

Boerne Independent School District

Boerne High School

2018-2019 Goals/Performance Objectives/Strategies



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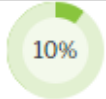



Goals







Goal 1: Student Success: Prepare students to be college and career ready.

Performance Objective 1: BHS will provide students with technology-rich curriculum and instruction.

Evaluation Data Source(s) 1: Surveys, observations, C2 planning, YAGs, professional learning

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Jan	Jan	June	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) BHS teachers will attend monthly instructional technology sessions to enhance their implementation of technology into lessons and their general classroom setup.</p>	Educational Technology Specialists, Campus Administration	Increased and improved usage of campus technology				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) BHS wil provide students with technology opportunities through chrome books and smart boards in classrooms.</p>	Educational Technology Specialists, Campus Administration	Enhanced college and career readiness				
Funding Sources: 199 - General Fund - 0.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) BHS will provide students with opportunities for credit recovery through accelerated online instruction via Odysseyware.</p>	At-Risk Coordinator, Counselors, Campus Administration	Increase the graduation rate for at-risk learners, increase the percentage of students who are promoted to the next grade level.				
Funding Sources: 199 - General Fund - 0.00, 199 - State Compensatory Education (SCE), Accelera - 13116.00						
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) BHS will provide opportunities for students to use technology through project based activities that reinforce the core curriculum.</p>	Educational Technology Specialists, Campus Administration, Dept Chairs	Increased use of technology by students, differentiated assignments that meet the needs of individual learners, increased student engagement, promote development of problem solving, critical thinking and 21st century skills within students				






Comprehensive Support Strategy Critical Success Factors CSF 3 5) Provide a computerized data collection system for ARD, IEP development and evaluations for Special Education.	Directors of SpEd	Ease of access, centralized system of data, communication improved, monitoring of students,IDEA B Federal Grant \$2333.33			
	Funding Sources: 224 - IDEA B - Formula Special Education (SpEd) - 2100.00				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>					

Goal 1: Student Success: Prepare students to be college and career ready.

Performance Objective 2: BHS will provide students with opportunities to connect classroom learning with real-world experiences.

Evaluation Data Source(s) 2: State accountability reports, dual credit completion, CTE certificate completion and other assessment data for all student groups.

Summative Evaluation 2:

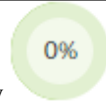
Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Jan	Jan	June	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) BHS will provide students with opportunities to participate in career education that leads to certification or licensure.</p>	CTE Coordinator, Campus Administration	Increased number of industry recognized certifications for students				
Funding Sources: 244 - Perkins Career & Technical Education (CTE) - 15690.00, 171 - State Career & Technical Education (CTE) - 12495.00						
<p>Critical Success Factors CSF 2 CSF 5</p> <p>2) BHS will provide students with college and career counseling in small group and individualized settings.</p>	Counselors, Campus Administration	Increased completion of CTE programs, improved student awareness of future career interests and options.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) BHS will provide opportunities to learn about colleges and careers through scheduled visits from colleges, universities, military representatives and technical schools.</p>	Counselors, Campus Administration	Students will have greater awareness of post-secondary opportunities, including information about scholarships and financial aid.				
<p>Critical Success Factors CSF 5</p> <p>4) BHS will evaluate, support and expand CTE pathways offered in accordance with HB 5; establish culinary arts, FCS and Manufacturing advisory committees to strengthen CTE programming.</p>	CTE Coordinator, Campus Administration, Advisory Boards	Increased student engagement and exploration of future careers, post-secondary opportunities; evidence of student participation, certifications. Expand opportunities for students.				
Funding Sources: 171 - State Career & Technical Education (CTE) - 88815.00, 244 - Perkins Career & Technical Education (CTE) - 1358.00						
<p>Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6</p> <p>5) BHS will provide opportunities for students to participate in service learning and extend the classroom outside of the building and campus.</p>	Science Coordinator, Campus Administration	Instill community and ethical values in our students.				



= Accomplished



= Continue/Modify



= No Progress







= Discontinue

Goal 1: Student Success: Prepare students to be college and career ready.

Performance Objective 3: BHS will ensure academic achievement for all students..

Evaluation Data Source(s) 3: PBMAS data, student discipline data, communication and outreach activities, attendance at school events, feedback from community members, website relay campus information, Google classroom page usage, number of parent events, sign in sheets

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Jan	Jan	June	June
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) BHS will provide targeted EOC interventions in a small group format for students who have yet to pass the EOC exams.</p>	At-Risk Coordinator, Campus Administration	Higher passing rates for at-risk students on EOC exams.				
<p>Problem Statements: Student Achievement 1 Funding Sources: 199 - State Compensatory Education (SCE), Accelerera - 20526.00</p>						
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>2) BHS will employ a co-teach model in special education and for ESL programs.</p>	At-Risk Coordinator, Special Education Department Chair, Campus Administration	Increased academic success of students served by special education and ESL services.				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) BHS will develop and implement progress-monitoring systems, including participation in the annual district PBMAS review, tracking the progress of all sub-pops through formative and summative assessments, and sharing differentiation practices among teachers.</p>	Dept. Chairs, At-Risk Coordinator, Campus Administration	Increased academic achievement among all subpopulations and improved instructional strategies.				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>4) RtI committee will identify students in need of additional assistance and develop RtI plans for each student.</p>	RtI Committee, Campus Administration, At-Risk Coordinator, Counselors	Increased academic achievement of at-risk students.				

<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>5) BHS will utilize data from common checkpoints and fluency assessments to analyze performance of ELLs and develop appropriate interventions.</p>	<p>Campus Administration, At-Risk Coordinator, LPAC committee</p>	<p>Increased TELPAS progress and EOC scores.</p>				
<p>Funding Sources: 199 - State Compensatory Education (SCE), Accelerated - 56041.00, 199 - State Bilingual/ESL - 25624.00</p>						
<p>Critical Success Factors CSF 4 CSF 5 CSF 6</p> <p>6) BHS will monitor daily attendance, communicate with parents and ensure compliance with district/state procedures.</p>	<p>Campus Administration</p>	<p>Increased student attendance rate.</p>				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>7) BHS will utilize Hounds Haven to work with students in need of additional assistance.</p>	<p>Special Education Dept Chair, Campus Administration, Counselors</p>	<p>Improved academic progress of at-risk students.</p>				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>8) BHS will provide identified students, teachers and administrators technology, software, instruction, materials, equipment and contracted services such as, Music Therapy and Behavioral support using research-based strategies to support IEP's, Transition Curriculum implemented.</p>	<p>SpEd Dept. Chair, Campus Administration</p>	<p>Review transition curriculum and use state performance plan indicators along with feedback from teachers, students and parents. Provide music therapy as student in individual ARD's. IDEA B Federal Grant \$555.00, Federal \$600.00, IDEA B Federal Grant \$1,333.33</p>				
<p>Funding Sources: 224 - IDEA B - Formula Special Education (SpEd) - 2360.00</p>						
<p>Critical Success Factors CSF 1 CSF 2</p> <p>9) BHS will increase the percentage of AP students who earn credit on the AP exam.</p>	<p>Counselors, Campus Administration</p>	<p>Students will enter college with more earned credits.</p>				
<p>Critical Success Factors CSF 5</p> <p>10) BHS will provide parent/student meetings for students entering advanced academics to help them navigate the course selection process.</p>	<p>Counselors, Campus Administration</p>	<p>Increased student success in advanced academic courses.</p>				
<p>Critical Success Factors CSF 2</p> <p>11) BHS will serve as a testing site for SAT and offer TSI, ASVAB and PSAT to students.</p>	<p>Counselors</p>	<p>Increased number of students who take the tests at BHS.</p>				

Critical Success Factors CSF 1 CSF 2 CSF 4 12) BHS will hold PSAT bootcamps for students in advance of the 2018 PSAT.	Counselors	Improved PSAT scores, increased skill development and understanding of the assessment, increased number of National Merit Semifinalists and commended students.			
Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 13) BHS teachers will implement SIOP strategies and use ELPS to guide lesson preparation and delivery.	Campus Administration, At-Risk Coordinator	Increased academic achievement and TELPAS scores for ELLs. Title II, Part A, \$1,300			
Funding Sources: 255 - Title II, Part A, TPTR - 927.00					
Comprehensive Support Strategy Critical Success Factors CSF 4 14) BHS will ensure that ELLs receive core instruction from SIOP trained instructors with support in an inclusion model.	Campus Administration, At-Risk Coordinator, Counselors	Increased academic performance of ELLs.			
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 15) BHS will implement "The Fundamental Five" teaching strategies in daily lessons.	Campus Administration, Curriculum Coordinators	Increased engagement and academic achievement of all students.			
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Performance Objective 3 Problem Statements:








Student Achievement
Problem Statement 1: Performance gaps exist within ELL and Special Education sub-populations. Root Cause 1: These students' academic gaps are larger than those of their peers.

Goal 2: Customer Service: Provide quality service to both internal and external customers.

Performance Objective 1: BHS will maintain consistent two-way communication with all stakeholders.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Jan	Jan	June	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) BHS will utilize multiple forms of communication with parents and community members, including School Messenger, Google Classroom, Family Access, Webpage, Twitter, Instagram, Facebook, Remind 101.</p>	Campus Administration	Improved two-way communication with stakeholders.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) BHS will host informational events for parents. These events will include orientations regarding course registration, graduation plans and career transitions; Open House; College Fair, Off to College 101; Financial Aid; and social/emotional issues.</p>	Campus Administration, Counselors	Improved parent involvement with with students' school processes.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) BHS will involve parents and community members in decision making processes through Site Based Committee, PTO, Advisory Boards, and Booster clubs.</p>	Campus Administration	Increased engagement with school processes from all stakeholders.				
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Goal 2: Customer Service: Provide quality service to both internal and external customers.

Performance Objective 2: BHS will provide all front office staff with opportunities to develop customer service skills.

Evaluation Data Source(s) 2:




Summative Evaluation 2:

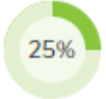



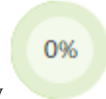

Goal 3: Human Capital: Provide a quality work environment so every employee can perform at the highest levels.

Performance Objective 1: BHS will recruit, induct and retain a high quality staff.

Evaluation Data Source(s) 1: Highly qualified staff percentages, attendance at staff development training opportunities, C2 participation, technology education course completion, employee retention rate

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Jan	Jan	June	June
<p>Critical Success Factors CSF 2 CSF 3 CSF 7</p> <p>1) BHS will conduct weekly C2 meetings in each department to review student data, plan for interventions and improve instructional strategies.</p>	Department Chairs, Campus Administration, Curriculum Coordinators	Increased use of effective instructional strategies and increased student achievement.				
<p>Critical Success Factors CSF 2 CSF 3 CSF 7</p> <p>2) BHS will consult with teaching staff to develop and provide targeted professional development activities based on staff and campus needs.</p>	Department Chairs, Campus Administration, Site-Based Committee	Increased use of high-impact instructional strategies.				
Funding Sources: 199 - General Fund - 0.00						
<p>Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>3) BHS will support teachers in pursuing individualized professional development, including AP training, GT training, special education, TEKS, technology, inclusion, 504, dyslexia, RtI, STEM, and professional conferences.</p>	Campus Administration	Increased use of targeted instructional strategies, TAGT online learning usage, attendance certificates, Title II, Part A \$512				
Funding Sources: 255 - Title II, Part A, TPTR - 390.00						

<p>Critical Success Factors CSF 3 CSF 7</p> <p>4) Provide mentoring for all new teachers regarding instruction, classroom management and professional practices.</p>	<p>Campus Administration, Dept. Chairs</p>	<p>Faster induction of new teachers into professional and campus cultures.</p>				
<p>Comprehensive Support Strategy Critical Success Factors CSF 3 CSF 7</p> <p>5) BHS will train and support special education teachers on implementing an inclusionary co-teach model, providing accommodations and modifications, documenting PLAAFP, ARD preparation, and other best practices.</p>	<p>Campus Administration, SpEd Dept. Chair</p>	<p>Special education staff will more effectively serve their students. General education teachers will work more productively with their coteachers. Staff development substitute budget. \$600 Federal \$600, IDEA B Federal Grant \$223.00</p>				
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Goal 3: Human Capital: Provide a quality work environment so every employee can perform at the highest levels.

Performance Objective 2: BHS will solicit regular feedback from staff regarding employee satisfaction.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Goal 4: Fiscal Responsibility: Create efficiencies at all levels of the organization.

Performance Objective 1: BHS will manage growth in a way that ensures functional equity among all programs.

Evaluation Data Source(s) 1: SBDM committee meetings

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Jan	Jan	June	June
<p>Critical Success Factors CSF 2 CSF 3</p> <p>1) BHS administration will make personnel requests based on student needs and course selection data.</p>	Principal	Student/teacher ratio information, impact on growth of campus				
<p>2) BHS will develop a campus budget that meets the needs of each department while seeking input from stakeholders. Will be based on requests as appropriate in regard to instruction, travel, and professional development.</p>	Principal	Instructional budget and account balances, monthly account ledgers, end of year balance sheets				
Funding Sources: 199 - General Fund - 0.00						
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Goal 4: Fiscal Responsibility: Create efficiencies at all levels of the organization.

Performance Objective 2: BHS will provide training for all staff who manage a program budget.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	5	Provide a computerized data collection system for ARD, IEP development and evaluations for Special Education.
1	3	1	BHS will provide targeted EOC interventions in a small group format for students who have yet to pass the EOC exams.
1	3	2	BHS will employ a co-teach model in special education and for ESL programs.
1	3	3	BHS will develop and implement progress-monitoring systems, including participation in the annual district PBMAS review, tracking the progress of all sub-pops through formative and summative assessments, and sharing differentiation practices among teachers.
1	3	4	RtI committee will identify students in need of additional assistance and develop RtI plans for each student.
1	3	5	BHS will utilize data from common checkpoints and fluency assessments to analyze performance of ELLs and develop appropriate interventions.
1	3	7	BHS will utilize Hounds Haven to work with students in need of additional assistance.
1	3	13	BHS teachers will implement SIOP strategies and use ELPS to guide lesson preparation and delivery.
1	3	14	BHS will ensure that ELLs receive core instruction from SIOP trained instructors with support in an inclusion model.
3	1	5	BHS will train and support special education teachers on implementing an inclusionary co-teach model, providing accommodations and modifications, documenting PLAAFP, ARD preparation, and other best practices.