

Comal Independent School District
AC - Memorial Early College High
2011-2012 Campus Improvement Plan

Accountability Rating: Academically Acceptable



Mission Statement

The mission of Alamo Colleges-Memorial Early College High School is to provide extensive learning opportunities for every student so that they can earn up to 60 college credit hours by the time they obtain their high school diploma and to ensure they become contributing members of society.

Vision

The vision of Alamo Colleges-Memorial Early College High School is to have students ready to take college courses at least by the time they enter their junior year of high school. The goal is for all students to be able to obtain at least the 42 core of college courses or 60 hours for an associates degree by the end of their senior year of high school.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Alamo Colleges-Memorial Early College High School had 88 freshman this year. It will add 100 freshman next year. The demographics are as follows:

Economically Disadvantaged=58% (CISD = 32.4%)

At-risk= 48% (CISD= 30.2%)

LEP= 2% (CISD= 4.5%)

White=49% (CISD= 67.4%)

Hispanic= 50% (CISD= 28.9%)

African-American= 1% (CISD= 2.2%)

First Generation College-Goer= 58% (CISD= N/A)

Demographics Strengths

Due to the recruitment process targeting students who are underrepresented in colleges, the result is a significant increase in enrollment of the Hispanic population and a lower percentage of the white population.

The percentages for the African-American population and the LEP population for the district is relatively low to begin with and so as a result we have a low percentage for our campus.

Demographics Needs

Our challenge is to make sure that we continue to target students who would be underrepresented in college; following the Early College High School model.

Student Achievement

Student Achievement Summary

This was our first year as a campus. With 86 students TAKS testing, the majority of them at-risk and eco-dis, we are an acceptable campus. The following are our TAKS results:

Reading= 93% met standards, 28% commended; Eco-Dis= 91% met standards, 23% commended

Math= 75% met standards, 22% commended; Eco-Dis= 67% met standards, 18% commended

Student Achievement Strengths

Four of our freshman students completed college courses. Three completed an on-line kinesiology course, and one student completed an on-line psychology course. All had grades of A or B.

Student Achievement Needs

Students will continue to improve their course grades as well as their scores on the end-of-course assessments and the state standardized tests.

School Culture and Climate

School Culture and Climate Summary

The Alamo Colleges-Memorial Early College High School will have all faculty and staff attend Capturing Kids Hearts to promote a safe, secure and positive learning environment.

Students will participate in team building activities in order to foster a safe, secure and positive learning environment.

School Culture and Climate Strengths

Teachers will use the Early College High School Model of teaching utilizing the Instructional Strategies. Teachers are monitored twice a month by an ECHS external coach to make sure that the strategies are being implemented.

School Culture and Climate Needs

We will continue to provide project based learning activities for our students in order to foster the collaborative climate that is vital to the ECHS setting.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Applicants showing a high level of proficiency and understanding of best teaching practices and effective instructional learning strategies will be considered for employment.

Thorough background and reference checks will verify the depth and knowledge of the applicants' abilities to work with students in at-risk situations and the ability to impact their learning.

Teachers with Masters' degrees in their subject area or a Master's degree and 18 graduate hours in their subject area will be preferred for selection of applicants.

Applicants will be required to articulate and show evidence of staff development experiences that support accelerated instruction, cooperative learning practices, strategies for providing differentiated instruction, working with students of diverse populations, and relational support.

Staff Quality, Recruitment, and Retention Strengths

ACMECHS faculty will meet with St. Philip's College faculty each semester to align student learning outcomes, review program progress, celebrate success, and identify areas for improvement.

All ACMECHS staff and faculty will participate in an annual overnight retreat in order to refresh and renew the commitment for the ECHS model and the students we are charged to serve.

Staff Quality, Recruitment, and Retention Needs

ACMECHS faculty will collaborate on intervention strategies for students who are not progressing as anticipated. Faculty will be provided staff development opportunities on a regular basis to support and encourage best practices as well as share ideas for student engagement to prepare students for college-level coursework and expectations.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Alamo Colleges-Memorial Early College High School will strive to allocate resources in the most effective and efficient manner to support a positive learning environment, thereby maximizing student achievement.

Curriculum, Instruction, and Assessment Strengths

ACMECHS has a climate of high expectations for all students' success. Teachers collaborate with each other to find strategies that are effective for student engagement and success.

Curriculum, Instruction, and Assessment Needs

Continue to utilize teacher input in decisions regarding implementation of curriculum, instruction, and assessment.

Family and Community Involvement

Family and Community Involvement Summary

Alamo Colleges-Memorial Early College High School will integrate multiple strategies designed to develop parental and community involvement in the program. The involvement of parents in the ECHS program is necessary to the development of a parental support system designed to ensure students succeed in the rigorous course work. Support from the community may include volunteers, financial support, interactions with community leaders, and other networking opportunities that will make a positive impact for our students.

Family and Community Involvement Strengths

We have established a PTSA organization this year and have met quarterly since the beginning of the year. We also use Parent Link, List Serv, Campus Website, and planned parent meetings to communicate to parents and the community.

Family and Community Involvement Needs

We are in the process of identifying community partners wherein students are provided opportunities to volunteer for community service hours. Students who participate in community service programs will be able to document their service hours and become eligible to receive a Service Honor Award upon graduation.

Through the process of identifying community partners for volunteer opportunities we will identify partners that are also able to provide an opportunity to mentor our students.

School Context and Organization

School Context and Organization Summary

The Early College High School Model is a small learning community that provides the opportunity for students, who are least likely to attend college, to earn college credits during high school. By providing instruction that prepares them for college credit courses their first two years of high school, these students can earn up to 60 college credit hours by the time they graduate from high school, many receiving an associates degree.

School Context and Organization Strengths

As an Early College High School (ECHS) campus we must follow the ECHS model of instruction utilizing the Instructional Strategies to engage students and have them experience collaborative learning, writing to learn, develop appropriate questioning strategies, participate in classroom talk, literacy circles, and scaffolding. Teachers are monitored by an external coach from Texas Education Agency and are evaluated by the principal as to whether they are following the ECHS model to fidelity.

School Context and Organization Needs

As the faculty increases, there will be staff development needs that will be expected of the new faculty regarding the ECHS model. The Texas High School Project in conjunction with TEA provide the trainings free to ECHS faculty and staff. As a campus, we will be expected to have faculty attend.

Technology

Technology Summary

Alamo Colleges-Memorial Early College High School will equip, train, and utilize 21st century technology in all classrooms to prepare our students for the challenges of the future.

Technology Strengths

We have computers available to all students, including Mac laptops and Netbooks. Several of the teachers have done project based learning and the students work in small groups to utilize technology to complete and enhance their projects. All our Algebra and Geometry students participated in the Technology Showcase showing off the graphing that they created on the graphing calculators.

Technology Needs

We will increase the use of technology in all classrooms to support instruction.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Goals

Goal 1: ACMECHS will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted with on a daily basis.







Performance Objective 1: ACMECHS students will have achievement levels at the 90% target levels in all AEIS accountability groups by the end of the school year.

Summative Evaluation: Students will have TAKS/STAAR/EOC passing rates of 90% and higher.

Goal 1: ACMECHS will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted with on a daily basis.

Performance Objective 2: Students will be provided with core instruction/curriculum that is aligned with district standards and pass the district CBAs with scores of 90% or higher every nine weeks. .

Summative Evaluation: Measured by the Curriculum Based Assessments that are given every nine weeks.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Conduct walk throughs to ensure instruction is aligned	Campus Administrator	Students perform with a 70% or better on the nine week benchmark tests for every core subject areas.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 1: ACMECHS will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted with on a daily basis.







Performance Objective 3: Student performance will be monitored; especially students who are considered in special populations. Students will need to pass courses with a 70 or better.

Summative Evaluation: Analyze data quarterly to monitor student performance. Failure rate lists are run every three weeks and students meet with administrator or counselor to discuss progress.

Goal 1: ACMECHS will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted with on a daily basis.

Performance Objective 4: Students will have an opportunity to meet with representatives from colleges and universities to explore higher educational options.

Summative Evaluation: The number of trips, per year, made to colleges and universities in the area; as well as number of students attending local college fairs.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) The counselor will work with college and career counselors to set up campus visits, career day, and parent nights.	College and Career Counselor	Dates of visits and number of students attending.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 1: ACMECHS will provide premier academic programs which will ensure all students will have the necessary skills to continue their educational training, begin a career, and be able to solve the problems they are confronted with on a daily basis.


Performance Objective 5: Students will visit college and university campuses in the area at least once per semester.

Summative Evaluation: The number of trips taken to college and university campuses per semester will be monitored.

Goal 2: Alamo Colleges-Memorial Early College High School will foster a safe, secure, and positive learning environment.

Performance Objective 1: ACMECHS will create procedures that foster a safe, secure and positive learning environment.

Summative Evaluation: Evaluation will be determined by the number of discipline referrals, and types of discipline referrals. We will also look at the % of students passing with a 70 or better, as well as the number of students taking and completing college courses with a grade of 70 or better.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) All ACMECHS faculty and staff will attend Capturing Kids Hearts to promote a safe, secure and positive learning environment. All ACMECHS will provide opportunities for students to participate in team building activities in order to foster a safe, secure and positive learning environment.	Faculty and Staff Campus Administrator	Low numbers of discipline referrals High percentage of students passing courses with a 70 or better	✔			
						

Goal 2: Alamo Colleges-Memorial Early College High School will foster a safe, secure, and positive learning environment.







Performance Objective 2: We will measure the numbers and types of discipline referrals. We will also look at the percentage of students passing courses with a 70 or better; as well as look at the percentage of students taking and passing college courses with a 70 or better.

Summative Evaluation: Passing rates, surveys, and referrals.

Goal 3: Alamo Colleges-Memorial Early College High School will equip, train, and utilize 21st Century technology in all classrooms to prepare our students for the challenges of the future.

Performance Objective 1: Students and teachers will increase their technology skills and incorporate technology into everyday classroom engagement activities.

Summative Evaluation: Number of classroom products that use technology.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Students and teachers will increase their use of technology.	Campus Administrator	Number of classroom products that use technology. Number of times teachers use technology for effective classroom instruction.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 3: Alamo Colleges-Memorial Early College High School will equip, train, and utilize 21st Century technology in all classrooms to prepare our students for the challenges of the future.









Performance Objective 2: By the end of January 2012 we will have in place a Learning Center that will provide a Writing Center and Enrichment Center for all our students.

Summative Evaluation: All teachers will have staff development on how to use the Learning Center and will bring in their classes as appropriate.

Goal 4: Alamo Colleges-Memorial Early College High School will foster an atmosphere where there is timely, open communication with all of our communities, parents, staff, and students.

Performance Objective 1: ACMECHS will provide communication to parents and community through the use of Parent Link, List Serv, Campus Website, Newsletters, planned parent meetings, and establishing and expanding a PTSA for our campus.







Summative Evaluation: Number of events that includes parents, families, and the community. Numbers in attendance; numbers of newsletters, phone calls, emails.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) ACMECHS will facilitate communication among parents, staff, and community.	Campus Administrator	Number of events that include parents, community, and families. Numbers in attendance for events. Numbers of communication efforts including Parent Link, List Serv, Campus Website, Newsletters, and planned parent and community meetings.				
2) At least one public meeting per year will be held to discuss student performance - after the AEIS is received.	Campus Administrator	Minutes from the meeting held with AEIS information presented				
3) Information sessions for increasing teacher, student, and parent awareness of issues regarding the sexual abuse of children.	Campus Counselor	Number of meetings held, number of attendees				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 5: Alamo Colleges-Memorial Early College High School will strive to allocate resources in the most effective and efficient manner to support a positive learning environment, thereby maximizing student achievement.

Performance Objective 1: ACMECHS will utilize a budget process where the teachers, staff, and administration collaborate on the needs of the students and how funds might be allocated.

Summative Evaluation: End of the year budget report

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) ACMECHS will spend at least 65% of the campus budget on instructional purposes.	Campus Administrator	End of the year budget report				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 5: Alamo Colleges-Memorial Early College High School will strive to allocate resources in the most effective and efficient manner to support a positive learning environment, thereby maximizing student achievement.







Performance Objective 2: Beginning in September, we will begin to recruit parent volunteers to come and assist on campus and promote a positive and collaborative learning environment.

Summative Evaluation: The number of parent volunteers will increase as we continue to recruit. The library will be operational and staffed by parent volunteers. There will be parent volunteers assisting with lunch duty.

Goal 6: Alamo Colleges-Memorial Early College High School will develop, retain, and reward exceptional staff to maximize the learning of each student.

Performance Objective 1: ACMECHS will provide opportunities for staff development specific to campus departmental needs as well as to the Early College High School Model of the 'Common Instructional Framework.'

Summative Evaluation: Frequent observations, quarterly benchmarks, yearly TAKS and EOC scores

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) ACMECHS will ensure that its highly qualified staff is given the tools necessary to ensure success	Campus Administrator	Frequent observations by TEA as well as district and campus administrators; quarterly benchmark, TAKS and EOC scores.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

Goal 6: Alamo Colleges-Memorial Early College High School will develop, retain, and reward exceptional staff to maximize the learning of each student.







Performance Objective 2: We will work with Middle School Counselors and teachers in November to begin to recruit students for our next 9th grade class. We will also begin to talk with teachers about the possibilities of becoming an Early College High School teacher (one who can teach dual credit courses)

Summative Evaluation: Increase the number of students applying for admission to our campus should improve with earlier recruiting strategies. Increase the number of teachers within the district who will want to come and teach at our campus.

Goal 7: Alamo Colleges-Memorial Early College High School will develop and implement career and technology programs that provide students with specific skills needed to be workforce and post-secondary ready.

Performance Objective 1: ACMECHS will offer courses that earn college credit and/or certification

Summative Evaluation: Number of students receiving college credit and/or certifications

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) ACMECHS will provide career and technology programs that lead to specialized certifications and/or college credit.	Campus Administrator	Number of students receiving certifications and/or college credit				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

State Compensatory

Budget for AC - Memorial Early College High:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
19911611900007126000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$45,373.00
	6100 Subtotal:	\$45,373.00

Personnel for AC - Memorial Early College High:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Keith Cunningham	Social Studies Teacher	State Comp	1

2011-2012 Campus Shared Decision Making Committee

Committee Role	Name	Position	Signature
Alamo Colleges Representative	Mary Cottier	Dean of Arts and Sciences at St. Philip's College	
Classroom Teacher	Susan Croteau	Social Studies Teacher	
Community Representative	Carolyn Pittman	Retired CISD Administrator	
Community Representative	Danny Silivanch	Comal ISD Technology Technician	
District-level Professional	Dr. Jodi Duron	Assistant Superintendent	
District-level Professional	Becky Walker	Director of Career and Technology	
Non-classroom Professional	Dr. Dolly Adams	Principal	
Non-classroom Professional	Dannette Young	Student Service Specialist	
Paraprofessional	Colin Rowe	Senior Associate	
Parent	Patricia Alvarado	Parent	
Parent	Joy Owensby	Parent	
Student	Krystyna Castro	Student	
Student	Lucas Krivoy	Student	