

Palacios High School

Creating a Culture of Excellence Through High Expectations

Campus Improvement Plan

2009 -2010

Scott Norris, Principal
Sherri Seaman, Assistant Principal
Mayra Garcia, Counselor

(PAGE INTENTIONALLY BLANK)

Campus Improvement Team (CIT)

Teacher Reps: Sherrie Newsom, Norma Wollam, Stephanie Garcia

Non-Teaching Professional: Sherri Seaman

Parent Rep: Liz Hooper, Linda Bates, Kathy Bumguardner

Community Rep: Heidi Turner and Debra Garcia

Business Rep: Roy Mills and Lisa Real

Administrator: Scott Norris

District-wide Professional: Vanessa Kunnefke

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus

Performance Objective 1: By May 2010, PHS students in grades 9 – 12 will meet or exceed an attendance rate of 97%.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Staff will be responsible for reporting excessive absentees to Assistant Principal.	Staff, Attendance Clerk	Aug 09–May10	Staff	10% fewer students losing credit due to absences	Attendance Report
2. Saturday School and After School Detention will be made available for students with excessive absences to help regain credit.	Principals	Sep 09–May10	Attendance policy; Staff;	10% more students retaining credit, less retention	Attendance Report
3. School personnel will phone absentees on an as-needed basis.	Principals Attendance Clerk Assigned Staff	Sep 09–May10	Attendance policy; Funds	3% increase in attendance	Attendance Report
4. Attendance hearings will be conducted for students with documented excessive absences.	Attendance Review Committee	Sep 09–May10	Attendance policy; reports	5% fewer students losing credit due to absences	Attendance Report
5. PHS will file truancy charges in appropriate court for excessive absences or trancies.	Principals Attendance Clerk	Oct 09–May10	Attendance policy; reports	10% fewer students attending truancy court	Attendance report, court records
6. Students with perfect attendance will be recognized each 6 weeks.	Principals Secretaries	Aug 09–May10	Attendance policy, reports	10% fewer students attending truancy court	Attendance report, court records
7. Pregnancy Related Services (PRS) will be	Counselor Nurse	Aug 09–May10	Local, state, Funds	10% fewer students attending truancy	PRS student graduation rates

utilized for eligible students.	PRS teachers			court	will increase from previous year
8. Report card conferences will be held at the end of the first 6 weeks.	Principals Teachers	Oct 09	Grade reports	10% more parents will conference with teachers	Sign-in sheets
9. All PHS teachers will encourage co and extracurricular participation.	Principals Teachers	Sep 09-May10	PEIMS reports	10% fewer students losing credits due to absences	Attendance reports

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus

Performance Objective 2: By May 2010, PHS students in all sub groups will attain mastery level in TAKS in grades 9, 10, & 11.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. TAKS data will be disaggregated to individualize instruction for all sub groups.	Principals Dept. Chairs Teachers	Aug –Oct 09	State data; TAKS CD (Reg. III); INOVA	25% fewer students not meeting mastery	TAKS Scores

2. TEKS will be incorporated into daily lessons, regular exams and/or 6-weeks exams as stated in lesson plans.	Principals Dept. Chairs Teachers	Aug 09–May10	Textbooks; curriculum; grades	Longitudinal study	TAKS Scores
3. At-Risk students will receive regular counseling and conference.	Counselor	Aug 09–May10	Local, district, and \$500 Comp. Ed. Funds	AEIS	Letters Home
4. Curriculum will be aligned with TEKS by grade levels and departments.	Principals Dept. Chairs Teachers	Aug 09–May10	AEIS; curriculum; grades	AEIS	Curriculum guides, grade level/cross grade level meetings
5. TAKS test-taking skills will be incorporated into curriculum.	Principals Teachers	Aug 09–May10	Facilitator, local, district funds; Study Island	20% more students meeting Mastery & Commended Performance	TAKS Scores
6. PHS staff will be allotted time to disaggregate TAKS data to individualize instruction.	Principals Dept. Chairs Teachers	Aug 09–Oct10	Local funds	TAKS CD (Reg. III); State data, AEIS; INOVA	TAKS Scores
7. Students who fail the TAKS test will be required to enroll in a TAKS prep class.	Principals Counselor	Aug 09–May10	Local, state Funds	TAKS results; benchmark tests	TAKS Scores
8. Students who participate in TAKS prep classes will have individualized diagnostic instruction.	Principals Teachers	Aug 09–May10	TAKS results and Individualized diagnostic material	TAKS results, Benchmark tests	TAKS Scores

9. The PHS LRC will be made available to PHS students 2 nights per week with a teacher and 2 student tutors for assistance.	Principals Teachers	Sep09 –May10	Trull Foundation	Sign in Sheets for attendance	Increase in student academic success
10. "Semester Review" passes will be given to all students who pass all grade level TAKS tests.	Principals Counselor	Apr 09-May10	None	TAKS results	10% increase in TAKS passing percentages
11. A grade level field day will be had by the grade level with the highest overall TAKS passing percentages.	Principals Counselor	May 10	Local funds	TAKS results	10% increase in TAKS passing percentages
12. Students taking TAKS remediation classes will receive assistance via the on-line "Study Island" program.	Principals Teachers	Aug 09–May10	Local funds	TAKS results	10% increase in TAKS passing percentages
13. Report card conferences will be held at the end of the first 6 weeks	Principals Teachers	Oct 09	Grade reports	10% more parents will conference with teachers	Sign-in sheets
14. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	10% increase in student scores

15. Additional computer labs will be available for the English and Science departments.	Principals	Aug 09-May10	State funds	TAKS results	TAKS scores
16. Upgraded technology will be purchased to be utilized in all classrooms.	Principals	Aug 09-May10	State funds	TAKS results	TAKS scores
18. All PHS teachers will encourage At-Risk students to be involved in co and extracurricular activities.	Principals Teachers	Sep 09-May10	PEIMS reports	10 % fewer students losing credits due to absences	Attendance reports

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 2: By May 2010, PHS students in all sub groups will attain mastery level in TAKS in grades 9, 10, & 11 in Math.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Disaggregate and utilize TAKS performance data to plan math instruction.	Principals Dept. Chair Math Teachers	Sep 09–May10	Local funds; INOVA	Revised guides, instructional revisions	85% Mastery on Math TAKS
2. Provide for tutorials for failing students.	Principals Math Teachers	Oct 09–May10	\$500 Comp Ed Funds, Title I funds	Student enrollment	Report cards, six weeks failure reports

3. Adjust math curriculum in areas of need as determined by TAKS results and benchmarks.	Principals Math Teachers	March 10	Math Teacher; instructional resources, TAKS item analysis	Campus	Improve Math TAKS scores to 85 %
4. Students who participate in TAKS prep classes will have individualized diagnostic instruction.	Principals Math Teachers	Aug 09–May10	TAKS results and Individualized diagnostic material	TAKS results, Benchmark tests	85% Mastery on Math TAKS scores
5. Bench mark exams will be given 2 times a year to monitor achievement.	Dept. Chair Math Teachers	Oct 09-Mar10	No cost	Lesson plans	Increase Math TAKS scores to 85%
6. "Semester Review" passes will be given to all students who pass grade level TAKS tests.	Principals Counselor	Apr 09-May 10	None	TAKS results	Increase Math TAKS passing percentages to 85%
7. A grade level field day will be had by the grade level with the highest overall TAKS passing percentages.	Principals Counselor	May 10	Local funds	TAKS results	Increase Math TAKS passing percentages to 85%
8. Students taking TAKS remediation classes will receive assistance via the on-line "Study Island" program.	Principals Math Teachers	Aug 09–May10	Local funds	TAKS results	Increase Math TAKS passing percentages to 85%

9. Report card conferences will be held at the end of the first 6 weeks.	Principals Math Teachers	Oct 09	Grade reports	10% more parents will conference with teachers	Sign-in sheets
10. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	Increase Math TAKS scores to 85%
11. Upgraded technology will be purchased as-needed to be utilized in all classrooms.	Principals	Aug 09-May10	State funds Laptops	TAKS results	Increase Math TAKS scores to 85%
12. All PHS teachers will encourage At-Risk students to participate in co and extracurricular activities.	Principals Teachers	Sep 09-May10	PEIMS reports	10% fewer students losing credits due to absences	Attendance reports
13. Senior re-testers will receive compensation for TAKS tutorial to encourage participation and supplement wages lost from missed work.	Principals Teachers	Jan 10-May10	High School Allotment	TAKS results	Completion rate of 98% for those enrolled at PHS

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
 Performance Objective 2: By May 2010, PHS students in all sub groups will attain mastery level in TAKS in grade 9 Reading and grade 10 & 11 English Language Arts.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Disaggregate and utilize TAKS performance data to plan ELA instruction.	Principals Dept. Chair ELA Teachers	Sep 09–Mar 10	Local funds; INOVA	Revised guides, instructional revisions	Minimum of 90% Mastery on ELA TAKS
2. Provide tutorials for failing students.	Principals ELA Teachers	Oct 09–May 10	\$500 Comp Ed Funds, Title I funds	Student enrollment	Report cards, six weeks failure reports
3. Adjust ELA curriculum in areas of need as determined by TAKS results and benchmarks.	Principals ELA Teachers	Aug 09-Mar 10	ELA Teacher; instructional resources, TAKS item analysis	Campus	Minimum of 90% Mastery on ELA TAKS
4. Students who participate in TAKS prep classes will have individualized diagnostic instruction.	Principals Teachers	Aug 09–May10	TAKS results and Individualized diagnostic material	TAKS results, Benchmark tests	TAKS Scores
5. Bench mark exams will be given 2 times a year to monitor achievement.	Dept. Chairs	Nov–09 & Jan, Feb-10	No cost	Lesson plans	Minimum of 90% Mastery on ELA TAKS
6. “Semester Review” passes will be given to all students who pass all grade level TAKS tests.	Principals Counselor	Apr 09-May10	None	TAKS results	Minimum of 90% Mastery on ELA TAKS

7. A grade level field day will be had by the grade level with the highest overall TAKS passing percentages.	Principals Counselor	May 10	Local funds	TAKS results	Minimum of 90% Mastery on ELA TAKS
8. Student taking TAKS remediation classes will receive assistance via the on-line "Study Island" program.	Principals Teachers	Aug 09–May10	Local funds	TAKS results	Minimum of 90% Mastery on ELA TAKS
9. Report card conferences will be held at the end of the first 6 weeks.	Principals Teachers	Oct 09	Grade reports	10% more parents will conference with teachers	Sign-in sheets
10. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	Minimum of 90% Mastery on ELA TAKS
11. Upgraded technology will be purchased to be utilized in all classrooms.	Principals	Aug 09-May10	State funds Laptops	TAKS results	TAKS scores
12. All PHS teachers will encourage At-Risk students to participate in co and extra-curricular activities.	Principal Teachers	Sep 09-May10	PEIMS reports	10% fewer students losing credits due to absences	Attendance reports

13. Teachers review student Lexile and Fluency scores to target struggling readers.	Principals ELA Teachers	Aug 09-May10	TAKS reports INOVA Wilson Reading	Lesson plans	Improve TAKS scores to 50%
---	----------------------------	--------------	---	--------------	----------------------------

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 2: By May 2010, PHS students in all sub groups will attain mastery level in TAKS in grade 10 & 11 in the area of Science.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Disaggregate and utilize TAKS performance data to plan Science instruction.	Principals Science Dept. Chair	Sep 09–May10	Region III data/TAKS data; local funds, Title V funds; INOVA	Revised state guides; instructional revisions	85% Mastery on Science TAKS
2. Hold Science Expo to show-case student science performance for community and parents.	Principals Science Dept. Teachers	March 10	Science teachers, Principal, science materials, campus science budgets	Announcement in newspaper, take-home announcement, website	Completion of science display
3. Adjust Science curriculum in areas of need as determined by TAKS results.	Principals Science Teachers	Aug 09–Apr 10	Science teachers, curriculum guides, no cost	Sign-in sheets	Increase TAKS scores to 85%

4. Provide for tutorials for failing students.	Principals Teachers	Oct 09–May 10	\$500 Comp Ed and Title I funds	Student enrollment	Report cards, six weeks failure reports
5. Bench mark exams will be given 2 times a year to monitor achievement.	Science Teachers	Sep, Oct 09 & Mar 10	No cost	Lesson plans	Increase TAKS scores to 85%
6. Students who participate in TAKS prep classes will have individualized diagnostic instruction.	Principals Science Teachers	Aug 09–May10	TAKS results and Individualized diagnostic material	TAKS results, Benchmark tests	Increase TAKS scores to 85%
7. “Semester Review” passes will be given to all students who pass all grade level TAKS tests.	Principals Counselor	Apr,May-10	None	TAKS results	Increase TAKS passing percentages to 85%
8. A grade level field day will be had by the grade level with the highest overall TAKS passing percentages.	Principals Counselor	May 10	Local funds	TAKS results	Increased TAKS passing percentages to 85%
9. Students taking TAKS remediation classes will receive assistance via the on-line “Study Island” program.	Principals Science Teachers	Oct 09–May10	Local funds	TAKS results	Increased TAKS passing percentages to 85%
10. Report card conferences will be held at the end of the first 6 weeks.	Principals Science Teachers	Oct 09	Grade reports	10% more parents will conference with teachers	Sign-in sheets

11. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	Increase TAKS scores to 85%
12. Upgraded technology will be purchased to be utilized in all classrooms.	Principals	Aug 09-May10	State funds Laptops	TAKS results	TAKS scores
13. All PHS teachers will encourage At-Risk students to participate in co and extracurricular activities.	Principals Science Teachers	Sep 09-May10	PEIMS reports	10% fewer students losing credits due to absences	Attendance reports

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
 Performance Objective 2: By May 2010, PHS students in all sub groups will attain mastery level in TAKS in grades 10 & 11 in the area of Social Studies.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Disaggregate and utilize TAKS performance data to plan Social Studies instruction.	Principals S.S. Teachers	Sep 09–May10	Region III data/TAKS data; local funds, Title V funds; INOVA	Revised guides, instructional revisions	90% minimum mastery on Social Studies TAKS

2. Adjust Social studies curriculum in areas of need Obj. 1 and 4, as determined by TAKS results.	Principals S.S. Teachers	Nov 09–Apr10	Social studies teachers, curriculum guides, no cost	Sign-in sheets	Updated guides
3. TAKS social studies questions will be incorporated into class lessons & tests.	Dept. Chair S.S. Teachers	Sep 09–May10	No cost, social studies teachers,	Weekly tests	90% Mastery on social studies TAKS
4. Provide for tutorials for students focusing on issues and events in US history and Political influences on history, Objective 1 and 4.	Principals S.S. Teachers	Oct 09-May10	\$500 Comp Ed and Title I funds	Student enrollment	Report cards, six weeks failure reports
5. Students who participate in TAKS prep classes will have individualized diagnostic instruction.	Principals S.S. Teachers	Aug 09–May10	TAKS results and individualized diagnostic material	TAKS results, Benchmark tests	TAKS Scores
6. Bench mark exams will be given 2 times a year to monitor achievement.	Dept. Chair S.S. Teachers	Sep, Oct-09 Mar -10	No cost	Lesson plans	Maintain Exemplary level TAKS scores
7. "Semester Review" passes will be given to all students who pass all grade level TAKS tests.	Principals Counselor	Apr,May-10	None	TAKS results	Increase overall TAKS passing percentages by 5%
8. A grade level field day will be had by the grade level with the highest overall TAKS passing percentages.	Principals Counselor	May10	Local funds	TAKS results	Increase overall TAKS passing percentages by 5%

9. Student taking TAKS remediation classes will receive assistance via the on-line "Study Island" program.	Principals S.S. Teachers	Aug 09–May10	Local funds	TAKS results	Increase overall TAKS passing percentages by 5%
10. Report card conferences will be held at the end of the first 6 weeks.	Principals S.S. Teachers	Oct 09	Grade reports	10% more parents will conference with teachers	Sign-in sheets
11. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	Maintain Exemplary level TAKS scores
12. Upgraded technology will be purchased to be utilized in all classrooms.	Principals	Aug 09-May10	State funds Laptops	TAKS results	TAKS scores

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 3: PHS will continue to offer Gifted and Talented curriculum through the Advanced Course Program.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Curriculum will be differentiated to meet the needs of G/T students.	Principals G/T Teachers	Aug 09–May10	Local and district funds	Enrollment in G/T courses & Lesson Plans	Increased scores for G/T subgroup.

2. Students will be informed of the G/T program via class meetings, mail-outs, and counselor orientation.	Principals Counselor	Sep 09–May10	Local funds	Sign-in sheets	Increased student awareness.
3. Teachers will differentiate instruction in all advanced classes for identified G/T students.	Principals G/T Teachers	Aug 09-May10	None	TAKS, ACT, and SAT results	Increased scores on TAKS, ACT, and SAT
4. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	Increased scores
5. Upgraded technology will be purchased to be utilized in all classrooms.	Principals	Aug 09-May10	State funds Laptops	TAKS results	TAKS scores
6. All PHS teachers will encourage At-Risk students to participate in co and extracurricular activities.	Principals G/T Teachers	Sep 09-May10	PEIMS reports	10% fewer students losing credits due to absences	Attendance reports
7. Teachers will receive G/T training and updates.	Principals Curriculum Director	Sep 09–May10	State funds	Lesson plans	5% increase in Commended Performance and College Prep Exams scores

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
 Performance Objective 4: PHS will continue to offer activities to improve SAT/ACT scores.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Seniors will be instructed in elaboration, enhancement strategies to target the emphasis on writing in the new version of SAT.	Principals ELA Teachers Counselor	Aug 09–May10	Local and district funds	Essays, 6-weeks writing assignments	SAT scores will meet or exceed State scores
2. Senior classes with students who have passed the exit-level TAKS will be started with an SAT/ACT sponge activity.	Principals Teachers	Aug 09–May10	Local and district funds	Samples of questions & answers	SAT/ACT scores will meet or exceed state scores
3. Teachers will incorporate vocabulary with Latin roots, prefixes/suffixes into weekly lesson plans in English classes.	Principals Teachers	Aug 09–May10	Local and district funds	Samples of quizzes	SAT/ACT scores will meet or exceed state scores
4. Students will use SAT/ACT vocabulary in weekly writing exercises.	Principals Teachers	Aug 09–May10	Local and district funds	Samples of essays	SAT/ACT scores will meet or exceed state scores
5. Departments will meet as-needed to discuss progress & reassess strategies.	Principals Teachers	Aug 09–May10	Local and district funds	More strategies	SAT/ACT scores will meet or exceed state scores

6. Inform students & parents via counselor letter, orientations of testing dates and deadlines.	Counselor	Aug 09–May10	Local and district funds	Letters home	Larger number of students taking tests
7. A SAT On-line Program will be available to all PHS students and their families.	Principals Counselor	Aug 09-May10	Local and district funds	Practice tests, diagnostic assistance	SAT scores will meet or exceed state scores
8. A Summer SAT On-line Program will be available to all PHS students	Principals	July10	Local and district funds	Practice tests, diagnostic assistance	SAT scores will meet or exceed state scores
9. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	SAT/ACT scores will meet or exceed state scores
10. Upgraded technology will be purchased to be utilized in all classrooms.	Principals	Aug 09-May10	State funds Laptops	TAKS results	SAT/ACT scores will meet or exceed state scores
11. All PHS teachers will encourage At-Risk students to participate in co and extracurricular activities.	Principals Teachers	Sep 09-May10	PEIMS reports	10% fewer students losing credits due to absences	Attendance reports
12. Students will receive scholarships for outstanding scores on the SAT, ACT, and earning commended performance on all grade level TAKS tests.	Principals Counselor	June 10	State funds	TAKS reports	AEIS reports

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 5: By May 2010, enrollment will increase in Advanced, Pre-AP, Dual Credit and Tech Prep Classes.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
---------------------------	-------------------	----------	----------------------------------	----------------------	----------------------

1. Students will be encouraged to register for advanced academic courses to increase enrollments.	Teachers Counselor Principals	Aug 09–May10	Guidance materials; college materials	98% of students successfully completing courses	Students schedules
2. Parent meetings will be conducted to provide information regarding curriculum opportunities.	Counselor	Sep 09–Mar10	Staff	Registration forms	Agenda
3. Students will be provided with specific information about Advanced, Pre-AP, AP, Dual Credit, and Tech Prep classes.	Counselor Teachers	Aug 09–May10	Staff	Registration forms	Agenda
4. Students who meet the pre-requisites for Advanced classes and do not enroll will be visited with to encourage enrollment.	Counselor Teachers	Aug 09–May10	Staff	Registration forms	Agenda
5. AP Scholarships will be given to students who pass the AP exams.	Principals Counselor	May10	Trull Foundation	10% increase in student participation and scores	10% increase in scholarship awards and college credits

6. TSTC dual credit technology programs added to our course of study program.	Principals Counselor	Aug 09-May10	Staff	Registration forms	Student schedules
7. The Texas Scholars Program will be utilized to recognize academically high achieving students.	Principals Counselor	Aug 09-May10	Community Organizations and Businesses	10% increase in student participation in advanced classes	10% increase in scholarships and awards to students
8. All PHS teachers will encourage At-Risk students to participate in co and extracurricular activities.	Principals Teachers	Sep 09-May10	PEIMS reports	10% fewer students losing credits due to absences	Attendance reports
9. PHS will increase AP scores in all noted subject areas.	Principals Teachers	May 10	Laying the Foundation; AP review tests	AP Test Results	AP test scores to increase by 10%.

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 6: By May 2010, PHS will have a full roster of UIL academic participants.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Student participation in UIL academic competitions will be encouraged.	Teachers Counselor Principals	Aug 09–May10	UIL Sponsor	100% student participation	UIL registration forms

2. Student participation in extra-curricular and co-curricular organizations will be encouraged.	Athletic Director Organization sponsors Principals	Aug 09–May10	Staff; Coaches; Sponsors	100% student participation	Student registration forms
3. UIL “Blast Off” rally will be held in LRC to publicize and encourage participation.	Principals Counselor	Aug 09	Local funds; posters	100% student participation	Student registration forms
4. Student/Staff will attend Super -Conference as orientation for all new UIL sponsors.	Principals Sponsors	Oct 09	Local funds	100% student participation	Student registration forms

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 7: By May 2010, PHS will have fully implemented policies & procedures focused on maintaining a safe school environment.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Sixth period teachers will review and discuss the Student Code of Conduct and Student Handbook.	Principals Staff	Aug 09	PISD Student Code of Conduct; Student Handbook	15% fewer Referrals	Discipline Records
2. Students and teachers will be provided sexual harassment/bullying awareness meetings.	Counselor	Sep0 9–May10	Federal Law; Code of Conduct; Student Handbook	15% fewer Referrals	Discipline Records

3. Red Ribbon Week will be celebrated through various activities.	Counselor	Oct 09	Drug Free Texas Campaign	Developed Plan	Discipline Records
4. PHS will refer students who may be a threat to themselves or others to appropriate staff members.	Principals Campus Police (SRO's) Counselor	Aug 09–May10	District Safety Plan	Discipline referrals	Discipline records
5. "Random Acts of Character" (RAC) students will be recognized for good deeds they perform.	Principals Staff	Aug 09–May10	Local fund	Referrals	RAC records
6. PHS will continue to utilize Canine Contraband service.	Principals	Aug 0– May10	Local funds	Discipline referrals	Discipline records
7. All visitors will report to the office to show picture ID, sign-in and wear a visitor badge while on campus.	Principals Staff	Aug 09-May10	\$300	Sign-in sheets & monitoring of visitors with badges	Visual observations and increased parental knowledge
8. All students will carry a hall pass when out of the classroom without a teacher.	Principals Staff	Aug 09–May10	\$400	Observation of students with hall passes	Visual observations
9. The campus will implement emergency/disaster procedures.	Principals	Aug09-May10	SDFSC funds	Check, update & Redistribute emergency boxes in classroom	Knowledge and use of emergency procedures in an emergency situation.

10. Teachers will incorporate character education lessons into classroom instruction when appropriate.	Principals Teachers	Aug 09-May10	6 Pillar of Character Education Material	Discipline referrals	Discipline records; RAC records
11. Teachers will incorporate "Time to Teach" techniques when appropriate.	Principals Teachers	Aug 09-May10	"Time to Teach" Materials, local funds	Discipline referrals	Discipline records

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 8: By May 2010, PHS parent involvement will increase due to a variety of opportunities to participate at Palacios High School.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. PHS web page will provide information to the community.	Web design class.	Aug 09–May10	Technology staff	Parent Involvement	Increase parental involvement by 10%
2. Open House will be held each semester.	Principals	Sep09 & Mar10	Staff	Parent Involvement	Increase parental involvement by 25%

3. Counselor information will be sent out monthly.	Counselor	Sep 09–May10	District Mail-Outs	Parent Involvement	Letters
4. CIT will meet 4 times per year.	Principals	Aug 09–May10	CIT members	Parent Involvement	Increase parental/ community by 25%
5. ARD meetings will be held to meet the needs of special needs students.	District Sp. Ed Dept. Chairs Principals	Aug 09–May10	Staff Parents	Parent Involvement	ARD Minutes
6. Staff will involve parents more frequently to address individualized student needs.	Principals Staff	Sep 09–May10	Staff, local funds	Parent Involvement	15% fewer Discipline referrals
7. Parents will be notified of Bench mark exam results that are given 2 times a year to monitor achievement.	Dept. Chairs Teachers	Oct 09 & Mar10	No Cost	Parent Involvement	Letters
8. Parent Academies will be held to provide parents with information regarding high school issues.	Principals Counselor	Aug 09–May10	Local funds	Sign in sheets	Increase parental involvement by 15%
9. Home-School Liaison will be used to make and encourage parent contacts and participation.	Principals Counselor Liaisons	Aug 09–May10	Local funds	Sign in sheets	Parent Involvement
10. Parent meetings will be held to address current information for students/parents.	Counselor	Aug 09 & May10	Staff, local funds	Parent Involvement	Increase parental involvement by 15%

11. Parent meetings will be held to discuss Texas Grant Program & Teach for Texas Program.	Counselor	Sep 09	Staff	Parent Involvement	Increase parental involvement by 15%
12. Involve parents in evening classes to improve their English reading and writing abilities.	Principals Counselor Teachers	Oct 09-May10	LRC, Ellis, Rosetta Stone Staff	Parent Involvement	Increase parental involvement by 15%.

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
 Performance Objective 9: By May 2010, PHS will have provided relevant, focused professional development in key areas of need.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
1. Staff development in TELPAS refresher courses will be provided.	Principals	Sep 09–May10	Local funds, Reg. III	Sign-in sheets	Increase scores by 20%
2. Faculty meetings will be targeted to specific areas of need for teacher development.	Principals	Aug 09–May10	Local funds	Sign-in sheets	Increase scores by 20%
3. Staff training and testing for additional certification in acute shortage areas will be encouraged to ensure “highly qualified” teachers.	Principals	Aug 09–July10	District funds	Teacher certifications	Increase in class offerings

4. Staff will receive needed training and technology hardware to develop improved technology integration into instruction	Principals Tech Inst. Specialist	Sep 09–July10	State funds	Sign-in sheets	Increase scores by 20%
5. All new staff members will participate in a mentoring program.	Principals Teachers	Aug 09-May10	Local funds	Sign-in sheets	5 % reduction in teacher turnover
6. All core teachers will have a common planning conference period to increase collaboration with colleagues.	Principals Counselor	Aug 09-May10	Local funds	Sign-in sheets	Increase scores by 20%

Campus Goal: All students in grades 9 – 12 will meet minimum expectations on all TAKS tests and strive to be an Exemplary campus.
Performance Objective 10: During the 2009 – 2010 school year teachers and staff will increase student interest and enjoyment in school.

Action(s) Implementations	Responsible Staff	Timeline	Resources Needed/ Cost/Source	Formative Evaluation	Summative Evaluation
Principals and Counselor will provide campus activities and teachers will provide activities in each classroom to increase student interest and enjoyment in school.	Principals Counselor Teachers	Aug 09–May10	Local funds	Participation in planned activities; e.g. field trips, blood drives, pep rallies, clubs and organizations	3% increase in student attendance; 15% fewer discipline referrals

Compensatory Education Funds for Palacios High School in the amount of \$296,019 will be distributed in the following manner:

Teacher (Trad)	Spanish I & II	85.7%	\$43,573.31
----------------	----------------	-------	-------------

Teacher (Kacer)	English I	85.7%	\$40,185.59
Teacher (Davis)	Biology	71.4%	\$42,433.02
Teacher (Fort)	W. Geography	85.7%	\$49,731.71
Counselor (M. Garcia)		70%	\$37,066.40
Asst. Principal (S. Seaman)		70%	\$46,370.10
Computer/Technology Equipment		100%	\$36,658.87

(PAGE INTENTIONALLY BLANK)