal	Aug. '13 – May '14	Incentives	Six week attendance report	Attendance Records



## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 1:	All students will maintain high standards and commitment to excellence in academic performance.						
Performance Objective 4:	Dropout rate will be 0% for all student populations and completion rate will be at or above 95%.						
Summative Evaluation:	AEIS Report – Dropout Records/Completion Rate						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Counsel and provide documentation for students who are failing.	Failure Records	AR	Principal Counselor Teachers	Sept. '13 – May '14	Failure List; Counselors Principals Teachers	Failure List	Schedule of Appt./Conf.
2. Conference with parents of students who are in danger of being retained or losing credit.	Failure Records	AR	Principal	Nov. '13– March '14	Teachers Counselors	Failure List	Schedule of Appt./Conf.
3. Offer alternatives to dropping out of school such as the Linda Tutt Learning Center (AEA), Credit Recovery and AHS Choice Program	Failure Records	AR	H.S. Principal	Aug. '13 – May '14	Teachers/Principal Summer School; Credit By Exam; Choice Program Local Funds (\$26,000) A+ Curriculum	Withdrawal Records	PEIMS Report
4. All HS students will meet with the principal/ assist. Principal/ counselor before withdrawing from school to drop out.	Failure Records AEIS	AR	Attendance Clerk	Aug. 13' - May '14	Principal Assistant Principal Counselor	Withdrawal Records w/ signature of conference	Appointments Logs
5. Create incentives for students to graduate on recommended or Distinguished diploma plans	AEIS	All Students	Principal Counselor Asst. Principal	Aug 13 – May 14	Parking Fund	AEIS	PEIMS

## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 2:	All members of the school community will be partners in the ongoing enhancement of the educational organization.						
Performance Objective 1:	Develop and utilize a variety of strategies that are capable of reaching 100% of targeted parents and community members regarding student achievement, meetings, and training sessions.						
Summative Evaluation:	Surveys from parents and community and sign in sheets.						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Conduct parent meetings at each campus to explain student eligibility and services provided by special programs including Special Ed., 504, GT, Dyslexia, ESL, At-Risk, Speech, CATE and Migrant.	TEA	SE GT ESL Mig AR	Principal	Oct. '13	Special Programs Teachers	Session evaluations Report to DEIC	Calendar agenda
2. Continued use of parent email data base to distribute important information	Parent Survey		Principal Teacher Tech. Dept.	Ongoing	Email addresses Technology	Emails sent	Report on email sent out
3. Use the campus website, Rank One, Naviance and other social media to disseminate all important information pertaining to the high school	Parent Survey		Staff	Aug. '13 – Aug '14	Information from campuses	On-line Survey	Survey Results



## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 2:	All members of the school community will be partners in the ongoing enhancement of the educational organization.						
Performance Objective 1: (cont)	Develop and utilize a variety of strategies that are capable of reaching 100% of targeted parents and community members regarding student achievement, meetings, and training sessions.						
Summative Evaluation:	Surveys from parents and community and sign in sheets.						
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
4. Horizontal and vertical team meetings	Failure List	AR ESL ECO	Principal Counselor Teachers	May '14	Wednesday Time	Failure List Sept. '12	Agenda/Sign-In Sheet

## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 2:		All members of the school community will be partners in the ongoing enhancement of the educational organization.					
Performance Objective 3:		Explore and expand school/community partnerships.					
Summative Evaluation:		Annual Parent and Community Evaluation Results, Annual Staff Survey/Interviews					
Action(s) Implementations	Needs Assess	Special Population	Person(s) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide parent, community, and businesses the opportunity for involvement in academic programs such as:  a. Career presentations b. Visits to local businesses c. Fund Raising d. Work Based Learning e. Aubrey Education Foundation f. Booster Clubs	Parent Survey		Principal	Aug. '13 - May '14	Parent and Community leaders	Student evaluations	Lesson plans; Schedules; Logs of volunteers
2. Continue parent committee to plan school dances	Parent Survey	AR	Principal	Aug. '13 – May '14	Parental Involvement Training.	Parent involvement survey	Survey results
3. Have at least one site based decision making meeting per semester.	Site Base Records		Principal	Aug. '13 – May '14 Once per semester	Location for meeting and invitations. Snacks for meetings	100% of campuses had one meeting each semester.	Sign in sheets for meetings and agendas.



## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 1:	All curriculums will be aligned to state content and performance standards.						
Summative Evaluation:	STAAR Results, Retention Records, AEIS data						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide teachers time to disaggregate data on student performance in order to refine instruction and insure instruction is data driven	TAKS STAAR	AR HIS AA	Principal	Aug. '13- May '14	Teacher Training DMAC	Teacher Surveys/ Interviews; PDAS	Lesson Plans; Sample Lesson Professional Development Records Inventory
2. Teachers will incorporate critical thinking skills through content application	STAAR		Principal	Aug. '13 -May '14	Curriculum	STAAR Results	Lesson Plans Grade book
3. Continue to incorporate Study Island and Carnegie Learning into the core curriculum	STAAR		Principal	Aug. '13 -May '14	Software Hardware	Teacher Suveys	Log in data

## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 1: (cont.)	All curriculums will be aligned to state content and performance standards.						
Summative Evaluation:	STAAR Results, Retention Records, AEIS data						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
4. Integrate more technology into the classroom	Star Chart		Principals Teachers Tech Director	Aug. '13; Dec. '13; May '14	Teachers ESC tests / courses	Tests Passed on Tech. requirements	ESC Records
5. Provide speakers from a diverse field of careers	TEA		Principals Teachers	Aug. '13 through May '14	Carl Perkins funds (\$14,435) CATE (\$374,118)	Student surveys and/or interviews; Teacher interviews	Principal observation records; Lesson Plans
6. Encourage student participation at the Advanced Technology Center in Denton ISD.			Counselor	Aug.'13 through May '14	Website and course selection meetings.	Increase in student participation	Increased Enrollment at ATC.
7. Expansion of Fine Art and foreign language course offerings			Principal Counselor Teachers	Aug.'13 through May '14		Student course selection	



## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 2:	100% of staff will be trained to implement the guidelines of Special Ed. Process.						
Summative Evaluation:	AEIS, STAAR Results						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Provide in district and out of district staff development training: <ul style="list-style-type: none"> <li>a. Student Support Teams.</li> <li>b. STAAR-A requirements.</li> <li>c. ARD Training.</li> </ul>	TEA	SE AR	Principal Staff Dev. Dir.	Aug. '13 Dec. '14	Sanger Coop ESC XI Training Local (6,000)	Session evaluations; Twelve-week review of academic records for SST's.	Student records Wednesday Staff Development Calendar

## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 3:	A well-balanced curriculum will be taught to engage all students in completing a program of study which will be challenging and prepare them for a career path.						
Performance Objective 3:	All student populations will be provided career awareness opportunities.						
Summative Evaluation:	Student and parent surveys; Longitudinal study of graduate information; AEIS reports						
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
Provide opportunity for individual meetings with students and parents to create a graduation plan based on the student's career goals	TEA		Counselor Principal Assist. Principal	Feb. '14	TEA Information	Session evaluations; Parent, Teacher, and Student Interviews	AEIS; College acceptance records; Financial aid requests; Counselor records

## Aubrey High School Campus Improvement Plan 2013-2014

<b>Campus Goal 4:</b>		A school climate will be provided that is safe, orderly, and well-maintained.					
<b>Performance Objective 1:</b>		All personnel will be provided staff development in identified areas.					
<b>Summative Evaluation:</b>		Staff Development Evaluation; AEIS Data					
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Explore strategies for student and personnel motivation. <ul style="list-style-type: none"> <li>a. Include designated team time.</li> <li>b. Develop time for peer to peer observation.</li> <li>c. Recognize staff efforts</li> </ul>	Teacher Surveys	AR	Principals Director of Special Programs	Aug '13 through May '14	Incentives for students and teachers (Local \$15,000)	90% of teachers report a positive climate on all campuses, student survey	Teacher survey results, student survey results

## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 4:		A school climate will be provided that is safe, orderly, and well-maintained.					
Performance Objective 2:		AHS the emergency operations plan.					
Summative Evaluation:		Revised EOP will be approved by the school board.					
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Conduct drills and implement improved emergency operation procedures			Principal Asst. Principal	Nov '13– May '14	Current Plan		EOP Log
2. Utilize drug detecting canines to in order to maintain a drug free environment			Asst. Principals	Sept '13- May '14	Interquest Canine	Interquest Reports	PIEMS Report

## Aubrey High School Campus Improvement Plan 2013-2014

Campus Goal 4:		A school climate will be provided that is safe, orderly, and well-maintained.					
Performance Objective 3:		Maintain a structured environment the enhances instruction					
Summative Evaluation:		Date Violence Report to School Board					
Action(s) Implementations	Needs Assess	Special Population	Person(2) Responsible	Timeline Start/End	Resources Human/Material/Fiscal	Formative Evaluation	Documentation
1. Continue use of Extended Classroom Opportunities to deter student tardies and dress code violations.	TEA	AR	Principal Teachers Asst. Principals	Nov. '13- May 14	Discipline referrals	Decrease in violations	TxEIS
2. Conduct routine inspections of facilities and classrooms	TEA	AR	Principals Counselor	Jan. '14 – Feb. '14	American Bar Association materials, healthyteendating.org Materials.	Schedule of activities	Written evaluation of activities

## Aubrey High School Campus Improvement Plan 2013-2014

<b>Campus Goal 4:</b>	A school climate will be provided that is safe, orderly, and well-maintained.						
<b>Performance Objective 4:</b>	AISD will provide behavior management support systems for students.						
<b>Summative Evaluation:</b>	Teacher survey report to school board.						
<b>Action(s) Implementations</b>	<b>Needs Assess</b>	<b>Special Population</b>	<b>Person(2) Responsible</b>	<b>Timeline Start/End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Documentation</b>
1. Implement an incentive program for positive behavior.	Discipline Records	AR	Principals	Aug. '13 through May '14	Materials for presentations	SRO works with teachers and counselors to plan lessons	Attendance Sheets



1) Appendices:

- a) Appendix A: State Compensatory Education & FTE's
- b) Staff Development Program



**Appendix A: State Compensatory Education & FTE's  
High School State Compensatory Education Monies for 2013-2014 School Year**

Employee Name	Job	FTE	Acct Amt
Atcheson, Suzanne	Tutoring/ELA/SS	0.125	5951.25
Bass, Natasha	Tutoring Math	0.125	5312.50
Cabrales, Marissa	Tutoring Math	0.125	6220.00
Dooley, Dawn	Tutoring ELA	0.125	6011.25
Hulsey, Ellyn	Tutoring Science	0.125	5156.25
Lortz, Gregory	Tutoring Math	0.125	5552.50
Medina, Jesus	Tutoring Science	0.125	5156.25
Simpson, Jennifer	Tutoring ELA	0.125	5402.50
Wintrich, Kelly	956 – Credit Recovery 1		43,220.00
<b>Total HS</b>		<b>2.13</b>	<b>93447.50</b>

<b>Date</b>	<b>Topic</b>	<b>Attendees</b>	<b>Facilitator(s)</b>	<b>Location</b>
9/11/2013	Horizontal Teaming: Grade Level Meetings  Technology: Library Databases	Brockett/Monaco: Collaborative Grade Level Meetings  EBLC: Teaming  MS: Grade Level Meetings  HS: Library Database	Principals, Counselors, Admin  Karen Wright  Principals, Counselors, Admin  Jennifer Hazen, Library Director	Brockett ES  EB Learning Center  MS Campus  HS Campus
9/18/2013	Campus Safety: General campus safety procedures including crisis management plan, drills, evacuations, responsibilities.	All Campus Staff	Campus Crisis Management Representative	Campus
9/25/2013	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
10/02/2013	Faculty Meetings	All Campus Staff	Principals: By Campus	Campus
10/09/2013	Horizontal Teaming: Grade Level Meetings  Technology: Library Databases	Brockett/Monaco: Collaborative Grade Level Meetings  EBLC: Teaming  HS: Grade Level Meetings  MS: Library Database	Principals, Counselors, Admin  Karen Wright  Principals, Counselors, Admin  Jennifer Hazen, Library Director	Monaco ES  EB Learning Center  AHS  MS Campus
10/16/2013	Internet and Social Media Awareness Training	All District Staff	TBA	TBA
10/23/2013	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
10/30/2013	Parent Conferences	Parent Conferences	Parent Conferences	Parent Conferences
11/6/2013	Employment Discrimination (including sexual harassment) as required by Texas Labor Code Section 20.010.  Technology: Library Databases	New Staff and Anyone Not Trained in the 2012-13 school year. This training is required upon hiring and every other year following.  All Brockett/EBLC Staff	Online Course from Texas Association of Public Schools (TAPS)  Jenifer Hazen, Library Director	Online course (information TBA; completion by end of day).  Brockett Campus
11/13/2013	Horizontal Teaming: Grade Level Meetings	Brockett/Monaco: Collaborative Grade Level Meetings	Principals, Counselors, Admin	Brockett ES



		EBLC: Teaming MS: Grade Level Meetings HS: Grade Level Meetings	Karen Wright Principals, Counselors, Admin Principals, Counselors, Admin	EB Learning Center MS Campus HS Campus
11/20/2013	Faculty Meetings/Thanksgiving Celebration	All Campus Staff	Principals: By Campus	Campus
12/04/2013	Recognizing Signs of Abuse/Reporting  Technology: Library Databases	New Staff and Anyone Not Trained in the 2012-13 school year. This training is required upon hiring and every other year following.  All Monaco Staff	Online Course from Texas Association of Public Schools (TAPS)  Jennifer Hazen, Library Director	Online course (information TBA; completion by end of day).  Monaco Campus
12/11/2013	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
12/18/2013	Faculty Meetings/Christmas Holiday Celebration	All Campus Staff	Principals: By Campus	Campus
1/8/2014	Professional Learning Communities (PLC)	All Teachers: PLC Vertical Teams	PLC Facilitators, Principals, Counselors, Admin	PLC Team Rooms
1/15/2014	Data Disaggregation and set up tutoring.	All Campus Staff	Principals: By Campus	Campus
1/22/2014	Data Disaggregation and set up tutoring.	All Campus Staff	Principals: By Campus	Campus
1/29/2014	Tutoring Begins	Tutoring Begins	Tutoring Begins	Tutoring Begins

\*\* All plans are subject to change.  
\*\*\*May Professional Development TBD