

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield I.S.D. will encourage **community/parent involvement** in all areas of education to foster a strong and lasting partnership.

CAMPUS GOAL: O.H.S. will promote community/parent involvement by developing innovative forms of positive communication which will include: newspaper articles, television appearances, district website, a proactive Site Based Decision Making (SBDM) Committee, Booster Clubs, Parent Teacher Organizations, and parent volunteers.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Increase communication and involvement throughout the campus and community.	A. Emphasis will be placed on compiling a team of dedicated teachers and community members for our SBDM.	Principal, Asst. Principal, Dept. Leaders, & Teachers		2009-2010	SBDM Committee will meet once a six-weeks to discuss campus plan, curriculum needs, and staff development plans.	Evaluate every semester the productivity of the SBDM committee and the progress made by its members.
	B. SBDM will have value by including input from all departments and programs within our campus.	Principal, Asst. Principal, Dept. Leaders, Teachers, & Counselor		2009-2010	Elected members will be expected to attend 80% of the campus meetings.	Review SBDM Committee minutes and attendance records.
	C. Continue to use media liaison position to disseminate school related information to the media and district website coordinator.	Principal, Asst. Principal, Dept. Leaders, Teachers, & Counselor		2009-2010	The Media Liaison/Elective Representative will develop a plan to disseminate information enhance communication with local media and district personnel.	Meet with Media Liaison bi-weekly to discuss campus activities.
	D. Increase Booster Clubs/Parent Organizations enrollment by meeting frequently with those organizations and create an email system to communicate regularly with key members representing those programs.	Principal, Asst. Principal, Teachers, and Program Sponsors and Directors		2009-2010	The principal and other district personnel will communicate with email and by regular meetings with key members of support organizations.	Meet with key members of support programs each semester.

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**CAMPUS GOAL:** O.H.S. will develop interactive programs for all members of the educational community. Programs mentioned will include: innovative open houses, parent education seminars, and multiple programs and performances by all campus level organizations throughout the school year.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Develop several, one each semester, parent programs to showcase student achievements and create an environment of community support.	A. Utilize campus committees to help develop parent and community programs	Principal, Asst. Principal, Dept. Leaders, Teachers, and Sponsors.	Activity account	2009-2010	Parents and community will view our campus as a place of learning and encouragement.	Review activities and programs at semester with SBDM and Dept. Leaders.
	B. Encourage campus organizations to coordinate programs throughout the school year.	Principal, Asst. Principal, Sponsors, and Coordinators.	Activity account	2009-2010	More programs and activities to keep community and parents involved.	Meet with campus organizations to discuss program effectiveness and develop strategies for the future.
	C. Place emphasis on current community programs and enhance their effectiveness.	Principal, Asst. Principal, Sponsors, and Coordinators.	Activity account	2009-2010	Improve parent attendance and community support for current programs.	After each campus event or program debrief with key players and discuss improvements.
	D. Prepare two college awareness and financial aid student/parent nights. (one per semester)	Principal, Asst. Principal, Counselor, and Senior teachers.	Budget line item	2009-2010	Improve college readiness and awareness for students and parents.	Review attendance and review student/parent survey after each event.

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DISTRICT GOAL: Orangefield I.S.D. will encourage **community/parent involvement** in all areas of education to foster a strong and lasting partnership.

CAMPUS GOAL: O.H.S. will collaborate with local business/stakeholders to provide support for educational programs that will provide quality workers and productive citizens for the future.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Develop relationships with local business entities to encourage support in areas of Career and Technical Education (CTE).	A. Continue to support the School to Work Program for students interested in Pipefitting.	Principal, CTE Director, CTE Teachers	Agricultural Supply budget, business support for equipment	2009-2010	Our campus will send at least 8 students to participate in the School to Work Program.	Monitor program by conducting mid year review and plan field trip to introduce students to the Pipefitting work environment.
	B. Provide opportunity for students in CTE courses to get articulated credit aligned with local colleges and universities.	Principal, CTE Director, CTE Teachers	Career and Technical budget, SETX Tech Prep Grant	2009-2010	Complete CATEMA enrollment, Tech Prep determination of coherent sequence.	Utilize the fall PEIMS snapshot date to evaluate the Full Time Equivalents (FTE's) and Tech Prep enrollment.
	C. Improve local support for our Supervised Agriculture Experience (SAE) by fundraising and program meetings.	Principal, CTE Director, CTE Teachers	Agricultural Supply budget, fundraising, business donations	2009-2010	Schedule events at Jewel Cormier Park to increase interest and meet with key stakeholders to improve facilities.	Planning committee will develop goals for the Jewel Cormier Park Project.
	D. Create CTE Decision Making Committee to develop long term goals and prioritize budgetary needs.	Principal, CTE Director, CTE Teachers	Career and Technical Budget	2009-2010	Meet once each semester and develop an agenda to focus on benefiting the program.	More campus and community involvement in decision making in our CTE programming.

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield I.S.D. will implement a productive, quality, research based **staff development** plan for its faculty and staff.

CAMPUS GOAL: O.H.S. will continue to provide contemporary staff development programs that encourage increased use of technology in the classroom by teachers and students.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Continue to implement the SmartBoard program into math, science, and history courses. Focus on interdisciplinary studies to reach other departments.	A. Provide training for all new teachers on use of the SmartBoards. Continue support training for all teachers.	Principal, Assist. Principal, Dept. Leaders, Curriculum Director	Teacher travel budget	2009-2010	Administrators will monitor complete needs assessments for staff development including input and decision from SBDM Committee.	Monitor feedback from Department Leadership meetings and SBDM Committee meetings and make changes as needed.
	B. Require at least one fifteen minute PDAS walkthrough evaluation where teachers and students use SmartBoards.	Principal, Assist. Principal, Dept. Leaders, Curriculum Director, Teachers		Spring 2009-2010 school year	Administrators monitor student success during walkthrough evaluations and guide teachers in the development of quality lesson plans.	Scheduled PDAS walkthrough evaluations.
	C. Students will participate in at least one technology related project or classroom assignment during the school year in each of the core subjects including CTE.	Principal, Assist. Principal, Dept. Leaders, Curriculum Director, Teachers	Budget line item, if teachers need materials to complete projects.	Spring of 2009-2010 school year	During evaluations and community wide involvement activities observe the amount of technology utilized.	Observe students activities and use teacher evaluations to monitor progress.

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield I.S.D. will implement a productive, quality, research based **staff development** plan for its faculty and staff.

CAMPUS GOAL: O.H.S. will implement throughout the school year a Positive Behavioral Support program that will improve the productivity and achievement of teachers and students.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Develop a Positive Behavioral Support (BPS) program that will be implemented throughout the school year to guide administrators and teachers in managing student behavior.	A. Utilize Department Leader meetings to develop strategies that will meet the needs of our campus and student body.	Principal, Assist. Principal, Counselor, & Teachers	Budget line item, for staff development and continuing education for teachers	2009-2010	Administration, faculty, and staff will model appropriate behavior and encourage positive student behavior.	Create program evaluation to analyze the effectiveness of the PBS program
	B. Provide data driven researched based feedback to teachers and students that help make our campus safe and successful.	Principal, , Asst. Principal, Counselor & Teachers	Budget line item, awards and recognition	2009-2010 Every six weeks	Reward and recognize consistently individuals to contribute to campus safety and a positive learning environment.	Use PEIMS disciplinary data before and after progress of program.
	C. Reduce disciplinary referrals for behavior that can be addressed through parent/guardians communication or another form of intervention.	Principal, , Asst. Principal, Counselor & Teachers	Budget line item	2009-2010 Every six weeks	Increased contact with parent/guardians by letter or other forms of communication.	Review PEIMS disciplinary data each semester to modify program needs.
	D. Provide training for students and staff development for teachers on practical proactive strategies to prevent inappropriate behaviors.	Principal, , Asst. Principal, Counselor & Teachers	Teacher Travel budget	2009-2010	Consistently discuss PBS program at staff meetings, SBDM Committees, and Department Leadership meetings to monitor effectiveness.	Implement staff development surveys to evaluate effectiveness and provide opportunity for feedback in campus meetings.

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield I.S.D. will implement a productive, quality, research based **staff development** plan for its faculty and staff.

CAMPUS GOAL: O.H.S. will utilize the current “Curriculum Day” format to promote the formation of Professional Learning Communities for the consistent production of quality written, assessed, and instructed curriculum.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
<p>“Curriculum Day” program will emphasize increased focus on the instruction aspect of curriculum to provide teachers and their students with the highest quality education.</p>	<p>A. Teachers will utilize our current technology programs (United Streaming, SmartBoards, and our library databases) to incorporate into lessons and improve student participation.</p>	<p>Curriculum Director, Principal, , Asst. Principal, Counselor &amp; Teachers</p>	<p>Staff Development related budget line item</p>	<p>Fall and Spring 2009-2010</p>	<p>Incorporation of technology programs into scope/sequence and lesson plans.</p>	<p>Review PDAS evaluations and make observations throughout the school year.</p>
	<p>B. Teachers will create a curriculum binder for their teaching field that will provide guidance and support their teaching strategies.</p>	<p>Curriculum Director, Principal, , Asst. Principal, Counselor &amp; Teachers</p>	<p>Staff Development related budget line item</p>	<p>Fall and Spring 2009-2010</p>	<p>A completed Curriculum Binder at the end of the school year.</p>	<p>Each course will have a Curriculum Binder at the end of the year to use as a reference and provide a written curriculum.</p>
	<p>C. Administrators, the librarian, teachers, and other qualified individuals will present on a regular basis, best practice strategies and provide research based data to help promote critical thinking and the sharing of ideas among professionals.</p>	<p>Curriculum Director, Principal, , Asst. Principal, Counselor &amp; Teachers</p>	<p>Staff Development related budget line item</p>	<p>Fall and Spring 2009-2010</p>	<p>Each Curriculum Week schedule demonstration by a member of educational community.</p>	<p>Observe and get feedback from teachers and Curriculum Day participates about speakers and presenters.</p>
	<p>D. Teachers will update their six weeks tests (benchmarks) as needed and provide data to administration on student performance.</p>	<p>Curriculum Director, Principal, , Asst. Principal, Counselor &amp; Teachers</p>	<p>Staff Development related budget line item</p>	<p>Fall and Spring 2009-2010</p>	<p>Each Curriculum Day teachers will provide to administration their assessment results.</p>	<p>Review test data and passing percentages to evaluate benchmark assessments.</p>

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

**DISTRICT GOAL:** Orangefield I.S.D. will incorporate a **technology integration** plan that will augment the productivity in all key facets of the educational community.

**CAMPUS GOAL:** O.H.S. will develop with all stakeholders a comprehensive plan to increase teacher proficiency in technological areas which include: student grading program, student attendance, presentation software, interactive lessons from internet, and the implementation of Smart Board hardware and software.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Increase teacher proficiency in technology by providing quality time and training to enhance teacher performance and student achievement.	A. Utilize RSCCC gradebook program to provide efficient student data for review and dispersal.	Principal, Asst. Principal, Registrar, Technology Instructors	Budget line item.	2009-2010	Productive use of RSCCC software to meet our campus needs.	Review software issues consistently and meet the needs of faculty throughout the school year.
	B. Promote technology use in the classroom by using Microsoft software, library databases, interactive technology lessons, and SmartBoards.	Principal, Asst. Principal, Dept. Leaders, and Teachers		2009-2010	PDAS evaluation will require one technology lesson for the 2009-2010 school year.	All students will complete at least one technology project in each of the core classes.
	C. Increase teacher participation in researched based computer education practices to enhance student projects and assignments.	Curriculum Director, Principal, Assistant Principal, Counselor,		2009-2010	Provide practical staff development and opportunity for quality time to research and practice computer skills.	Review Staff Development plan at each SBDM Committee meeting to ascertain effectiveness of the plan.

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**DISTRICT GOAL:** Orangefield I.S.D. will incorporate a **technology integration** plan that will augment the productivity in all key facets of the educational community.

**CAMPUS GOAL:** O.H.S. will provide for students courses and projects within the current curriculum that will advance their computing skills in three specific areas: presentation software, computerized/internet research skills, and use of higher level multimedia (music, video, and voice integration) in classroom assignments.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Increase student proficiency in their computer skills as it relates to presentation software, research skills, and higher level multimedia.	A. Students at all grade levels will produce multiple technology related projects.	Principal Asst. Principal, Dept. Leaders, Teachers	Budget line item	2009-2010	Each student will create and present a project using some form of multimedia technology.	During teacher evaluations, administration will observe student projects and activities.
	B. CTE courses will provide a foundation for the skills needed to create projects throughout the school year.	Principal Asst. Principal, CTE Director, CTE Teachers	Career and Technical budget, Tech Prep Grant, Perkins Grant	2009-2010	CTE curriculum will enhance student technology skills for project completion.	Evaluate student performance in CTE courses each six weeks to determine success and understanding.
	C. Students who take BCIS I will pass efficiency test by a 95% passing rate.	Principal Asst. Principal, CTE Director, CTE Teachers	Career and Technical budget, Tech Prep Grant, Perkins Grant	Spring 2009-2010	Students are successful in the basic computer skills needed for high school graduation.	Review passing percentages at the end of the year and compare to previous years success.

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DISTRICT GOAL: Orangefield I.S.D. will incorporate a **technology integration** plan that will augment the productivity in all key facets of the educational community.

CAMPUS GOAL: O.H.S. SBDM Committee will meet each semester to discuss current technology budgetary needs for the current school year and plan future staff developments focused on technology integration throughout the campus.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
O.H.S. SBDM Committee will meet each semester to discuss technology budgetary needs and plan future staff developments incorporating technology in the classroom.	A. Review budget allotments in reference to technology to insure needs are being met.	Principal, Assistant Principal, SBDM Committee	Budget line item	1 <sup>st</sup> and 2 <sup>nd</sup> Semester 2009-2010	Allot budget funds to meet the curriculum needs of high school campus	Review budget allotments for accuracy and appropriations.
	B. Review district staff development and campus alignment.	Principal, Assistant Principal, SBDM Committee		1 <sup>st</sup> and 2 <sup>nd</sup> Semester 2009-2010	Confirm alignment and make adjustments where necessary	District and campus staff development alignment.
	C. SBDM Committee will help develop staff development as it relates to district technology and implementation.	Principal, Assistant Principal, SBDM Committee		1 <sup>st</sup> and 2 <sup>nd</sup> Semester 2009-2010	Adoption of staff development for the 2010-2011 school year.	Creation of staff development for 2010-2011 school year.

**ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

DISTRICT GOAL: Orangefield I.S.D. will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. will reward or recognize students, faculty, and staff for good attendance, unique achievements, and academic accolades to foster an attitude of support and well being among campus membership.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Recognize students, faculty, and staff for achievements throughout the school year.	A. Develop a plan to recognize all members of the learning community for achievements.	Principal, Asst. Principal, Department Leaders, Student Organizations and sponsors		2009-2010	Plan developed for recognizing learning community member's achievements.	Plan meets the needs of our campus and its members.
	B. Involve students in the recognition of their peers for academic achievement.	Principal, Asst. Principal, Department Leaders, Student Organizations and sponsors		2009-2010	Students create ways to recognize peers for their achievements to build unity.	Obtain feedback from students on the method and delivery of recognition.
	C. Utilize campus level groups to address the drop out rates for our campus.	Principal, Asst. Principal, Department Leaders, Student Organizations and sponsors		2009-2010	Creation of panel and develop goals to reach At-Risk students.	Compare drop out rates from previous years to current year.
	D. Continue to recognize perfect TAKS scores at board meetings to encourage increased student performance.	Principal, Asst. Principal, and Counselor		2009-2010	Recognize at the November board meetings.	Increase in student success on TAKS annually.

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DISTRICT GOAL: Orangefield I.S.D. will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. will develop a collaborative plan to address attendance issues.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Develop a comprehensive plan to address below expectation campus attendance.	A. Create an attendance reward for faculty, students, and staff (with emphasis on increasing student attendance).	Principal, Asst. Principal, Department Leaders, Student Organizations and sponsors	Campus activity account, Student activity account	2009-2010	Overall, campus student attendance will be 96%.	Feedback from campus level departments and organizations with input from SBDM.
	B. Utilize risk diversion officers to help deter absenteeism by visiting students at home when absent.	Principal, Asst. Principal, Department Leaders, Teachers, Attendance Officer, and officers	Budget line item.	2009-2010	Absenteeism decreases do to the more proactive approach.	Review overall success of program with officers and get necessary feedback for future use.
	C. Create a reward day at the end of each six weeks for students who have one absence or less.	Principal, Asst. Principal, Department Leaders, Student Organizations and sponsors	Activity account	2009-2010	Student attendance will increase by each classification.	Obtain feedback from faculty and staff.
	B. Continue to use local magistrate to help hold parents and students accountable for their absenteeism.	Principal, Asst. Principal, Attendance officer		2009-2010	Parents and students who fail to follow attendance policy will be fined.	Compare rates of absenteeism with visits to the court.
	C. Utilize local Attendance Officer in managing campus attendance issues.	Principal, Asst. Principal, Attendance Officer	Budget line item, Alert Now phone system	2009-2010	Foster behavior change in parents/students who view school attendance as unimportant.	Increase in student attendance percentage 9-12. (Goal 96%)

**ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

DISTRICT GOAL: Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. will continue to use a comprehensive character education program.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Continued use of comprehensive character education program that enhances campus morale and student performance within our campus and society.	A. Collaborate with key members of the learning community to improve our character education program.	Principal, Assistant Principal, Counselor, Department Leaders, Teachers, SBDM, Student organizations	Budget line item, student activity account	2009-2010	Comprehensive plan in place and used bi-weekly throughout the school year.	Evaluate at the end of school year by teacher and student survey.
	B. Review supplemental materials to enhance current character education program.	Principal, Assistant Principal, Counselor, Department Leaders, Teachers, SBDM, Student organizations	Budget line item, student activity account	2009-2010	Supplemental materials reviewed by members of the learning community.	Dovetail supplemental materials into current character education program.

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DISTRICT GOAL: Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. will help to provide and maintain a safe and orderly facility for all students.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
A safe and orderly environment will be maintained at all times.	A. Develop rules for campus safety.	Principal, Asst. Principal, School Nurse, and Staff	Budget line item	Fall of 2008	Student behaviors will reflect an understanding of school safety	Evaluate incidents of staff and students
	B. Clean problem areas regularly	Principal, Director of Support Services, All Personnel and Students	Budget line item	Check daily	Check areas daily and report concerns or problems immediately	Periodic checks by building administrators; building cleanliness will be maintained
	C. Develop and implement campus Discipline Management Plan and Code of Conduct.	Principal, Asst. Principal, Staff		Fall of 2008 and review regularly	Campus rules will be posted and implemented in all classrooms	Year end review of student behavior; evaluation of referrals
	D. Arrange for regular safety checks of campus and buildings.	Principal, Asst. Principal, Staff, and Director of Support Services		Daily basis	Areas will be checked by all personnel and address to appropriate personnel	Record of safety checks, maintenance requests, emergency drills
Crisis team will receive annual training updates related to campus/district safety procedures.	A. Crisis Management Team will meet as necessary to discuss campus concerns and review current plans.	Principal, Special Programs Director, Asst. Principal, Counselor & Staff	Budget line item	Refresher training required annually, Handle with Care	Restraint will only be used in emergency situations.	Compare the number of discipline referrals and uses of restraint from 2008-2009 school year to 2009-2010

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DISTRICT GOAL: Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. will prepare and train all campus personnel in campus emergency procedures.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
All campus personnel will know the procedures to use in the event of an emergency.	A. Schedule fire and present campus safety procedures.	Principal, Director of Support Services , Assist. Principal, & Staff		Monthly 2009-2010	Assistant Principal conducts fire drills and reviews records of fire safety presentation for all students. Safety drills will be scheduled to familiarize staff and students with procedures.	Discuss effectiveness of drills and safety procedures during staff meetings and Crisis Management Team Meetings
	B. Perform at least one lock down and inclement weather drill per semester.	Principal, Director of Support Services , Assist. Principal, & Staff		Monthly 2009-2010	All campus members will follow and understand the importance of practice of safety drills.	Meet with Crisis Management Team to debrief level of performance of drills and safety procedures.
	C. All campus personnel will wear and display picture ID badges.	Principal, Assist. Principal, & Staff	Budget line item.	2009-2010	Employees will understand the importance of wearing badges and wear badges consistently.	Discuss the overall use of ID badges with personnel.

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DISTRICT GOAL: Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. will set expectations for safety drills and procedures that will be performed on a consistent basis.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Implement classroom expectations and perform drills on a regular basis.	A. Develop classroom expectations for respect and safety.	Principal, Director of Support Services , Assist. Principal, & Staff		Fall 2009	All classrooms will have expectations posted; teachers will reinforce daily.	Administrators will observe that classroom expectations are met and campus expectations are posted throughout the facility.
	B. Consistently perform drills and reinforce appropriate behavior in all areas of the campus.	Principal, Director of Support Services , Assist. Principal, & Staff		2009-2010	Drills will be recorded and evaluated by Crisis Management Team	Crisis Management Team will review previous drills and expectations and modify any drills and discuss emergency plan changes.

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DISTRICT GOAL: Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. will begin celebrating faculty and staff birthdays each month to promote collegiality and support for one another.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Celebrate faculty and staff birthdays once a month to improve campus morale and unity.	A. Provide teachers and staff with a cake or gift for their birthday monthly.	Principal, Asst. Principal, Department Leaders	Campus activity fund	2009-2010	Campus morale increased by teacher recognition.	Feedback from faculty and staff via end of year survey.

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DISTRICT GOAL: Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

CAMPUS GOAL: O.H.S. campus faculty, staff, and students will collaborate to create a motto/theme for the 2009-2010 school year that will promote an attitude of teamwork and unity.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Continue use of motto/theme from the 2007-08 school year to promote teamwork and unity.	A. Collaborate with members of the campus learning community to use our current theme/motto.	Principal, Assistant Principal, Department Leaders, Organization sponsors, and student representatives		2009-2010	Use theme/motto during announcements, mailings, and website.	Review the effectiveness of the theme/motto and make any changes necessary for the 2009-2010 school year.

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**DISTRICT GOAL:** Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

**CAMPUS GOAL:** O.H.S. will help the district further develop a teacher mentor program that will ensure quality teacher performance and retention.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
All novice and new teachers to the campus will be involved a mentor program with specific program goals to enhance campus productivity and student achievement.	A. New and novice teachers assigned a mentor teacher in their teaching field.	Curriculum Director, Principal, Assistant Principal, Mentor Teachers		2009-2010	Mentor and new/novice teacher will collaborate throughout the school year.	Determine through feedback, observation, and evaluations if the mentor program met the program goals.
	B. Team with Lamar State College Orange ACE mentor program to help retain teachers.	Curriculum Director, Principal, Assistant Principal, Mentor Teachers		2009-2010	The mentor program will meet the needs of our new and novice teachers.	Meet with college representatives and mentors to determine effectiveness of the program and review teacher retention rates.
	C. Continue locally designed district mentor program to meet the needs of new and novice teachers.	Curriculum Director, Principal, Assistant Principal, Mentor Teachers		2009-2010	Mentor program will help to enhance and retain highly qualified teachers.	Obtain feedback through program surveys at the end of the school year.

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**DISTRICT GOAL:** Orangefield ISD will implement strategies to promote **positive climate and a nurturing culture** for all members of the learning community.

**CAMPUS GOAL:** O.H.S. will provide the best quality education to students placed in the Disciplinary Alternative Education Program (DAEP) and comply with the standards of operations according to the state government.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Continue to implement a comprehensive plan to meet the needs of students placed in DAEP.	A. Monitor incidence of special groups/sub groups and overrepresentation in our DAEP program.	Principal, Assistant Principal, Special Programs Director, Teachers		2009-2010	Incidence, if any, overrepresentation of special groups or sub groups will decrease.	Determine through review of DAEP placements data that no special group/sub groups are overrepresented in our program.
	B. Evaluate attendance rates, drop out rates, graduation rates, and recidivism rates as it pertains to the DAEP program.	Principal, Assistant Principal, Teachers, SBDM Committee		2009-2010	Rates in DAEP will reflect the same rates on the main campus.	Review data as it relates to the specific rates and determine in goal is met.
	C. Provide pre and post assessments to all students who are assigned to DAEP.	Principal, Assistant Principal, Counselor, DAEP instructor		2009-2010	Tests are administered and students improve in all tested areas.	Test data will be reviewed and decisions will be made concerning the effectiveness of the testing program.

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DISTRICT GOAL: Orangefield ISD will place emphasis on developing **quality leadership** throughout the learning community.

CAMPUS GOAL: O.H.S. will provide leaders and potential leaders opportunities to excel in our Site Based Decision Making Committee, campus organizations, teacher presentations, and encourage all members to use their specific talents for the betterment of the campus as a whole.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Develop future teacher leaders and campus leaders by giving those individuals' opportunities to get involved in campus programs.	A. Observe potential leaders and utilize mentor teacher input to help provide a platform for individuals to excel and become productive campus team members.	Principal, Counselor, Teachers		2009-2010	More involvement from members of the learning community.	Campus leaders developed through this process to meet the needs of our district in the future.
	B. Provide teachers and teacher leaders with information and opportunity to continue their education by completing a post graduate degree program.	Principal, Superintendent, and Curriculum Director		2009-2010	Several teachers from campus pursue post graduate degree.	Ascertain the number of faculty members in pursuit or plan to pursue a post graduate degree.

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will continue to develop an **aligned curriculum**.

CAMPUS GOAL: O.H.S. will develop strategies' to increase TAKS scores in all subjects and reduce the number of students not meeting standard in the Economically Disadvantaged and Special Education subgroups/categories to become an exemplary campus.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Campus faculty and staff will collaborate to meet the needs of our students in Economically Disadvantaged and Special Education subgroups/categories.  Utilize TAKS data to meet the objectives for each tested subject and grade to increase first time achievement on TAKS tests.	A. Utilize campus level groups to develop strategies to bridge the gaps in learning in subgroups.	Principal, Asst. Principal, Teachers	Budget line item	2009-2010	Review At Risk Student list and create programs and tutorial sessions to improve student performance.	Analyze data and review program goals and objectives.
	B. Utilize the Response to Intervention (RTI) program to meet the needs of our students with potential learning disabilities.	Principal, Asst. Principal, Teachers	Budget line item	2009-2010	Meet regularly with Special Education Dept. to discuss methods and intervention techniques to reach struggling students.	Provide survey to teachers for feedback to meet the needs of students.
	A. Use TAP program to review objectives and student performance on TAKS test.	Principal, Asst. Principal, Counselor, Teachers	Region V CO-OP	2009-2010	Instructors will create a plan of action to meet the needs of students in their classes based off TAP data.	Review teacher lesson plans and TAKS goals.
	B. Continue to use six weeks testing format to introduce students TAKS based questioning and analysis.	Principal, Asst. Principal, Counselor, Teachers	Budget line item	2009-2010	Increase in student performance of six weeks testing as TAKS test nears.	Compile testing data each six weeks to meet the needs of students testing success.
	C. Provide TAKS tutorial sessions throughout the school year before each test administration.	Principal, Asst. Principal, Counselor, Teachers	Stipends for Extended Day	2009-2010	95% attendance in tutorial sessions when offered.	Review tutorial attendance records and methods used to encourage student involvement in program.

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will continue to develop an **aligned curriculum**.

CAMPUS GOAL: O.H.S. will continue our existing Curriculum Day concept by adding Career and Technical teachers to the design.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Include Career and Technical instructors in the Curriculum Day program to encourage interdisciplinary studies.	A. CTE instructors will enhance productivity in the area of technology.	Curriculum Director, Principal, Asst. Principal, CT instructors, Department Leaders	Budget line item for Substitute Teachers	2009-2010	Increased use of technology in classroom and student lessons to improve higher order thinking skills for TAKS purposes.	Observe technology use by walkthroughs and evaluations and TAKS results.

### ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will continue to develop an **aligned curriculum**.

CAMPUS GOAL: O.H.S. will promote more interdisciplinary studies among the departments with a specific spotlight on teaming Math/Science, History/English, with support from other disciplines.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Curriculum Day program will encourage and promote interdisciplinary studies to enhance TAKS scores.	A. Development of lesson plans to promote interdisciplinary studies.	Curriculum Director, Principal, Asst. Principal, CTE instructors, Department Leaders	Budget line item for Substitute Teachers	2009-2010	Collaborate to form at least one interdisciplinary project with English/History and Math/Science	Observe technology use by walkthroughs and evaluations.

**ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

DISTRICT GOAL: Orangefield ISD will continue to develop an **aligned curriculum**.

CAMPUS GOAL: O.H.S. will emphasize vertical and horizontal curriculum alignment in the planning of Curriculum Days for the 2009-2010 school year.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Enhance teacher understanding and implementation of effective horizontal and vertical alignment among departments of the campus to improve TAKS scores.	A. Develop planned agendas to address needs of campus.	Director of Curriculum, Principal, Asst. Principal, Department Leaders, & Teachers	Budget line item	2009-2010	Curriculum Day agenda discussed in Department Leadership meetings.	Agendas and products produced will be evaluated for effectiveness and alignment with goals.
	B. Dialog with departments about potential methods of implementation.	Director of Curriculum, Principal, Asst. Principal, Department Leaders, & Teachers		Fall 2008	Meetings will be held to discuss needs and brainstorm new strategies to improve alignment to improve TAKS scores.	Provide surveys for teachers to evaluate the effectiveness of the program and review TAKS results.
	C. Involve Department Leaders in the development and implementation of the alignment plan.	Director of Curriculum, Principal, Asst. Principal, Department Leaders, & Teachers	Budget line item	2009-2010	Schedule will allow time within school day for teachers to meet and plan to improve TAKS scores.	Better alignment of curriculum within each grade level. Improved communication between administration & teachers.

### ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will continue to develop an **aligned curriculum**.

CAMPUS GOAL: O.H.S. will integrate TEKS-based objectives in all subjects to improve TAKS scores.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
To fully integrate TEKS-based objectives at all grade levels	A. Continue to implement TEKS for core subjects.	Principal, Asst. Principal, Team Leaders, & Teachers		2009-2010	Documentation in teachers' lesson plans.	Annual AEIS report will reflect growth in all content areas; review of lesson plans
	B. Provide TAKS Tutorials in fall and spring to help students with low test scores or have not met the standard.	Principal, Asst. Principal, Team Leaders, & Teachers	Stipends for Extended Day	2009-2010	Maintain attendance records and give released practice tests to students at the beginning and end of the tutorial program each semester.	Review TAKS results and disaggregate data.

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will continue to develop an **aligned curriculum**.

CAMPUS GOAL: O.H.S. will continue to offer online web-based, distance learning, and dual credit courses to provide students with opportunity for college credits during their high school career.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Offer dual credit courses in multiple disciplines online and through distance learning.	A. Partner with local colleges and universities to meet the needs of our students.	Principal, Asst. Principal, Counselors, and Teachers	Budget line item	2009-2010	Documentation in teachers' lesson plans.	Annual AEIS report will reflect growth in all content areas; review of lesson plans
	B. Provide students with the information necessary to encourage involvement in these programs.	Principal, Asst. Principal, Counselors, and Teachers	Budget line item	2009-2010	During registration time students will be provided with data pertaining to these course offerings.	Review student enrollment and success in these courses throughout the school year.
	A. Review current agreements with local colleges and universities and establish agreements with others who provide these services.	Principal, Asst. Principal, Counselors, and Teachers	Budget line item	2009-2010	Increase in student involvement in this aspect of education.	Review the number of students receiving college credit annually.
Develop working relationships with local colleges and universities to provide our students with dual credit opportunities.						

**ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

DISTRICT GOAL: Orangefield ISD will continue a successful **Response to Intervention (RTI) program** during the 2009-2010 school year.

CAMPUS GOAL: O.H.S. will provide staff development to ensure validity of the program and secure qualified personnel.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Provide teachers with staff development that will help them recognize, modify, and document student needs as it relates to RTI.	C. Review documentation process to better meet the needs of our campus.	Principal, Assistant Principal, Counselor, Staff	Budget line item	2009-2010	Faculty will effectively recognize and document student performance to provide the best quality education to our students.	Review Tier I, II, III recommendations and meet with instructors concerning documentation methods.
	D. Provide opportunity to participate in continuing education in the area of RTI.	Principal, Assistant Principal, Counselor, Staff	Teacher Travel budget	2009-2010	Instructors will actively seek out opportunities to grow from continuing to learn more about RTI.	Review teacher workshop involvement in the RTI area for implementation and possible participation in staff development.
	E. Develop a staffing plan to put individuals in place to guide staff and students in the implementation of RTI.	Principal, Assistant Principal, Counselor, Staff	Budget line item	2009-2010	Staffing patterns should place emphasis on individuals that will enhance our implementation of RTI.	Incorporate questioning of potential employees about their experience with RTI and its effective use in the classroom.

### ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will continue a successful **Response to Intervention (RTI) program** during the 2009-2010 school year.

CAMPUS GOAL: O.H.S. will assist campus teams and teachers with intervention strategy ideas at Tier I and Tier II.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Continue the plan that will provide teachers with the support for Tier I, II they need at the classroom level as well as the administrative level.	A. Provide RTI continuing education throughout the school year during Curriculum Days.	Principal, Assistant Principal, Counselor, Staff	Budget line item	2009-2010	During Curriculum Days review RTI strategies and its effectiveness.	Observe on Curriculum Day agendas and participation in discussions.
	B. Campus administration will provide a checks and balances process for teachers with students in Tier I, II.	Principal, Assistant Principal, Counselor, Staff	Budget line item	2009-2010	Counselor will meet with teachers at each of the Tiers to discuss documentation and implementation.	Meet with counselor regularly to review students in RTI program and our plan for remediation.

### ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will continue a successful **Response to Intervention (RTI) program** during the 2009-2010 school year.

CAMPUS GOAL: O.H.S. will monitor the use and documentation of RTI strategies for students referred for special education evaluation.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Educators will document student achievement and accomplishments under the RTI program and report findings and interventions that meet the Tier goals.	A. The counselor will meet with instructors who have specific needs that meet the Tier criteria and timeline.	Principal, Assistant Principal, Counselor	Budget line item	2009-2010	Counselor will meet on as needed basis concerning RTI.	Review with counselor all referrals to RTI and analysis data for trends.
	B. The instructor's documentation will be reviewed and if determined by administration that sufficient benchmarks have been met then the Tier process may begin.	Principal, Assistant Principal, Counselor, Staff	Budget line item	2009-2010	Appropriate administrators will review documentation and strategies to determine effectiveness.	Documentation data will be used to determine effectiveness of program and make adjustments in the future to streamline the program.
	C. Once Tiers I, II goals have been met and students do not perform consistently in the classroom, the student may be referred to the Special Education Department for evaluation if deemed necessary.	Principal, Assistant Principal, Counselor, Staff	Budget line item	2009-2010	Before referral to Special Education, all program goals for individual students should be met.	Evaluate the consistency and frequency of referrals to Special Education by comparing data collected for each individual student.

**ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

DISTRICT GOAL: Orangefield ISD will successfully develop **differentiated instructional** practices in classrooms at all levels and classrooms.

CAMPUS GOAL: O.H.S. will provide staff development to give teachers the tools necessary to differentiate instruction within the classroom.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Teacher staff development will provide instructors with the skills necessary to differentiate instruction in the classroom.	A. Teachers will be given opportunity to attend workshops focused on differentiated instruction and be expected to share and present in other locally designed staff developments.	Director of Curriculum, Principal, Assistant Principal, Staff	Budget line item.	2009-2010	Observe during classroom walkthroughs and review lesson plans.	Consistent efforts made by instructors and administrators to implement differentiated instruction in the classroom.
	B. Instructors will be provided time during Curriculum Days to create lessons that place focus on differentiation in the classroom.	Director of Curriculum, Principal, Assistant Principal, Staff	Budget line item.	2009-2010	Teachers incorporate specific instructional strategies throughout the school year.	Curriculum Day agendas should reflect time and emphasis placed on differentiated instruction.

### ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will successfully develop **differentiated instructional** practices in classrooms at all levels and classrooms.

CAMPUS GOAL: O.H.S. will assist teachers with ideas and strategies for differentiating instruction within the classroom.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Strategies for differentiated instruction in the classroom will be developed and data will be collected to help meet the needs of our students.	A. Campus administrators will attend professional development and participate in studies to help teachers meet this goal.	Director of Curriculum, Principal, Assistant Principal	Budget line item.	2009-2010	Administrators will attend at least one workshop or professional development program in the instruction area.	Observation of lesson plans and teacher instruction as a guidepost to future staff development.
	B. Director of Curriculum will guide high school principals in research for the best practices concerning differentiated instruction.	Director of Curriculum, Principal and Assistant Principal	Budget line item.	2009-2010	During Principal Leadership Meetings instructional focus will be placed in guiding teachers in differentiated instruction.	Meeting agendas will reflect and focus regularly on differentiated instruction.

**ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN**

DISTRICT GOAL: Orangefield ISD will successfully develop **differentiated instructional** practices in classrooms at all levels and classrooms.

CAMPUS GOAL: O.H.S. will monitor the progress of students with special needs and their response to differentiated instruction.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Develop skills to monitor the progress of students with special needs as it relates to differentiated instruction in the classroom.	A. Instructors will implement modifications and Individualized Education Plans (IEP) for students with disabilities that will incorporate differentiated instruction.	Principal, Assistant Principal, and Staff	Budget line item.	2009-2010	Students will receive a higher level of instruction that will meet their needs and improve test scores.	Results of TAKS testing at the end of the year.
	B. Regularly discuss the instructional needs of special needs students and implement strategies that will help reach their educational goals.	Principal, Assistant Principal, and Staff	Budget line item.	2009-2010	By discussing the instructional needs of individuals, their classroom behavior and test scores should improve.	During Admission, Review, and Dismissal (ARD) meetings with staff discuss student achievements and what classroom strategies work consistently.

## ORANGEFIELD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

DISTRICT GOAL: Orangefield ISD will successfully develop **differentiated instructional** practices in classrooms at all levels and classrooms.

CAMPUS GOAL: O.H.S. will create a “Freshman Focus” program that will institute best practices throughout the core freshman curriculum.

Measurable Performance Objective	Strategy & Initiative	Person Responsible	Resources & Allocations	Timeline	Expected level of Performance	Summative Evaluation
Implement a best practices approach concerning classroom management to increase freshman course credit acquisition.	A. Create an encompassing policy and procedure system in all the core courses.	Principal, Assistant Principal, and Freshman staff	Budget line item.	Fall 2009	Classrooms will run more smoothly with a decrease in student failures.	Overall passing percentages.
	B. Schedule common conference periods for all core freshman teachers.	Principal, Assistant Principal, and Freshman staff		Fall 2009	Opportunity to discuss specific needs of individual students as well as department needs.	Increase in communication and development of collegiately among teachers to enhance student achievement.
	C. Develop a homework/late policy that is consistent and practiced throughout the freshman department.	Principal, Assistant Principal, and Freshman staff		Fall 2009	Creation of continuity among teacher policies.	Observe increase in student completion rate of assignments as well as passing percentages.
	D. Regularly address attendance issues among the freshman class to address absentee issues.	Principal, Assistant Principal, and Freshman staff	Budget line item.	Fall 2009	Consistency in addressing attendance concerns will instill the importance of school turnout.	Freshman attendance rate above 96%.

