

Paradise Independent School District

Paradise High School

2016-2017 Goals/Performance Objectives/Strategies

Mission Statement

The mission of Paradise High School is to unite the efforts of staff with the support of parents and community to provide challenging educational opportunities in academic, career and technology, and leadership areas for all students. We will demonstrate service, integrity and excellence in all that we do. We will provide an environment in which students become proficient, life-long learners who make successful contributions to society.

Vision

The vision of Paradise High School is to provide a climate which empowers students and provides an academic rigor for excellence in order to promote a self reliant, self confident, life long learner.

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Goals

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 1: Staff will provide intensive, high quality instruction to all students to meet state and local requirements and to prepare students for college and careers.

Evaluation Data Source(s) 1:

Summative Evaluation 1:










Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Continue Weatherford College CTE programs to continue to develop valuable working skills for students to use upon graduation into workforce or higher education.	Principal, CTE Director, Weatherford College	Certificates received by students				
Funding Sources: Perkins- CTE - \$0.00						
2) Provide teachers with staff development opportunities in successful STAAR strategies and follow up implementation.	Principal, Assistant Principal	increased EOC scores				
3) Collaborate with Weatherford College and Texas Woman's University to continue to offer dual credit. Add a science dual credit course.	Principal, Counselor	Number of graduates with college credit				
4) Provide focused tutorials for students in need of remediation. Daily tutorials are provided through STAAR prep courses.	Principal, Counselor, Teacher					
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 2: Staff and student attendance will meet or exceed 97%.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Communicate with parents, students and teachers the impact of school attendance on student success.	Principal and Attendance Clerk	STAAR results, student grades, Student and staff attendance reports				
2) Renaissance Cards - Students that meet academic and attendance requirements will be given their respected Renaissance card. Each category has different incentives based on level of performance.	Principal, Assistant Principal, Attendance Clerk, Counseling Office	List of students				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 3: PISD will analyze all data regarding Special Education students for student improvements.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Paradise high school will work to develop a plan to raise SPED EOC scores on STAAR tests. 1. Work with SPED students in targeted objectives for preparation for the EOC tests. 2. Build endurance for the 4-5 hour testing period for student success. 3. Provide STAAR remediation classes for students to work to improve their weakness.	Principal, Assistant Principal, SPED teachers, teachers	Increase in SPED scores by 5%.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 4: Teachers of students in special programs- ESL, Gifted and Talented, Compensatory Education, and Section 504 will receive the support and resources needed for student success.

Evaluation Data Source(s) 4:

Summative Evaluation 4:










Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Create opportunities for G/T students to take field trips for enrichment outside the classroom as well as inside the classroom.	Principal, Counselor	Documentations of trips, Lesson Plans				
2) Teachers will be provided lists of students that are in special programs. Provide resources needed to teachers for student success.	Counselor, Principal	Meeting Notes, Sign off sheets				
3) Added another teacher to serve 504 students to the campus.	Central office, Principal	Additional time for students to receive individualized assistance.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 5: Teachers will have regularly scheduled vertical meetings with agendas at the campus level and across campuses.

Evaluation Data Source(s) 5:

Summative Evaluation 5:








Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) A schedule and agendas developed for vertical team meetings are made available to all teachers involved. T-Tess required.	Assistant Superintendent, Principal, Department Heads	Agendas Meeting Notes				
2) 1) Students will take CBAs after the 1st, 2nd, 4th and 5th 6 weeks in core classes. The CBA will be used to monitor student growth and understanding of the content. 2) This data will drive instruction. 3) Data will be shared in department meetings.						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 6: Career and Technical Education (CATE) programs will be evaluated each year for curriculum and equipment needs.

Evaluation Data Source(s) 6:

Summative Evaluation 6:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CTE Program Director at the High School is actively working with teachers on program improvements in curriculum and equipment. Carl Perkins Federal Funds from Shared Services Arrangement.	Assistant Superintendent, Assistant Principal- CTE Director	Teachers have resources for a strong CTE program.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 7: Increase student achievement on all STAAR EOC assessments to meet the state and federal targets.

Evaluation Data Source(s) 7:

Summative Evaluation 7:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Classroom teachers will provide student opportunities to write and read in their classrooms.	Department Chairs, Principal, Assistant Principal	Vertical Meetings Agenda, Classroom observations				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 8: The TEKS Resource System will be utilized as the district's curriculum alignment for the standards in Social Studies, Science, and Math K-12.

Evaluation Data Source(s) 8:

Summative Evaluation 8:








Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide time for teachers to plan lessons utilizing the TEKS Resource System	Principal	Lesson plans, student success on EOC testing				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: IMPROVE STUDENT ACHIEVEMENT

Performance Objective 9: Teachers will implement Thinking Maps. ELA teachers will utilize Write from the Beginning and Beyond, and Write for the Future. Training in WFBB Narrative Writing will be taught in grades 3-8. Response to Literature will be introduced to ELA teachers.

Evaluation Data Source(s) 9:

Summative Evaluation 9:


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide teachers with training in use of district initiatives in thinking maps and Write for the Future. Allow that teacher time to train the department.	Principal, Assistant Principal, Assistant Sup.	EOC results (both passing and level 3), Lesson Plans				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: STAFF QUALITY, RECRUITMENT, AND PROFESSIONAL DEVELOPMENT ACTIVITIES AND MEASURES WILL CREATE AN ENVIRONMENT OF HIGH EXPECTATIONS FOR ALL STAFF.

Performance Objective 1: PISD will hire and maintain qualified and highly effective teachers and staff.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Conduct recruitment activities such as posting job vacancies on multiple websites and maintaining an active webpage to ensure the recruitment of highly qualified personnel.	Principal	Principal attestations	✓			
2) Analyze data from all teachers' certifications, testing, staff development and service records to ensure that all meet HQ status.	Principal working with the Assistant Sup.	Principal attestations, Certifications during the hiring process	✓			
						

Goal 2: STAFF QUALITY, RECRUITMENT, AND PROFESSIONAL DEVELOPMENT ACTIVITIES AND MEASURES WILL CREATE AN ENVIRONMENT OF HIGH EXPECTATIONS FOR ALL STAFF.

Performance Objective 2: The PISD staff will receive quality professional development designed to meet the needs of the campuses and district.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide CTE teachers with the opportunity to attend summer conferences for professional development.	Principal, CTE Director	Training documents, classroom lessons				
2) Staff will receive two days of training when hired at Paradise ISD. Curriculum and instructional strategies training, and required information.	Assistant Superintendent, Teacher leader presenters	Turnover rate lower than the state.				
3) Science and Math teachers attend CAST and CAMT.	Department Chair, Principal	Lesson plans reflecting strategies learned.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SCHOOL CONTEXT AND ORGANIZATION WILL BE INFLUENCED BY A SHARED DECISION-MAKING AND LEADERSHIP IN THE PROCESSES AND PROCEDURES DRIVING TEACHING, LEARNING, AND SAFETY.

Performance Objective 1: All campuses will address the Emergency Operations Plan (EOP) annually and conduct and document required drills.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Educate teachers about the procedures for the Crisis Management Plan and Emergency Operation Plan.	Principal, Assistant Principal	100% of staff are trained in crisis management.				
2) Teachers will educate students about the procedures of the crisis management plan. Continue this education through the drills during the school year.	Principal, Assistant Principal	Documented minutes from drills.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SCHOOL CONTEXT AND ORGANIZATION WILL BE INFLUENCED BY A SHARED DECISION-MAKING AND LEADERSHIP IN THE PROCESSES AND PROCEDURES DRIVING TEACHING, LEARNING, AND SAFETY.

Performance Objective 2: Processes and procedures will be in place for continuous school improvement.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 1) Require all visitors to sign in at the front office and obtain a visitor's badge. Continue to utilized key cards and video surveillance. 2) Updated cameras in the surveillance system.	Principal, Office Staff, Technology Department	Visitor sign in log, cameras up and running				
2) Utilize Drug dogs to search parking lots, lockers and classrooms.	Principal and Assistant Principal	Drug-Free Campus				
3) Drug test all extracurricular students and student drivers with a parking permit.	Principal and Assistant Principal	Drug Free Campus				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 4: SCHOOL CULTURE AND CLIMATE WILL PROMOTE SECURITY, A SENSE OF BELONGING, AND POSITIVE RELATIONSHIPS BETWEEN STUDENTS, TEACHERS, PARENTS AND THE COMMUNITY.

Performance Objective 1: All parents, teachers, staff and students will have access to online surveys for gathering information for school improvement.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Goal 4: SCHOOL CULTURE AND CLIMATE WILL PROMOTE SECURITY, A SENSE OF BELONGING, AND POSITIVE RELATIONSHIPS BETWEEN STUDENTS, TEACHERS, PARENTS AND THE COMMUNITY.

Performance Objective 2: School Safety

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All students will park in the gravel lot to alleviate crossing of the main road during high traffic times.	Teachers and Administrators	Safety increased				
2) Update school cameras including 2 new cameras covering the gravel parking lot.	Tech Department	Updated in the security system.				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 4: SCHOOL CULTURE AND CLIMATE WILL PROMOTE SECURITY, A SENSE OF BELONGING, AND POSITIVE RELATIONSHIPS BETWEEN STUDENTS, TEACHERS, PARENTS AND THE COMMUNITY.

Performance Objective 3: School Safety - Update school cameras including 2 new cameras covering the gravel parking lot.

Evaluation Data Source(s) 3:













Summative Evaluation 3:

Goal 5: INCREASE FAMILY AND COMMUNITY INVOLVEMENT

Performance Objective 1: PISD will support and encourage partnerships with families and the community to set high expectations for all students.

Evaluation Data Source(s) 1:

Summative Evaluation 1:


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Promote Parent Portal online program for parents to access grades. E-mail 3 week progress reports and 6 week report cards to parents.	Principal	Parent survey, emails				
2) Utilize the school messenger system of communication with students and parents. (In Spanish when needed)	Assistant Principal	Documentations of calls				
3) Host Junior/Senior college nights.	Counselor, Upward Bound	Schedule of events, sign in sheets				
4) Host incoming Freshman Parent Orientation.	Counselor, Principal	Schedule of the event, sign in sheets				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 5: INCREASE FAMILY AND COMMUNITY INVOLVEMENT

Performance Objective 2: Each campus will conduct a meeting or open house at the beginning of the school year so parents can learn expectations and meet teachers.

Evaluation Data Source(s) 2:

Summative Evaluation 2:









Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The High School hosted a "Meet the Teacher" night the week before school started.	Principal	Calendar, Student and Parents picking up schedules	✓			
						

Goal 6: TECHNOLOGY WILL SUPPORT STUDENT INSTRUCTION AND LEARNING

Performance Objective 1: PISD will provide the digital tools and content specific training necessary for students and staff to advance their learning, allow for the participation in real-world applications, and to be better prepared for post-secondary expectations.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide software (Mac Books, Promethean Boards, Document Cameras) and training for teachers to better differentiate instruction for students and increase student engagement.	Principal, Technology Department	Classroom activities, Lesson plans and student participation.				
2) Provide carts and charging stations for classroom sets of Mac Books.	District, Principal	Functioning charging stations in classrooms.				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 7: PISD WILL BE IN COMPLIANCE WITH ALL STATE AND FEDERAL REQUIREMENTS FOR STUDENT AND STAFF TRAININGS/PROGRAMS.

Performance Objective 1: All staff will participate in trainings required by state and federal laws and guidelines.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Goal 7: PISD WILL BE IN COMPLIANCE WITH ALL STATE AND FEDERAL REQUIREMENTS FOR STUDENT AND STAFF TRAININGS/PROGRAMS.

Performance Objective 2: All students will participate in programs as required by state and federal laws and guidelines.

Evaluation Data Source(s) 2:

Summative Evaluation 2: