

Alief Independent School District

Kerr High School

2019-2020 Goals/Performance Objectives/Strategies



Mission Statement

Kerr High School gives students the freedom and responsibility to take control of their learning and develop the critical thinking, social, and academic skills necessary for success in their post secondary education and beyond.

Core Beliefs

- **Relationship building** between students and teachers through respectful communication, acceptance, and proximity.
- **Student-centered instruction** through flexibility and differentiation.
- **Achievement** through responsibility, integrity, and independent learning.
- **Uniqueness** is embraced and encouraged to flourish.

Table of Contents

Goals	4
Goal 1: Campus will close the achievement gap to ensure that all students reach their academic potential.	4
Goal 2: Campus will improve student preparation for college and career.	10
Goal 3: Campus will maintain a safe and orderly environment.	16
Goal 4: Campus will recruit, develop, and retain highly qualified and effective personnel.	19
Goal 5: Campus will continue to build positive relationships with all stakeholders.	22
Comprehensive Support Strategies	24

Goals

Goal 1: Campus will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 1: ESF: 100% of teachers will modify an existing lesson or PAK a minimum of once per 9 weeks to include formative assessment.

Evaluation Data Source(s) 1: PAK modifications

Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Professional development will be conducted throughout the year to address formative assessment.	principal	more rapid feedback for students				
Problem Statements: Student Academic Achievement 3						

Performance Objective 1 Problem Statements:

Student Academic Achievement
Problem Statement 3: Passing rates have room for improvement, particularly in the C-D range. Root Cause 3: Student motivation for higher achievement; student utilization of resources.

Goal 1: Campus will close the achievement gap to ensure that all students reach their academic potential.


Performance Objective 2: Accountability: The campus will achieve a 90 growth scale score on the STAAR EOC in Math and English II combined.

Evaluation Data Source(s) 2: State Report Card

Summative Evaluation 2:

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Teachers will use data collected on student performance to address the needs of special populations and to provide students with targeted tutorials and remediation both face to face and online. (AVID1)	Leader: Principal. Others involved: Leadership team; advisers; counselors; STAT team.	Advisors will monitor progress reports. Intervention team will monitor intervention results.				
2) Targeted and campus-wide End of Course exam tutorials will be conducted during and after the school day. (RTI16)	Leader: Interventionist. Others involved: Teachers in core academics, STAT members	Improvement in scores on practice materials; increased Level 2 passing rates on End of Course exams (EOC).				
Funding Sources: Local - 12750.00						
3) CBI will be offered targeting students needing EOC remediation. (RTI16)	Leader: Interventionist. Others involved: Teachers in core academics, STAT members	Scores on practice materials; increased passing rates on EOC.				
4) Library selections will be expanded and updated to increase and enhance reading skill development and instructional support. (IL4)	Leader: Library Information Specialist, Leadership Team	Increased circulation statistics. Increased passing and Level III rate on ELA EOC.				
Funding Sources: Title I - 1800.00, Local - 1900.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
5) The campus will create 21st century flexible, mobile work spaces to increase collaboration and student interaction. (IL5)	Library Information Specialist, Principal	Student Survey, increased library traffic.				
Funding Sources: Donation - 5400.00, Local - 4700.00, Title I - 3500.00						
6) Supplementary instructional resources will be used in class and be made available online for use 24/7 when possible. (IL3)	Leader: Leadership team	Teachers and counselors will monitor test scores. Advisors will monitor progress reports.				
Funding Sources: Title I - 6500.00						
						

Goal 1: Campus will close the achievement gap to ensure that all students reach their academic potential.


Performance Objective 3: 100% of students will graduate with their cohort.

Evaluation Data Source(s) 3: Graduation statistics; progress reports; attendance data

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Comprehensive Support Strategy Additional Targeted Support Strategy 1) Credit by Exam (CBE), Distance Learning and Special Opportunities for Academic Restoration (SOAR) will be used for intervention and credit recovery when appropriate. (RTI16)	Leader: Interventionist. Others involved: Student Teacher Assistance Team (STAT) members	Students will graduate with their cohorts.				
Funding Sources: Local - 10000.00						
Comprehensive Support Strategy Additional Targeted Support Strategy 2) *+Student/Teacher Assistance Team will hold meetings with students in danger of completing the year with insufficient credit (SAP04) and academic/behavior contracts will be used for students who are behind on credits. (RTI16)	Leader: Interventionist. Others involved: STAT members	Students will graduate with their cohorts.				
Comprehensive Support Strategy Additional Targeted Support Strategy 3) Advisers and counselors will track students' individual progress on their graduation plans. (AVID4)	Leader: Interventionist. Others involved: Counselors and advisers.	Students will graduate with their cohorts.				
Comprehensive Support Strategy Additional Targeted Support Strategy 4) Transition activities (such as Cub Camp, Transfer student breakfast, NTLB mentors, Good Habits seminars, etc.) will be used to orient new students to Kerr. (RTI15)	Leader: NHS sponsor, Interventionist Others involved: Counselors and leadership team.	New students will be successful.				
Funding Sources: Title I - 300.00, Local - 500.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
Comprehensive Support Strategy 5) Counselors will visit middle school campuses to talk with eighth graders about Kerr's options and aid with course selection. Counselors will also facilitate tours of the campus by interested eighth graders. (AVID8)	Leader: Counselors. Others involved: Leadership team.	All middle school students will have opportunities to learn about Kerr.				
Funding Sources: Local - 200.00						
Comprehensive Support Strategy Additional Targeted Support Strategy 6) Students who are identified as homeless will receive interventions for their specific needs. (H4)	counselors, principal	Students will be successful.				




100% = Accomplished
 → = Continue/Modify
 0% = No Progress
 ✗ = Discontinue

Goal 1: Campus will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 4: 75% of students will pass all of their courses.

Evaluation Data Source(s) 4: Term grades

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Computer-based assessments and student response tools (such as white boards, clickers, exit tickets) will be used to provide immediate feedback and conduct formative assessments. (RTI17)	Leader: Others involved: leadership team; technology specialist; teachers.	Departments will monitor assessment data.				
Funding Sources: Title I - 14800.00						
2) Field trips, workshops, video conferences, distance-learning resources and course-based competitions will be used to enhance classroom instruction. (RTI17)	Leader: Others involved: Leadership team; department chairs; teachers	Students will have multiple opportunities to participate in field trips.				
Funding Sources: Title I - 3000.00, Local - 6500.00						
3) First-day orientation will be provided to students to address Schoology, home access and other resources for academic success. (RTI15)	Leader: Principal. Others involved: Leadership team; teachers/advisers; technology specialist; counselors.	Teachers will monitor progress reports. Leadership team will monitor first-term report cards, disciplinary referrals, attendance data, and other information related to student success.				
						





Goal 2: Campus will improve student preparation for college and career.

Performance Objective 1: 90% of graduates will enroll in college the year after graduation.

Evaluation Data Source(s) 1: College Board data, test data

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) The campus will offer Scholastic Aptitude Test (SAT) preparation to students. (AVID4)	Counselors; college readiness counselor.	Counselors and advisors will monitor PSAT, SATA, ACT and AP testing data.				
2) Information on college enrollment/scholarship/funding and career counseling will be provided to students and parents in a variety of ways, including announcements, Financial Aid night, scholarship bulletin, Schoology & Naviance resources, field trips, college rep visits, etc. (AVID4)	College access counselor; counselors; advisors	College readiness team will monitor participation/contacts in college preparation activities.				
	Funding Sources: Local - 1500.00					
3) Naviance and advisory checkpoints will be used to provide students and parents with a 4-year timeline to prepare for college and career. Advisers and counselors will track students' individual progress on their graduation plans. (AVID4)	College access counselor; counselors; college readiness team; advisors	College readiness team will monitor participation/contacts in college preparation activities.				
4) Students will be provided with opportunities for Career and Technology Education (CTE) courses and coherent CTE sequence offerings. (AVID5)	Counselors; leadership team; CTE teachers	CTE teachers will track enrollment and success in CTE classes.				
	Funding Sources: Local - 800.00					
5) Teachers and counselors will receive training in aiding students in college and career planning. (AVID5)	Counselors; leadership team	Leadership team will monitor training provided both on- and off-campus for counselors and teachers.				
	Funding Sources: Title I - 500.00					


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
6) Students will be provided with opportunities to take college courses to earn dual credit, experience college rigor, and meet some of the requirements needed to earn a college degree. (AVID9)	Counselors; Site Coordinator; leadership team	Site Coordinator and counselors will monitor success data from course completions.				
	Funding Sources: Local - 2000.00					
7) Advisories will participate in at least one college prep activity and one relationship-building activity per month. (PASS 3)	Leadership Team, advisory teachers	Naviance participation, advisory records				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 2: Campus will improve student preparation for college and career.

Performance Objective 2: 65% of students taking AP tests will receive a score of 3, 4, or 5

Evaluation Data Source(s) 2: AP test data

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Supplementary instructional resources will be purchased for AP classes. (AVID9)	AP teachers	Teachers will track student performance on practice materials.				
Funding Sources: Title I - 1100.00, Local - 4000.00						
2) Pre AP - AP vertical team training will be conducted. AP training will be provided for AP staff. (AVID9)	Leadership team	Leadership team will ensure training is conducted.				
						


Goal 2: Campus will improve student preparation for college and career.

Performance Objective 3: 100% of teachers will integrate 21st Century skills and technology tools, aligned with the curriculum, into all classes.

Evaluation Data Source(s) 3: PAKs, *Schoology analytics

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) The Technology Specialist will meet with each department periodically to plan for upcoming units, etc. Professional Learning Community (PLC) time will also be utilized for instruction on technology that meets the needs of our students and staff. (TEC7)	Technology specialist and leadership team will track training.	Attendance at PLC and training.				
2) Teachers will be encouraged to try new forms of staff development such as online classes in addition to training provided face-to-face by the technology specialist, librarian, and teachers within the building. (TEC7)	Technology specialist will inform teacher of opportunities for training.	Training logs.				
3) Continued support for Schoology and Google usage by students and teachers will be provided. (TEC7)	Technology specialist; leadership team	Technology specialist and leadership team will monitor usage statistics.				
4) The amount of resources (hardware & software) available for student use and instruction by staff will be expanded and the resources available to parents will be increased. (TEC5)	Technology specialist; leadership team	Usage statistics				
Funding Sources: Title I - 22000.00, Local - 10000.00						
5) The campus will provide state-of-the-art devices (including laptops, mobile devices, fitness equipment and personal activity trackers) and resources (e.g. 3D and digital technology and video conferences) for use by classes in order to allow students to gather information and to prepare students for college and the workplace. (TEC 5)	Technology specialist; leadership team	Usage statistics				
Funding Sources: Title I - 4200.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
						

Goal 2: Campus will improve student preparation for college and career.

Performance Objective 4: The Campus will receive a rating of 100 on the College, Career and Military Readiness component under Domain 1 of the Accountability system.

Evaluation Data Source(s) 4: Performance Index

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Readiness check points will be used to monitor student progress on the College, Career and Military Readiness component in the following areas: (AVID4) -STAAR Final Level II performance on two or more tests (all levels) -Graduation Rate -Graduation Plans -Post secondary Indicator (TSI, Dual Credit Course completion, CTE Coherent Sequence, SAT, ACT)	College access counselor; counselors; leadership team	Improvement in the number of students meeting component requirements.				

Goal 3: Campus will maintain a safe and orderly environment.

Performance Objective 1: 92% of students will believe the overall quality and safety of Kerr is excellent or good.

Evaluation Data Source(s) 1: K-12 Insights Alief ISD Climate Survey, *campus climate survey*

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Above and Beyond Committee will analyze survey data to identify areas of concern for students, teachers and parents. (PASS9)	Shared Decision-Making Committee; Above and Beyond Committee	Survey results; discipline referrals.				
2) Above and Beyond Committee will support awareness activities, including school-wide presentations related to safety, positive relationships, and behavior. PPC will coordinate programs that may include and are not limited to Aim For Success, Bullying Prevention, PASS Presentations, Red Ribbon Week, Dating Violence Prevention, World Culture events, etc. to reinforce a positive school climate. (PASS13)	ABC; STAT; PPC	Discipline referrals; counselors office data; survey results				
Funding Sources: Title I - 1700.00, Local - 1500.00						
3) Advisories will be used to build positive relationships with students and parents. (PASS4)	ABC; advisors; counselors	Discipline referrals; progress reports; attendance data				
4) The Principal's lunch group *and advisory council will meet *periodically to discuss campus policies and procedures and to receive feedback from students. (PASS10)	Principal will determine agenda and conduct meeting each month	Discipline referrals; attendance data; meeting minutes.				
5) The staff will utilize lunch period and after school program to provide physical, social and emotional environment that encourages safe and enjoyable activity for all students. (PASS13)	ABC; STAT; PPC	Counselors office data; Survey results				
Funding Sources: Title I - 0.00						

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
6) Campus will enhance security through the use of identification cards, SmartTags, video security cameras, and the implementation of policies that encourage safe behaviors by students and staff.		Student and staff awareness of safety policies; few behavior issues .				
	Funding Sources: Title I - 0.00					

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Goal 3: Campus will maintain a safe and orderly environment.

Performance Objective 2: Average daily attendance will be 98%.

Evaluation Data Source(s) 2: Attendance data

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Advisors and registrar will monitor daily attendance. (PASS3)	Advisors and registrar will collect attendance data; assistant principal will review students with a high number of absences.	Average daily attendance of 98% or higher.				

Goal 4: Campus will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 1: Campus will retain 100% of qualified teachers, except for retirements and promotions.

Evaluation Data Source(s) 1: Staffing report

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Staff development will be used for building positive relationships. (PASS3)	Leadership team.	Feedback from professional development sessions; campus climate survey				
2) Professional development will be provided related to content, instruction, and assessment. (PASS3)	Leadership team	Feedback from professional development.				
	Funding Sources: Title I - 31000.00, Local - 1600.00					
3) Mentors will be provided to teachers new to the building. (PASS13)	Leadership team	Feedback from new teachers				

Goal 4: Campus will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 2: 92% of staff will believe the overall quality of Kerr is excellent.

Evaluation Data Source(s) 2: Campus instrument

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Above and Beyond Committee will analyze survey data to identify areas of concern for teachers. (PASS9)	ABC	Survey data				
2) Visitors and staff will sign in and sign out on Raptor. (PASS9)	Administrative staff	Raptor logs.				
		Funding Sources: Local - 500.00				
3) Activities will be planned throughout the year to support a positive working environment on campus. (PASS9)	Leadership team	Survey data and staff feedback; attendance records.				
		Funding Sources: Local - 1000.00				
						

Goal 4: Campus will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 3: Instruction will be provided by highly qualified teachers in 100% of courses and by qualified personnel in non-academic courses.

Evaluation Data Source(s) 3: Principal attestation; staffing report from payroll

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Campus will hire highly qualified teachers, and if a teacher is not highly qualified, administration will work to aid them in reaching highly-qualified status. (PASS9)	principal, assistant principal	Increased achievement in academic and non-academic courses.				

Goal 5: Campus will continue to build positive relationships with all stakeholders.

Performance Objective 1: The campus will have greater than 50% of the student population with at least one family member campus interaction.

Evaluation Data Source(s) 1: Alief's Community and Student Engagement Score Card - Family Engagement

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Utilization of the Family Engagement (FAME) program will be increased. The campus will provide educational opportunities to parents based on their needs. (FAME13)	Leadership Team	FAME survey; FAME logs.				
Funding Sources: Title I - 2000.00, Local - 3000.00						
2) The campus will encourage stakeholder involvement in conferences, attendance at campus events, and volunteer activities. (FAME13)	Volunteers in Public Schools (VIPS) coordinator; Leadership team	Survey data; attendance logs				
3) Campus webpage, home access, call out system, newspapers, and social media will be used to communicate with all stakeholders. (FAME2)	Leadership team	campus climate survey				
Funding Sources: Title I - 1200.00, Local - 1500.00						
4) Additional parents will be recruited for the SDC. (FAME3)	SDC facilitator; Leadership team	Campus climate survey results; attendance at SDC.				
						

Goal 5: Campus will continue to build positive relationships with all stakeholders.

Performance Objective 2: The campus will provide a supervised environment for enrichment activities, including tutorials and extended library hours, after school a minimum of 4 days per week.

Evaluation Data Source(s) 2: data from after school program

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Jan	Mar	June
1) Campus will encourage use of district transportation (late buses)for appropriate school activities. (ASP2)	Leadership team	Data will be collected documenting the number of students participating in after school activities and those utilizing after school buses.				
2) Campus will utilize digital and print technology to keep students and parents up-to-date on school activities, tutoring opportunities, and college information.(FAME2)	Leadership team	Increased stakeholder knowledge of events and activities.				
Funding Sources: Title I - 4800.00						
						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	3	1	Credit by Exam (CBE), Distance Learning and Special Opportunities for Academic Restoration (SOAR) will be used for intervention and credit recovery when appropriate. (RTI6)
1	3	2	*+Student/Teacher Assistance Team will hold meetings with students in danger of completing the year with insufficient credit (SAP04) and academic/behavior contracts will be used for students who are behind on credits. (RTI16)
1	3	3	Advisers and counselors will track students' individual progress on their graduation plans. (AVID4)
1	3	4	Transition activities (such as Cub Camp, Transfer student breakfast, NTLB mentors, Good Habits seminars, etc.) will be used to orient new students to Kerr. (RTI15)
1	3	5	Counselors will visit middle school campuses to talk with eighth graders about Kerr's options and aid with course selection. Counselors will also facilitate tours of the campus by interested eighth graders. (AVID8)
1	3	6	Students who are identified as homeless will receive interventions for their specific needs. (H4)