

EUSTACE HIGH SCHOOL

A TEA Recognized Campus



Campus Improvement Plan

2011-2012

Eustace High School

Local School Council 2011-2012

Administrators

Stan Sowers
Shelby Adams

Teachers

Elizabeth Costlow
Jeff Brown
Tammy Beaty
Vikki GoDair
Theresa Tindel

Business Leader

Dwane Grant
Jackie Martin

Non-Classroom Professional

Diane Chambers
Phyllis Bice
Gwen Orr

Community Member

Tammy Spain
Cary Reeve

Parent Member

Sharon Strickland
Wendy Renteria

Our Mission Statement

Eustace Independent School District exists to provide a challenging and comprehensive educational program in a way that:

- Unites family, community and school as stakeholders
- Ensures an emotionally and physically safe environment
- Fosters maximum individual academic achievement
- Offers a variety of opportunities for development

So that students are productive lifelong learners equipped to succeed in a competitive society.

Eustace High School

2011-12 Campus Improvement Plan

COORDINATION AND INTEGRATION OF FUNDS (T1 10)

The Local School Council, which represents all Eustace High School stakeholders, collaboratively developed this campus improvement plan. All performance goals identified in No Child Left Behind legislation have been adopted by the school and are a part of this improvement plan.

The following funding sources support the objectives and strategies implemented to address identified student needs: Titles I, IIA, IID, III, IV, V, Special Education, State Compensatory Education, Career and Technology Education, Texas High School Success and Completion grant, and local revenue.

Eustace High School utilizes State Compensatory Education to support Title I school-wide reform. The high school's State Compensatory Education allotment total of \$254,729 supports 5.0 FTE's. Through a coordination and integration of federal, state, and local services, academic success of all students at Eustace High School is maximized

Because the percentage rate of economically disadvantaged students exceeds 40%, Eustace High School utilizes Title I funds to support the school-wide programs on campus. The high school supports the ten components of the school-wide program, which are:

1. Comprehensive needs assessment
2. School-wide reform strategies
3. Instruction by highly qualified professional staff
4. Ongoing Professional development
5. Strategies to attract highly qualified teachers
6. Parental involvement
7. Transition activities for preschool children
7. Steps to include teachers in the decisions regarding the use of assessments
8. Inclusion of teachers in academic assessment decisions
9. Assistance strategies for students having difficulty mastering the proficient levels of achievement
10. Coordination and integration of federal, state, and local services and programs

Eustace High School 2011-12 Campus Improvement Plan

NEEDS ASSESSMENT (TI 1)

Top priorities of Eustace High School were determined in a needs assessment process conducted in the spring of 2011. These needs were taken into consideration by the Local School Council in developing the high school's Campus Improvement Plan. In addition, the following student performance information documents were used to analyze student achievement at Eustace High School.

- TAKS scores
- State Accountability Report (AEIS)
- AYP Data
- Results of college entrance exams
- Promotion/Retention Records
- Program evaluations for Compensatory Education, Dyslexia, GT, Sp. Ed.
- PEIMS Report 425 Discipline Referrals
- Benchmark Assessments
- Parent Surveys
- Student Surveys
- Teacher Surveys
- Performance Based Monitoring Report

FINDINGS:

- Eustace High School received Gold Performance Acknowledgements from TEA in Attendance, College Ready Graduates, ELA, and Social Studies.
- No significant gap exists between sub-groups.
- There was a 10 point gain in the passing rate for Math that included a 97% passing rate on the Exit Level exam.
- 25% more students passed
- 100% of students passed the Exit Level Social Studies TAKS Exam.
- There were significant gains in the number of students obtaining Commended Performance. All Commended Performance percentages were above "Recognized Standards". Social Studies led with 51% of students receiving Commended Performance.
- The juniors tripled the number of 4's in writing they received from previous year, going from 7 to 22.
- The area of greatest need for improvement would be sophomore science having a 76% passing rate.
- There was a drop in average SAT scores; however, there was an increase in average ACT scores.
- Parent, teacher, and student surveys reflect positive attitudes toward district and campus.
- The high school meets Adequate Yearly Progress under NCLB.

Eustace High School TAKS Academic Performance Chart (sum of all grades tested)

2009 – 2010					
	RDG/ ELA	Math	Writ	Soc.St	Sci.
All	93/94	90/77	90/	93/94	90/86
Male	90/91	90/77	90/	90/94	90/87
Female	90/99	90/77	90/	96/97	90/86
Afr. Am	90/-	90/-	90/	90/-	90/-
Hispanic	95/87	90/71	90/	90/100	90/67
White	90/95	90/78	90/	90/96	90/88
Eco. Dis.	90/92	90/74	90/	90/93	90/87
At Risk					
Bilingual					
ESL					
GT	100/100				
Sp. Ed.	90/74	90/33	90/	90/77	90/57
CATE					
Comm. Perfor.	20%	18%		43%	13%

2010 - 2011					
	RDG/ ELA	Math	Writ	Soc.St	Sci.
All	93/93	90/87	90/-	93/95	90/86
Male	90/90	90/90	90/	90/96	90/87
Female	90/96	90/87	90/	90/93	90/83
Afr. Am	90/-	90/-	90/	90/-	90/-
Hispanic	95/89	90/81	90/	90/100	90/76
White	90/93	90/88	90/	90/94	90/87
Eco. Dis.	90/92	90/84	90/	90/95	90/80
At Risk					
Bilingual					
ESL					
GT	100/100	100/100	100/	100/100	100/100
Sp. Ed.	90/	90/	90/	90/	90/
CATE					
Comm. Perfor.	25%	23%		51%	24%

2011 - 2012					
	RDG/ ELA	Math	Writ	Soc.St	Sci.
All	93/	90/	90/	93/	90/
Male	90/	90/	90/	90/	90/
Female	90/	90/	90/	96/	90/
Afr. Am	90/	90/	90/	90/	90/
Hispanic	95/	90/	90/	90/	90/
White	90/	90/	90/	90/	90/
Eco. Dis.	90/	90/	90/	90/	90/
At Risk					
Bilingual					
ESL					
GT	100/				
Sp. Ed.	90/	90/	90/	90/	90/
CATE					
Comm. Perfor.					

Adequate Yearly Progress Status

	2010	2011	2012
Meets AYP	Yes	Yes	

AEIS DATA CHART (date reflects year data received)

	2008	2009	2010*
Attendance	96%	95.7%	
Recom. HS/DAP	74.4%	69.9%	
AP Tested	23.4%	19.8%	

	2008	2009	2010*
Completion Rate	98.9%	100%	
Dropout Rate	0	.4%	
At Risk	0	0	

	2008	2009	2010*
SAT/ACT			
Tested	64.8	47.1%	
Above Criteria	19.6%	14.6%	
Mean SAT	948	918	
Mean ACT	20.5	22.3	
*AEIS data Pending			



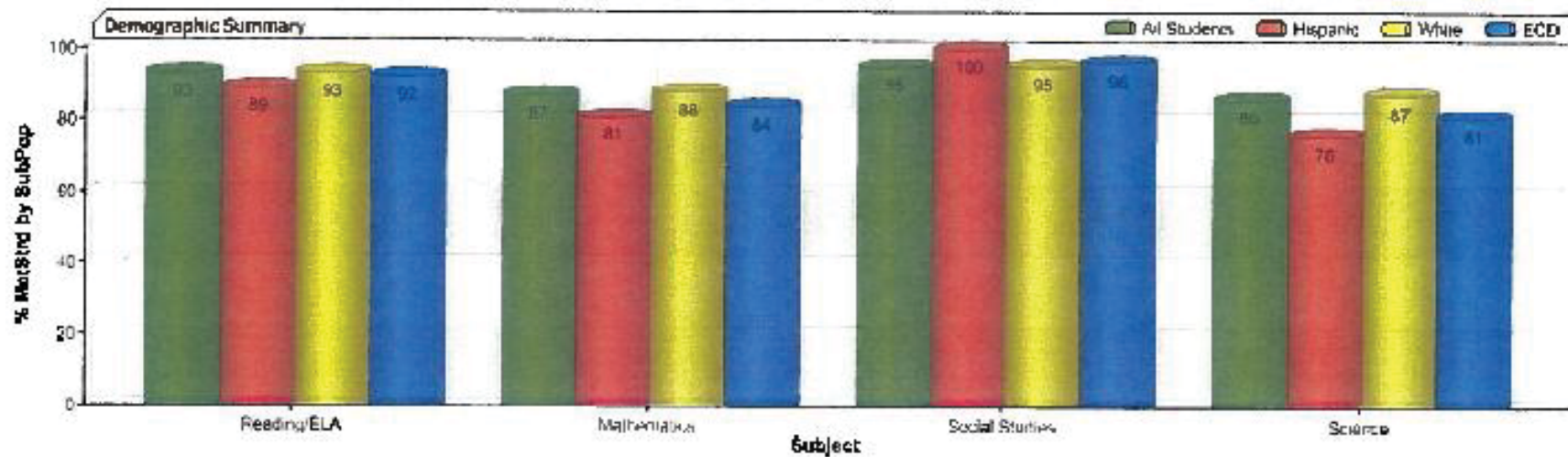
TAKS Demographics using Indicators by Subject for EUSTACE H S

Year: 2011

Calculation Option: 2011 TAKS Base Indicators Met Strd (Based on TAKS performance only)

Grade(s): 09, 10, 11

Sub-Population	Reading/ELA			Mathematics			Social Studies			Science		
	Tested	Y Str	MStrd%	Tested	MStrd	MStrd%	Tested	MStrd	MStrd%	Tested	MStrd	MStrd%
All Students	288	267	93%	283	247	87%	182	173	95%	182	156	86%
Hispanic	27	24	89%	27	22	81%	17	17	100%	17	13	76%
White	256	238	93%	251	221	88%	162	154	95%	162	141	87%
ECD	173	159	92%	170	143	84%	95	92	96%	98	78	81%



Eustace High School

CAMPUS IMPROVEMENT GOALS 2011-2012

Goal 1: EHS will provide a comprehensive educational program to improve the academic success of every student.

Objective 1: Establish standards for successful performance on STAAR assessments and EOC's and maintain a TAKS passing rate of at least 90% and a commended performance rate of 25% in each subject area for all student populations.

Objective 2: Enhance and increase course offerings and career / goal education.

Objective 3: Evaluate and improve special population services.

Objective 4: Use technology to improve academic performance.

Goal 2: EHS will provide a positive and secure environment that ensures the emotional and physical security for the student body and staff that is conducive to learning.

Objective 1: Increase student attendance, productivity, and self-responsibility through proactive programs.

Objective 2: Decrease discipline problems by enforcing disciplinary actions fairly and consistently.

Goal 3: EHS will implement incentives to elicit prompt and regular attendance.

Objective 1: Maintain student attendance at or above 96%.

Goal 4: EHS will improve parent / community awareness and involvement of programs and activities.

Objective 1: Provide activities to unite all families, community, and schools as stakeholders in the educational programs.

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 1: EHS will provide a comprehensive educational program to improve the academic success of every student.

Objective 1: Establish standards for successful performance on STAAR assessments and EOC's and maintain a TAKS passing rate of at least 90% and a commended performance rate of 25% in each subject area for all student populations.

Summative Assessment: Accomplishment of objective as measured by TAKS score reports

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Provide mandatory tutorials during FOCUS for students failing core courses	Sowers Faculty Staff	Each six weeks	Report Cards Progress Reports	At least 90% passing rate in all core classes for all students	
2. Utilize optional flexible instruction days to provide intensive instruction to students at risk of failing TAKS	Sowers Faculty Staff	Sept. 29 th , Sept. 30 th Nov. 21 st , Nov 22 nd Feb. 16 th , 17 th March 14 th , 15 th	Approval from TEA	Increase benchmark and TAKS passing rates	
3. Utilize TAKS benchmark data, to target TAKS objectives, Science Starters and Study Island	Sowers Faculty Staff	Each six weeks	Benchmark tests Science Starters Study Island	At least 90% passing rate in all core classes for all students each six weeks	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
4. Increase number of students served by Grand Central Station Learning Lab	Beasley Sowers Costlow Faculty	Aug. 2011 through May 2012	Budget	Reduction in six weeks failure rate and reduction in number of students not receiving credit in courses	
5. Continue before and after school tutorials	Sowers Faculty	Each six weeks	\$7,200	At least 90% passing rate in all core classes for all students each six weeks	
6. Continue TAKS remediation classes in science and math	Sowers Bice Orr Holloway Powers	Aug. 2011	Budget	Increase TAKS scores Decrease failure rate of students in program	
7. Utilize data from TAKS item analysis (AEIS) to target weaknesses in high school curriculum	Beasley Sowers Faculty Staff	Aug. 2011 Jan. 2012 May 2012	TEKS AEIS	TAKS test results	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
8. Continue Mentoring Program for new teachers	Sowers Dept. Heads	Aug. 2011 through May 2012	Stipends for department heads	Mentoring Contract	
9. Utilize CSCOPE as a tool for curriculum alignment and preparation for STAAR and EOC assessments	Beasley Sowers Faculty Staff	Aug. 2011 Jan. 2012 March 2012	TEKS Staff development	STAAR and EOC assessments	
10. Perform pre and post tests to determine areas of need	Sowers Faculty Staff	Each Six Weeks	TEKS Teacher Developed Assessments	Tests developed for each subject	
11. Utilize state compensatory education funds for support of Title I school wide reform	Sowers	Six weeks	\$262,443 4.0 FTE's	90% passing rate in all core classes for all students	
12. Provide time for departmental meetings with principal	Sowers Dept. heads	Once per month	Stipend for department heads	Documentation of meetings	
13. Designate a campus/department benchmark testing date	Beasley Sowers Dept. heads	Dec. 2011 Feb. 2012	Released TAKS test	90% passing rate each six weeks for all student groups	
14. Provide professional development in CSCOPE modules 1, 2, 3, 4 & 5E lesson design	Beasley Sowers	Aug. 2011 through May 2012	Region VII ESC/ conventions, commercial workshops, Title II, Title V	Documentation of workshop attendance	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
15. Provide STAAR and EOC professional development for staff	Beasley Sowers Faculty	June 2011 July 2011 Aug. 2011 Jan. 2012	Region VII sessions Online sessions TEA documents	Documentation of workshop attendance	
16. Revise grade level placemats for changes in sequence of instruction	Faculty	Aug. 2011 Oct. 2011 Jan. 2012	STAAR blueprints EOC blueprints	Documents revised and distributed	
17. Increase rigor of 6 weeks assessments to meet STAAR and EOC standards	Faculty	Aug. 2011 Oct. 2011 Jan. 2012	STAAR blueprints EOC blueprints	At least 90% passing rate each six weeks for all student groups	
18. Enhance student achievement through supplemental support programs: <ul style="list-style-type: none"> • Read 180 • Science Starters • After school and FOCUS tutorials • TAKS Math and Science • Study Island 	Mr. Sowers Faculty	Aug. 2011 Nov. 2011 Feb. 2012 April 2012	\$262,443 4.0 FTE	At least 90% passing rate each six weeks for all student groups Percentage of students achieving satisfactory performance levels on STAAR	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
19. Recruit and retain Highly Qualified Staff T1 39	Beasley Sowers Board Approval	June 2011	College Job Fairs TASANET	100% OF EHS staff meets Highly Qualified	
20. Increase Commended Performance to 25% in each TAKS subject area	Sowers Faculty	May 2012	TEKS Curriculum, Tutorials, Flexible Optional Instruction days	TAKS scores	
21. Utilize site based credit recovery and acceleration program (REACH)	Sowers Bice Orr Myers	Aug. 2011 Jan. 2012 May 2012	Budget	Graduation rate	

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 1: EHS will provide a comprehensive educational program to improve the academic success of every student.

Objective 2: Enhance and increase course offerings and career / goal education

Summative Assessment: Accomplishment of objective as measured by class schedules

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Develop personal graduation plan for each student	Sowers Bice Orr	Jan. 2012	Region VII, Personal Grad. Plan program	100% of students have a Personal Graduation Plan	
2. Utilize maximum occupancy of 50 students in SAT/ACT prep class	Sowers Bice Orr	Aug. 2011 Jan. 2012 May 2012	Princeton Review \$10,000	Number of students taking SAT/ACT test	
3. Increase the number of students taking the SAT/ACT test	Sowers Bice Orr	Aug. 2011 Jan. 2012 May 2012	Princeton Review \$10,000	Test scores	
4. Utilize services of on-campus college adviser from Texas College Advising Corps grant to enhance college going culture at EHS	College Adviser Sowers	Aug. 2011 Jan. 2012 May 2012	Texas College Advising Corps grant	Increase in students applying & attending college	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
5. Utilize REACH for credit recovery & acceleration	Sowers Bice Orr	Aug. 2011 Jan. 2012 May 2012	\$35,900	Attendance records from REACH 100% students on track for graduation	
6. Conduct financial aid seminar for students & parents that includes FAFSA information	Orr Bice	Feb. 2012	College information FAFSA Website	Attendance sheets from seminar	
7. Present Path to Scholarships program to Juniors and Seniors	Sowers Bice Orr GoDair Jones	Juniors and Seniors in Fall	Vikki GoDair, Amanda Jones certified trainers	Attendance log of students attending	
8. Provide guest speakers from college, technical institutes and Military branches	Sowers Bice Orr Brown	Aug. 2011 - May 2012	Representatives from colleges	Documentation of presentations	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
9. Juniors and Seniors attend college days at area colleges and field trips	Sowers Bice Orr	Oct. 2011 May 2012	TVCC Mabank HS	Logs of students attending	
10. Provide information for extra requirements, scholarships and financial aid through counseling website	Bice Orr	Aug. 2011 through May 2012	Eustace ISD Website	Counselors' website updated on a regular basis	
11. Increase elective course offerings: Phlebotomy, Small animal production, Livestock production, STAAR remediation in math, Science Engineering Design, Ag Math, College Transition, Principles of Information, Business Law	Beasley Sowers Bice Orr	August 2011	Budget	Master Schedule Number of students enrolled in courses	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
12. Produce one Project Based Learning activity in at least one classroom each semester	Sowers Faculty	Aug. 2011 through May 2012	Budget	Presentation of project to student body	
13. Collaborate with TVCC to allow students an expanded curriculum	Sowers Bice Orr	Aug. 2011 Jan. 2012 May 2012	Articulated credit agreement	Number of students earning college credit	
14. Expose students to College or Technical School environments with campus visitation	Sowers Bice Orr	Aug. 2011 through May 2012	College permission to visit	Log of students attending	
15. Conduct monthly Senior class meetings to provide students with pertinent information	Senior class sponsors Orr Bice	1 st Friday of each month	College Information	Minutes recorded	
16 Provide PSAT, NMSQT to all sophomores and any juniors who wish to test	Orr Bice	Oct. 2011	PSAT Test	Number of students taking test	
17. Maintain 100% of top 10 students enrolling in college	Sowers Bice Orr	Spring 2012	Verification of enrollment and requests for official high school transcripts	Number of top 10 attending college	
18. Increase library inventory	Sowers Chambers	Sept. 2011 Jan. 2012 May 2012	\$1800.00	Increase in inventory	

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 1

EHS will provide a comprehensive educational program to improve the academic success of every student.

Objective 3:

Evaluate and improve special population services

Summative Assessment: Accomplishment of objective

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Utilize Response to Intervention Team to identify needs of at-risk students	Sowers Bice Orr Committee	Each six weeks	District RTI Plan	Documentation of referrals from regular education teachers	
2. Provide annual updated training for all instructional staff on strategies & modification for special population	Beasley Sowers Dr. Mack Saxon	Aug 2011 Jan 2012	EISD SpEd department handbook	100% qualifying students served by programs	
3. Maintain "Write Out Loud" writing and Natural Reader reading programs for special population	Sowers Wanek	Each six weeks	Budget	Improvement in reading & writing scores	
4. Maintain GT program	Sowers Chambers	Aug 2011 through May 2012	GT supplies \$250.00 GT Travel \$150.00	Number of students attending GT	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
5. Utilize Grand Central Station for all at-risk students	Sowers Costlow Beasley	Aug 2011 through May 2012	Budget	Increase in passing rate among students served	
6. Provide Summer School to address needs of high risk students	Beasley Sowers Costlow	June 2012	OEY Grant \$2,360	100% Promotion Rate	
7. Continue Read 180 program	Beasley Sowers Howard	Aug. 2011 through June 2012	Budget	Number of students enrolled	
8. Provide ESL services for high school ESL students	Beasley Sowers Smith K	Aug. 2011 through June 2012	Budget	Increase the success rate of at-risk students	
9. Provide RTI training to all staff.	Beasley Sowers	Aug. 2011 through June 2012	District RTI plan	Documentation of intervention provided by regular education staff	

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 1: EHS will provide a comprehensive educational program to improve the academic success of every student.

Objective 4: Use technology to improve academic performance.

Summative Assessment: Accomplishment of objective

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Upgrade Read 180 program to new software version 2.0 for the 2 new computer labs	Sowers Tech. Staff	Jan. 2012	Budget	Installation of software	
2. Upgrade computer lab at DAEP to include Read 180 with newest version 2.0	Sowers Griffis Tech. Staff	Oct. 2011	Budget	Install	
3. Upgrade software version Read 180 to 2.0 at REACH	Sowers Tech. Staff	Oct. 2011	Budget	Install	
4. Present Multi-Sensory/multi-media lessons to target learning styles of students	Sowers Faculty Tech. Staff	December 2011 March 2012 May 2012	Technology Provided in Classrooms & Training	Student Surveys Lesson Plans Walk Through evaluations State Test Scores Increase	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
5. Expand Wireless to enhance learning with Xirrus Mgmt. Software	Tech Staff Meyers	Oct. 2011	Budget	Equipment installed and monitored	
6. Improve parent awareness of new electronic grade program to increase communication	Sowers Faculty Tech. Staff	Aug. 2011 through May 2012	Budget	Number of parent access accounts established	
7. Distribute netbooks to all students	Myers Johnson Sowers	Nov. 2011	Budget	Student usage	
8. Provide technology training to faculty and staff monthly to increase staff proficiency: Google Docs, Site & Search Tools, Atomic Learning, Discovery, Promethean, 21 st Century Learners	Sowers Tech. Staff	Ongoing	Google Academy Program Discovery Learning Promethean	Documentation of attendance	
9. Maintain 100% Moodle presence for all teachers	Myers Meyners Sowers	May 2012	Server access	Number of teacher accounts	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
10. Utilize newly installed computer network, core switches and add VLANS to improve student access to program resources for 1 to 1 laptop program	Myers Meyners Sowers	Dec. 2011	Server Access & tech support	Student surveys	
11. Integrate the seamless use of technology into daily instruction	Faculty	Sept. 2011 Dec. 2011 March 2012 May 2012	Projectors, Laptops, Discovery learning, Technology Training	Student Survey Lesson Plans Walk Through evaluations State Test Score Increases	
12. Promote "Bring Your Own Device" program	Sowers Faculty	April 2012	Appropriate Personal Student Devices	Documentation of Project Utilization	
13. Teacher Access to Student Grade Portal for Focus Classes	Sowers Faculty	Dec. 2011	Student ID Numbers provided to teachers	Focus Folder Documentation & Accountability of Parental Contacts	

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 2: EHS shall provide a positive and secure environment that ensures the emotional and physical security for the student body and staff that is conducive to learning.

Objective 1: EHS will increase student attendance, productivity, and self responsibility through proactive programs, and improvement of facilities.

Summative Assessment: Accomplishment of objective

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Maintain Project Pride to reward positive behavior	Sowers Bee	Each six weeks	\$1500.00	Qualification lists Increase in students eligible for participation	
2. Participate in Red Ribbon Week, Dogs Against Drugs, and DAVE curriculum	Sowers Student Council Faculty Herman	Oct. 2011 Each six weeks	Budget Curriculum PTO DAD contract STUCO	Campus participation in Red Ribbon Week Random searches	
3. Provide prevention education concerning physical and verbal aggression, sexual harassment and other forms of bullying in school including cyber bullying, on school grounds and in school vehicles	Sowers Bice Orr Faculty Staff	Each six weeks	Character education program	Reduction in discipline referrals	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
4. Participate in character education program focusing on positive traits such as: courage, trustworthiness, integrity, respect, responsibility, fairness, caring and kindness, good citizenship, including patriotism, respect for authority, school pride.	Sowers Bice Orr Faculty Staff	Each six weeks	Essential 55 Six Pillars of Character, Path to Scholarships	Reduction in Discipline Referrals	
5. Provide counseling program for suicide prevention and conflict resolution	Sowers Bice Orr	Each six weeks	Counselors	Reduction in Discipline Referrals	
6. Provide students with transportation for after-school tutorials and summer school	Sowers Transportation Dept.	Designated tutorial days 2011-2012	Texas High School Completion and Success grant	Passing TAKS Scores Passing six weeks average	
7. Practice emergency drills	Sowers Adams	Fall 2011 Spring 2012	Emergency Operations Plan	Drills successfully completed	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
8. Upgrade science equipment	Sowers Powers	Aug. 2011 through May 2012	Budget	Upgrades completed	
9. Replace counter tops in rooms 105 and 114, and reception area	Sowers Wallace	Aug. 2011 through May 2012	Budget	Project completed	
10. Re-stripe paved lot at rear of campus – student lot	Sowers Wallace	Through July 2012	Budget	Project completed	

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 2: EHS shall provide a positive and secure environment that ensures the emotional and physical security for the student body and staff that is conducive to learning.

Objective 2: EHS will decrease discipline problems by enforcing disciplinary actions fairly and consistently.

Summative Assessment: Accomplishment of objective

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Provide staff development workshops on classroom management techniques. T1 4	Sowers Beasley	Summer 2011 Fall 2011 Spring 2012	Region VII	Faculty Attendance Sheet Workshop Verifications	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
<p>2. Coordinate discipline management procedures for the high school that provide prevention of and education concerning u</p> <ul style="list-style-type: none"> • unwanted physical or verbal aggression • emotional abuse • dating violence • sexual harassment • other forms of bullying in school, on school grounds, and in school vehicles 	Sowers Adams Faculty	Each 6 weeks	Code of Conduct Discipline referrals	Reduction in discipline referrals	
<p>3. Maintain zero tolerance policies for tobacco, alcohol, and violence</p>	Sowers Adams Faculty Staff	Daily	Discipline management plan	Reduction in incidents	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
4. Maintain student drug testing requirement for participants in extracurricular activities	Sowers Herman	Random testing throughout year	\$7,000	Reduction in positive test results	
5. Provide staff/student programs on <ul style="list-style-type: none"> • Drug awareness • Alcohol abuse • Smokeless tobacco • Acts of violence • Preventing dating violence 	Sowers Beasley	Annually	Guest Speakers	Faculty Attendance Sheet	
6. Utilize Boys Town Behavior Modification Curriculum in DAEP	Sowers Griffis	Each six weeks	Boys Town Literature	Reduction in repeat offenses	
7. Issue behavior contracts for chronic misbehavior	Sowers Adams	After student accrues 15 pts. worth of discipline referrals	Discipline accounting system	Reduction in discipline referrals Fewer DAEP placements	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
8. Require new faculty to read <i>Educator's Guide to Preventing and Solving Discipline Problems</i>	Sowers Faculty	First semester	Book <i>Educator's Guide to Preventing and Solving Discipline Problems</i>	Reduction in discipline referrals	
9. Increase monitoring and surveillance system in order to decrease acts of theft, vandalism, violence, tobacco, drugs and alcohol	Sowers Adams	Aug. 2011 Jan. 2012 May 2012	Budget	Reduction in discipline referrals	

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 3: EHS will implement incentives to elicit prompt and regular attendance.

Objective 1: Maintain student attendance at or above 96%.

Summative Assessment: Accomplishment of objective as measured by PEIMS attendance data

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Provide attendance incentives	Sowers Adams Bee	Each six weeks	\$1500.00	Increase in ADA	
2. Send excessive absence letters / court warning letters to parents	Sowers Adams Bee	Each six weeks	Personnel	Increase in ADA	
3. Call parents about student absences	Adams Bee Faculty	Daily	Personnel	Increase in ADA	
4. Increase student and parent awareness of local and state attendance laws	Sowers Adams Cook Faculty Staff	Daily	Personnel	Increase in ADA	
5. Make home visits to ensure compliance with attendance laws	Sowers Adams Cook	As needed	Personnel	Increase in ADA	

Eustace High School

Campus Improvement Plan 2011 – 2012

Goal 4: EHS shall improve parent / community awareness of programs and activities.

Objective 1: Provide activities to unite all families, community, and schools as stakeholders in the educational programs.

Summative Assessment: Accomplishment of objective

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
1. Issue three week progress reports	Sowers Focus Teachers	Each six weeks	Progress Reports	Copies on file	
2. Increase visibility of student activities through media communications. <ul style="list-style-type: none"> • Newspapers • Newsletters • EISD Update • Bulldog Bulletin • Web page • Marquee • School Zone T1 5	Sowers Orr Holcombe Herman	Weekly Monthly Each Semester	Budget	Increase in media coverage	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
3. Provide open membership to all interested community members: Athletic Booster Club, Band Booster, PTO, & Ag Booster T1 5	Sowers Herman Felty Tappan Tindel	Monthly	Dues	Attendance at meetings & functions Membership roster	
4. Provide activities that involve the community: Bulldog Bash, Open House, Athletic Events, Homecoming, DEIC, Masonic Lunch, LSC, Awards Program, Band Concerts, Graduation. T1 5	Sowers Faculty Staff Organization Sponsors	Throughout 2011 – 2012 School term	Meetings	Documentation of events	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
5. Increase visibility of student accomplishments Graduation National Honor Society Banquet Athletic Banquet Top Ten Dinner Academic Awards Assembly Rotary Luncheon Wall of Honor Record boards in various sports	Sowers Organization Sponsors Bice Orr Chambers	Spring 2012	Budget	Increase number of students recognized from previous year.	
6. Promote student participation in community service activities	Sowers Chambers Student Council Sponsors	Each six weeks	None	Sponsor reports	
7. Maintain 100% teacher membership in PTO	Faculty Staff	Sept. 2011	None	100% Membership	
8. Provide community access to school facilities: library, track, computer labs, and gym.	Holcombe Sowers	August 2011- May 2012	None	Sign in pages Reservation of facilities forms	

Strategies and Initiatives	Person(s) Responsible	Implementation Timeline	Resources	Formative Assessment	Overall Evaluation / Outcome
9. Conduct survey of parental/community opinion of EISD	Beasley	April 2012	Survey forms	Completed survey	
10. Increase parental contacts through the use of technology	Technology Dept. Sowers Faculty	Aug. 2011 Nov. 2011 Feb. 2012 April 2012	Emails Newsletters Parent Connect	Parental responses on surveys	