



## **2016 – 2017 CAMPUS IMPROVEMENT PLAN**

**ALEDO HIGH SCHOOL**  
**1000 Bailey Ranch Road**

**Aledo, TX 76008**

Dan Peterson Principal

Carolyn Ansley Assistant Principal

Tessa Maurer Assistant Principal

David Stubbs Assistant Principal

**THE ALEDO HIGH SCHOOL 2016–2017 CAMPUS IMPROVEMENT PLAN COMMITTEE MEMBERS ARE:**

**Dan Peterson -Principal (Chair)**

**Carolyn Ansley- Assistant Principal**

**Kelly Bush-Parent**

**Lucy Bobalik – Parent**

**Carol Steer – Community Member**

**Brett Parker-Community Member**

**Brittany Villegas– Business Member**

**Brenda Cheatham – Business Member**

**Gloria Andrews – Teacher**

**Gena Berry– Teacher**

**Regina Carlson-Teacher**

**Tricia Hackfeld– Teacher**

**Bryan Johnson – DWEIC**

**Karey Moore-Teacher**

**Deneise Stockon Teacher**

**Steve Smith DWEIC**

**Lynn McKinney Admin Bldg.**

Faculty members were selected by nomination and elected by Aledo High School faculty. Parent, Community, and Business representatives were selected by the principal.

The committee met, reviewed, and reached consensus on revisions and additions to Campus Plan on October 5, 2016

## **Aledo ISD/Aledo High School Goals:**

- 1. Learning**
- 2. Safety**
- 3. Parents/Community**
- 4. Human Resources**
- 5. Financial/Facilities**
- 6. Continuous Improvement**

*MOTTO:*

ASPIRE TO EXCELLENCE

*MISSION STATEMENT:*

ALEDO HIGH SCHOOL IS COMMITTED TO EXCELLENCE IN EDUCATION BY SETTING THE STANDARD FOR EXCEPTIONAL CHARACTER, ACADEMICS, AND COMMUNITY.

**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**Demographics**

**Narrative: Aledo High School student population continues to evolve as we grow. Our total student population is 1242 for this school year.**

- **White-1019** **83%**
- **Hispanic-136** **11%**
- **American Indian-6** **< 1%**
- **African American-24** **2%**
- **Asian-12** **< 1%**
- **Multi-Racial- 28** **2%**
- **Economically Disadvantaged-118** **10%**
- **Completion Rate-411 (2015 Grads)** **98.6%**
- **Dropouts-1** **< 1%**
- **Discipline referrals- 417** **(Last year 358, the year before 261)**

**Strengths:**

**AHS has a veteran staff that does an excellent job of tracking student’s progress during the year. They administer common assessments to adjust curriculum needs as they become evident and adapt content to meet campus instructional needs.**

**Needs:**

**Continue to target sub populations (Hispanic, African American, Special Education and Eco-Disadvantaged) related to assessment system and student needs. Continue staff development to assist in the EOC stability and growth. Aledo High School is not a Title I school wide or Targeted Assistance Campus. The last column, “Title SC”, is included on each page of the plan to denote the NCLB categories for other Title funds (II, III)**

**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**School Context & Organization**

**Narrative:**

Department chairs will continue their role this year in the planning and staff development with the End of Course (EOC) assessment. We must continue to adjust our instructional focus on the EOC assessments based on campus performance and student needs. Monitor the assimilation of the 3 new teachers to AHS and 4 new staff members.

**Strengths:**

Staff communication and collaboration are campus strengths based on staff survey results.

Teacher Handbook provides policies, procedures and other key information for the staff.

Parents and staff are surveyed at the end of each year to gather data for campus improvement.

Parent Link system is used to keep our parents informed about important campus activities.

Faculty meetings are conducted as needed.

Special Education meetings are conducted once every nine weeks.

Common conference period for English II teachers this year will assist in planning and communication within their department.

**Needs:**

Monitor transition of the new staff and specifically those that teach an EOC testing area

Monitor progress in Science as well as the other three subject areas for Academic Achievement to maintain distinctions.

**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**Student Achievement**

**Narrative:**

AHS staff and students worked tirelessly to attain the gains on EOC assessments last year. The campus received a “Met Standard” rating for the 2015-2016 year. Data was disaggregated in September and targeted areas were discussed for the 2016-2017 year. AHS also received five of the seven distinctions last year. Our distinctions were in the Academic Achievement in ELA, Math, Social Studies, Postsecondary Readiness, and Top 25% Student Progress!

AHS will continue to work towards improving student achievement through staff development and program changes as needed after reviewing benchmark data and six week assessments during the year. We will also work on improving student attendance, preparing our students for life after graduation, and building stronger connections with students. Monitor and adjust instruction in our reading curriculum to improve our scores in Special Ed, Hispanic and Economically Disadvantaged to avoid system safeguard again.

**Strengths:**

In the four indexes on the performance report issued from the state AHS exceeded all target scores:

Student Achievement 94 with the target of 60, Student Progress 34 with a target of 17, Closing Performance Gaps 43 with the target of 30, and Postsecondary Readiness 79 with a target of 60

Content Mastery room is open to all students on campus for additional support.

Bridge and Credit Recovery courses are offered to help struggling students.

**Needs:**

**Improve Economically Disadvantaged students' scores in Science, Reading, and All Subject categories on the EOC tests**

**Improve Hispanic subpopulation scores in Reading, and All Subjects on the EOC tests**

**Improve Special Education scores on Reading, Social Studies, and All Subjects on the EOC tests**

**Improve Reading scores on White sub group on the Reading EOC test**

**Continue to target student progress in EOC assessments by sub groups and to ensure we don't have a system safeguard again.**



**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**Curriculum, Instruction & Assessment**

**Narrative:**

**With the EOC/STAAR assessment in the fourth year, we have to continue to focus on expanding our approach to meet our goals with EOC testing. We will utilize the Eduphoria program to allow teachers to quickly access their student's benchmark data and other critical information. We will continue to use our Rtl team to identify and support our struggling students.**

**Strengths:**

**Continuous monitoring of the EOC changes in assessment.**

**Utilize and adjust as necessary the district curriculum guides and scope to mirror EOC.**

**The development of common assessments and the utilization of their results by the teachers and administrators will enable us to monitor our student mastery of core subject areas.**

**Needs:**

**Provide ongoing professional development due to the EOC assessment and maintain Index 2 progress in ELA**

**Continue to push the academic rigor of classes to prepare for post-secondary institutions or other post-secondary opportunities**

**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**School Culture & Climate**

**Narrative:**

**Aledo High School is a campus that has a culture of success that must be maintained and improved upon each year. We have experienced great success in Fine Arts, Student Organizations, Academics, and Athletics over the years and it is a tradition that each group wants to continue to build upon. The staff morale is positive but must be monitored for increased stress and changes in morale.**

**Strengths:**

**Excellence is the expectation for all students**

**Great traditions which provide a positive culture and school climate**

**Caring and knowledgeable staff**

**Helpful community that provides support through PTO, AdvoCats, and Center of Hope**

**Needs:**

**Be aware of recognition that is due to all groups during the year**

**Concerns due to the EOC and changes to the state assessment system**

**Continue training on procedures in the event of a safety or security incident on campus**

**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**Technology**

**Narrative:**

Explore possible additions to the campus technology through the Technology teacher group created to review new tools and platforms. Explore the usage of electronic readers with the formation of an Instructional Technology Committee. Continue to explore new ideas like flipping the classroom when appropriate for the subject. Aledo High School will participate and focus on cyber safety during the Digital Citizen Week.

**Strengths:**

Wonderful librarian that helps our staff with their technology needs

Campus open to new ideas or methodology

Several teachers that are constantly striving to improve the technology usage in their rooms

Distance Learning lab that enables our students to take Dual Credit courses through Weatherford College

**Needs:**

Possible addition of more staff to meet the needs of the increased technology

Increase the wireless points in the building to help with weak or dead spots

Technology staff development offerings geared toward individual teacher needs

**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**Family & Community Involvement**

**Narrative:**

**Aledo High School is fortunate to have great community support for all our students. Our business members are quick to provide support and our families attend our Athletic, Fine Arts and Academic events in great numbers. We need to work towards improving our communication with our stakeholders through our website, Parent Link, District Phone App and other methods available to the campus. AdvoCats has continued to support our economically disadvantaged students with their needs during the year.**

**Strengths:**

**Parent Portal for grading status and attendance of students has been very helpful**

**Supportive community members and businesses**

**Active student involvement in the community through service projects**

**Aledo Scholars program that recognizes our Distinguished and Recommended plan graduates**

**Educational Foundation to support teacher needs for instructional materials with innovative practices**

**Parent Link system to call, text, and email important information to our parents**

**Naviance program that will improve our communication with students and parents about postsecondary opportunities**

**Needs:**

**Update district and campus web pages more frequently**

**Provide parents with information to assist them in working with their child during the instructional year**

**Athletic calendar with all sports sub-varsity through varsity in one location on website.**

**Aledo High School**  
**Comprehensive Needs Assessment**  
**2016-2017 School Year**

**Staff Quality, Recruitment & Retention**

**Narrative:**

**Aledo High School staff is a group of veteran teachers with some newer staff members that are committed to student excellence. Staff training to continue the successful transition to the STAAR assessment in the second year is vital to our campus. With the addition of 3 new teachers and 4 new staff members, their needs will be monitored during their first year on campus.**

**Strengths:**

**100% highly qualified staff**

**Experienced staff**

**New teacher mentor program for new staff with less than five years' experience**

**Needs:**

**Continue to provide staff development for technology implementation in the classroom**

**Continue to recruit highly qualified candidates for the hiring pool**

**Monitor and support the new AHS staff to make sure they feel connected with our campus**

## Comprehensive Needs Data Sources

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

- **Texas Accountability Summary**
- **Attendance records**
- **Common Assessment results**
- **Campus and Department meeting agendas**
- **Completion rate**
- **Discipline records**
- **District Strategic Plan**
- **Federal and State budget planning information**
- **Non-Mastery reports**
- **PBMAS data**
- **Previous year's campus plans**
- **Staff development surveys and evaluations**
- **Student, Staff and Parent surveys**
- **TAPR data**
- **TELPAS results**
- **STAAR EOC data**
- **Federal Report card**

## 2016-2017 Aledo High School Strategic Plan

**District Priority #1: Learning – Aledo High School shall provide an aligned, rigorous curriculum, preparing students to meet or exceed educational standards.**

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
1.1 Aledo High School will align all curricula based on data to reflect appropriate rigor and maximize student success. Year at a glance documents will drive the core subjects.	Campus/District Administration, Core Departments Horizontal/Vertical team, Exec Dir. of Curriculum	Eduphoria, Success Maker, Scope & Sequence	2016-2017 school year; as data becomes available	STAAR Results, Data Tables, TAPR Lesson plans, School report card	Comparison of reports and objectives annually by sub groups	PD CNA A C
1.2 Aledo High School will provide a variety of diverse course offerings such as AP, Weatherford College dual credit, and TxVSN courses.	Campus/District Administration, Campus staff counselors	HQ Staff, College Prep & Dual Credit Classes, Technology TxVSN Transportation	Annual comparison of course and program offerings	Master schedule AP Scores Distinction Designations Acknowledgement TAPR	Increased offerings/performance when compared annually	HQ C
1.3 Aledo High School will utilize instructional technology utilizing software to allow teachers to record lessons for absent students and review of lessons from home.	Campus/District Administration, Campus staff. Technology	Instructional Technology, All Classroom and Special Ed staff	August 2016 – June 2017	RtI Campus documentation, Progress Monitoring Data for Individual Students, Lesson plans, Professional Development	T-TESS, Sign in sheets & agendas, Clarity BrightBytes	PD C
1.4 Aledo High School will provide a variety of co-curricular and extra-curricular activities for enrichment with a high level of student participation.	Campus/District Administration, Campus staff	Athletic and UIL coaches Booster clubs, Sponsors	August 2016- June 2017	Enrollment numbers in activities, Rosters from programs and classes	Increased attendance, academic achievements. UIL recognition at district, regional and state level	PI C R/R
1.5 Aledo High School will provide support programs that include EOC Bridge courses for struggling learners. Summer school will also be offered to struggling ELL learners and EOC failures.	Campus/District Administration, Campus staff	GT Specialists, SE Director & staff, ESL Director & staff 504, RtI Team Bridges courses	August 2016 – June 2017	GT Differentiation documentation forms, RtI Campus documentation, Progress Monitoring Data for Individual Students, Class Rosters	TAPR, Special Ed, 504, GT annual reports, TELPAS reports, RtI documentation Grade reports	C PI HQ

**Title I Schoolwide Components:** CNA = Comprehensive Needs Assessment, RS = Reform Strategies, HQ = Highly Qualified Staff, PD = Professional Development, R/R = Recruitment and Retention, PI = Parent Involvement, T = Transition, A = Teacher Involvement in Assessment, M = Assistance for Mastery, C = Coordinate Programs  
**Assessment:** TAPR= Texas Academic Performance Report, PBMAS = Performance Based Monitoring Analysis System, SPP = State Performance Plan, STAAR = The State of Texas Assessments of Academic Readiness, TELPAS = Texas English Language Proficiency Assessment System

**District Priority #1: Learning – Aledo High School shall provide an aligned, rigorous curriculum, preparing students to meet or exceed educational standards.**

<b>Goal</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Benchmark Timeline</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Title I S.C.</b>
1.6 Aledo High School will implement measures to ensure our participation standards meet the Federal requirements during EOC testing this year.	Campus/District Administration, Campus staff	TxEIS program, Attendance reports	August 2016 – July 2017	Reduction in absences during EOC testing in targeted areas	Higher attendance on testing dates and no system safeguard on participation	CNA, RS, PI
1.7 Aledo High School will focus on raising our attendance rate one percentage point (97 to 98) during this school year.	Campus/District Administration, Campus staff, Students, Attendance clerk	Parent Link system, Attendance policy	August 2016- June 2017	Reduction in instructional time lost due to absences	Higher attendance rate on attendance reports every six weeks	CNA, RS, PI

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**District Priority #2: Safety – Aledo High School shall maintain a safe and orderly environment.**

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
2.1 Aledo High School will evaluate and update emergency communication systems so that employees and students are prepared to respond to an emergency situation at any time and maintain partnerships with local emergency preparedness agencies.	AISD Police, Campus/District Administration, Technology, Maintenance/Operations	AISD Police Local First Responders Local funds Grants Edwards Risk Management	June 2016 – July 2017	Written plans for each campus, Documentation of drills	Appropriate response if emergency occurs	CNA
2.2 Aledo High School will establish procedures for students and staff to report and respond to safety needs and concerns. Practice drills will be conducted so students and staff are familiar with the plans.	AISD Police, Campus/District Administration, Campus staff	AISD Police SHAC TASB resources Edwards Risk Management	June 2016 – July 2017	Written plans, Teacher handbooks Safety drill plans in each room	Teacher, Parent Survey Results	CNA
2.3 Aledo High School will ensure compliance with all governmental safety regulations.	AISD Police/Maintenance, Campus/District Administration	AISD Police/Maintenance TASB Resources Edwards Risk Management	August 2016 – July 2017	Written documentation demonstrating compliance and dates of drills	All buildings and procedures will meet regulations	CNA
2.4 Aledo High School will conduct a review and revision of the Student Code of Conduct including discipline data for trends on an annual basis.	Campus/District Administration, Campus Leadership Team (CLT)	TASB Legal Services PEIMS data Referral data	March 2016 – August 2017	Discipline data for each campus/district in PEIMS, CLT Agenda	Decreased discipline issues	CNA
2.5 Aledo High School will provide appropriate safety programs and professional development to ensure a safe environment for students, staff, and substitutes. Health class will utilize the P.A.P.A. & Worth the Wait program to discuss abstinence.	Campus/District Administration, Maintenance/Operations, Technology, Transportation, Child Nutrition	SHAC Title II \$16,851 Local funds AISD Police P.A.P.A. Edwards Risk Management	August 2016- June 2017	District/Campus Calendar of Events, Campus drill documentation	Lesson Plans for Digital Citizen Week, P.A.P.A., & Worth the Wait	CNA PD

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**District Priority #3: Parents/Community – Parents and members of the community shall have meaningful opportunities to communicate and participate in the educational processes of the Aledo High School.**

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
3.1 Aledo High School will provide multiple platforms of communication for our community. Parent Link, Parent Portal, Naviance, Google Classroom, and School Fusion will be utilized to keep parents and students informed during the year.	District/Campus Administration Technology Webmaster Communications Officer	IT Department District Website State funds Local funds	Aug 2016 – July 2017	Documentation of communication methodology, Web status Parent Link reports	Increased utilization of a variety of communication methods, Parent feedback Parent survey	PI PD
3.2 Aledo High School will provide multiple programs for parent and community volunteer involvement. Topics to include Senior Summit, College Fair, and Project Celebration.	District/Campus Administration	District Personnel SHAC State & local funds PTO Booster Clubs	Monthly 2016 – 2017	Sign in sheets, Campus/District calendars of events Meeting Agendas	Increased parental involvement at the campus and district level Community feedback Parent survey	PI
3.3 Aledo High School will be an involved supporter of PTO, AdvoCats, Center of Hope and other charitable organizations through various drives and providing volunteers.	District/Campus Administration	District Personnel Student Volunteerism	Monthly 2016-2017	Calendar of events	Continued local support of the community, Parent survey, Civic organization documentation	PI
3.4 Aledo High School will continue to build positive relationships with parent and school organizations. Administrators will be present and visible at all home games and activities on campus.	District/Campus Administration, Teacher/Campus Program Directors	PTO Booster Clubs SHAC Local funds	Aug 2016 – July 2017	Parent surveys	Increased results for parent survey	PI

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**District Priority #4 Human Resources – Aledo High School shall recruit, hire, train, and retain a highly qualified staff.**

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
4.1 Aledo High School will maintain 100% fully certified and highly qualified staff.	Campus Administration	Title II \$16,851 & Title III \$13, 508 funds, Local funds	August 2016- June 2017	Principal Attestation Report HQ District & Campus Reports	HQ District/Campus reports, Personnel records	HQ CNA R/R
4.2 Aledo High School will follow a consistent structure of professional development for all employees which includes a revised, new teacher mentor program.	District/Campus Administration, Mentor Teachers	Title II funds \$16,851, Local funds	Annual August orientation Follow-up meetings in Nov, Feb, April	Calendar of Events, Sign in sheets, Payments to mentors Mentor Agendas	New Teacher Survey results, Professional Progress results, Teacher turnover rate, Exit surveys	CNA PD R/R
4.3 Aledo ISD will refine and publish a coherent and consistent competitive pay structure for all employees of Aledo High School.	District Administration, Board of Trustees	TASB Legal Local funds	August 2016- June 2017	Published pay structure	TAPR/Teacher turnover rate	R/R
4.4 Aledo High School will continue to develop future leaders through internship and other learning opportunities throughout the year.	District/Campus Administration	Title II \$16,851 & Title III \$13, 508 funding, Local funds	August 2016- June 2017	Professional Development Calendar, Sign in sheets, Agendas, Evaluations	Online Staff Development, T-TESS evaluations and walk through data	PD R/R

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**District Priority #5 Financial/Facilities – Aledo High School shall exhibit excellence in financial and facility planning, management, and stewardship.**

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
5.1 AHS will monitor a long range replacement schedules for major cost items on campus.	Superintendent Maintenance Director CFO	Community Groups DWEIC Administrative Team Local funds Bond funds Demographer	Aug 2016 – July 2017	Written plan in place updated annually	Major cost items are replaced as needed on campus	PI CNA C
5.2 AHS will communicate to our parents information concerning federal, state, and local financial decisions and the resulting local impact through our website and parent meetings.	Superintendent CFO	Campus Staff Chamber of Commerce Business Partners PTO DWEIC	Aug 2016 – July 2017	Documentation of items communicated	Responses to customer survey satisfaction	PI C
5.3 Aledo High School will continue to utilize a conservative approach to financial management to ensure the best usage to tax dollars that is focused on student achievement.	Superintendent CFO	District/Campus Staff Financial Advisors TASB	Aug 2016 – July 2017	Annual audits FAST/FIRST data	Favorable bond ratings District fund balance	CNA C

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**District Priority #6 Continuous Improvement – Aledo High School shall monitor and revise systems and processes to evaluate organizational effectiveness and stakeholder satisfaction.**

Goal	Person(s) Responsible	Resources	Benchmark Timeline	Evidence of Implementation	Evidence of Impact	Title I S.C.
6.1 Aledo High School will annually evaluate the effectiveness of campus programs. (i.e. instructional, extracurricular, technology)	District/Campus Administrators	IT Department AD UIL Coaches/Sponsors Program Directors	Aug 2016 – July 2017	Annual Evaluation (i.e., survey meetings with stakeholders) Improvement Plans	Improvement in areas of concern as identified in evaluation process	CNA PD C
6.2 Aledo High School will utilize technology to improve and automate internal systems.	District/Campus Administrators	IT Department Program Directors	Aug 2016 – July 2017	Documentation of changes in automation to internal systems PayPal Transportation AESOP School Dude Parent Portal Employee Access System	Increase in Automated internal systems Increase ease of access to real time information.	CNA PD
6.3 Aledo High School will provide contacts for the annual parent satisfaction survey.	District Administration	IT Department Campus Administration	March 2017	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	PI CNA
6.4 Aledo ISD will conduct annual satisfaction surveys for parents and staff to evaluate the effectiveness of all service areas. (i.e. nutrition, security, maintenance)	District Administration	Program Directors IT Department	May 2017	Completed survey documentation	Evidence of addressing areas of concern as identified in survey results	PI CNA

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