

Galena Park Independent School District

North Shore Senior High School

2019-2020 Goals/Performance Objectives/Strategies

Accountability Rating: B

Distinction Designations:

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Academic Achievement in Social Studies

Top 25 Percent: Comparative Academic Growth



Mission Statement

North Shore High School is committed to providing all the necessary resources and strategies so that students reach a high level of socio-emotional and academic achievement through rigorous and relevant curricula to ensure students are prepared for career, military, and college.

Vision

Every student of North Shore High School will graduate prepared to begin a career, enroll in the military, or attend the college of their choice as they become productive citizens.

History

North Shore High School is one of 23 campuses in the Galena Park Independent School District. North Shore High School opened in 1962 and serves predominantly middle and low socioeconomic urban families. The original location was 13501 Holly Park Drive. The first class of Seniors graduated from North Shore High School in 1965. Over the next several decades, the population of the area steadily increased leading to the building of a new campus that would house 11th and 12th graders. The new campus opened in December of 1999. At that time, the 9th and 10th graders remained at the Holly Park campus. In 2007, an additional wing was added to 11th and 12th grade campus to accommodate the 10th Grade. Due to the steady increase in the student population, GPISD opened a 10th Grade Center in the Fall of 2018. North Shore High School has a population of nearly 4800 students and serves their needs on three campuses.

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Goal 9: North Shore High School will achieve a 96.0% or higher student attendance rate, utilizing the \$6,842.00 Attendance Incentive Plan allotment. North Shore Senior High School will achieve a student attendance rate of 95.5% for the Fall 2019 semester and 95.0% for the Spring 2020 semester utilizing the \$12,634 Attendance Incentive Plan allotment.	52
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Goals

Goal 1: North Shore High School will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 1: North Shore High School will reduce its number of disciplinary referrals by 5% compared to 2018-2019 school year.


Evaluation Data Source(s) 1: NSSH TTESS Analysis






Power Walk Data

Teacher Surveys

Discipline Report Data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Improve low-performing schools 1) North Shore High School Administrators will conduct at least one walk through of all of its teachers by December 1st and identify any teachers who struggle with classroom management.	2.5, 2.6	Administrators,	Struggling teachers will improve their relationship with students.	 5%			
	Problem Statements: School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1 - Student Academic Achievement 6						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Recruit, support, retain teachers and principals Improve low-performing schools 2) North Shore Senior High Administrators will identify teachers who struggle with classroom management and send them to at least one classroom management training session sponsored by the District's Professional Development department.	2.6	Campus Disciplinary Officer	Increase in school climate Increase in effective instruction Increase in student achievement Increase in teacher-student relationship.				
	Problem Statements: Staff Quality, Recruitment, and Retention 2 - Curriculum, Instruction, and Assessment 1						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:

School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.
Staff Quality, Recruitment, and Retention
Problem Statement 2: Teachers do not readily support new instructional initiatives. Root Cause 2: Teachers struggle with managing multiple initiatives and are often overwhelmed with implementation.
Curriculum, Instruction, and Assessment
Problem Statement 1: We will increase the implementation of sheltered strategies and specially designed instruction for our ELL and SpEd students. Root Cause 1: Lack of intentional planning and PLC time for instructors
Student Academic Achievement
Problem Statement 6: The performance gap between general education students and ICS students is too wide. Root Cause 6: SpEd ratios in classrooms are too large.

Goal 1: North Shore High School will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 2: North Shore High School will increase the percentage of staff members reporting North Shore to be a safe and positive workplace by 2% according to the campus needs assessment survey

Evaluation Data Source(s) 2: Campus Needs Assessment Survey

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Improve low-performing schools 1) North Shore High School will implement the "No Place for Hate" program.	2.6	Counselor Assigned	Build more positive relationships between students, teachers, administrators, and all other stakeholders.				
	Problem Statements: Demographics 2, 3 - School Culture and Climate 1 - Demographics 4 Funding Sources: 199 - Local - 401.88						
2) North Shore High School will have a strong Foundations Program to ensure the safety of all students.		Safety and Foundations Administrator.	Emergency drills will be completed more efficiently. Students and teachers will become more knowledgeable about maintaining daily proper safety measures				
Funding Sources: 199 - Local - 21249.50							
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 2: There are few students utilizing social services and counseling resources. Root Cause 2: Parents are not effectively educated on social services available to students and families such as Communities In Schools, Unlimited Visions and Social Work services.
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.

Demographics

Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 4:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 1: North Shore High School will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 3: North Shore High School staff will be on duty each morning, afternoon and during passing periods.

Evaluation Data Source(s) 3: Weekly Duty Check Reports
Campus Needs Assessment Survey

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
TEA Priorities Improve low-performing schools 1) North Shore High School will assign morning and afternoon duty areas based on the strengths of its staff.		Duty Administrator	High risk areas are properly monitored by strong staff members.				
	Problem Statements: School Culture and Climate 1 - School Context and Organization 2						
2) North Shore High School will perform daily and/or weekly duty checks.		Duty Administrator	Increased presence of staff during high risk times				
	Problem Statements: School Culture and Climate 1						
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 3 Problem Statements:

School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.
School Context and Organization
Problem Statement 2: Staff and students are not at their assigned duty areas consistently. Root Cause 2: Administrators and duty captains are not consistently monitoring and holding staff accountable for being on duty.



Goal 2: North Shore High School will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 1: We will increase the average ACT score of 18.6 to the state average of 20.3

Evaluation Data Source(s) 1: TAPR

Campus Needs Assessment
Practice ACT test scores

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Build a foundation of reading and math Connect high school to career and college Improve low-performing schools 1) North Shore Senior High 11th and 12th grade Math and English teachers will utilize ACT prep questions as warm ups twice week.	2.5, 2.6	Teachers, Specialist, Administrators	Increase in student college and career readiness through participation and performance.				
	Problem Statements: Curriculum, Instruction, and Assessment 2						
TEA Priorities Build a foundation of reading and math Connect high school to career and college Improve low-performing schools 2) North Shore Senior High 12th Grade English IV/College Prep courses will perform ACT goal setting conferences with its students.	2.4	English Administrator, English Specialists, Associate of Curriculum and Instruction.	Students are more knowledgeable about components of the ACT and will develop a plan to be successful.				
	Problem Statements: Curriculum, Instruction, and Assessment 2 Funding Sources: 199 - Local - 0.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Connect high school to career and college Improve low-performing schools 3) North Shore Senior High will identify and contact the parents of students enrolled in advanced classes to take the ACT exam.	2.4, 2.5, 3.2	Academic Advisor, Associate Principal, ACT Testing Coordinator	Increased student and parent awareness and an increase in student participation and performance.				
Problem Statements: Parent and Community Engagement 1, 2, 3							
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 1 Problem Statements:

Curriculum, Instruction, and Assessment
Problem Statement 2: Too many students not prepared for college and/or careers. Root Cause 2: Current curricula does not include college preparation activities in on-level courses.
Parent and Community Engagement
Problem Statement 1: North Shore High School needs to develop more partnerships with the community. Root Cause 1: There are limited opportunities to build relationships with the school.
Problem Statement 2: Parents are not as actively involved at the high school level. Root Cause 2: Parents report they do not feel welcomed.
Problem Statement 3: North Shore High needs to use a variety of strategies to communicate with parents. Root Cause 3: Parents ignore call outs and may not follow campus social media outlets.

Goal 2: North Shore High School will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 2: 20% of students will pass the TSIA.

Evaluation Data Source(s) 2: Math and English Common Assessment Data
2018 TSIA Score Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Build a foundation of reading and math Connect high school to career and college 1) Enroll students who have not shown college readiness into a college prep Math or College prep English course.	2.4, 2.6	Associate principal of curriculum and instruction, Counselors, and Specialists.	Students will be exposed to a curriculum geared towards being successful on the TSIA. Students will increase their college opportunities and will not have to take remediation courses.				
	Problem Statements: Curriculum, Instruction, and Assessment 2						
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Build a foundation of reading and math Connect high school to career and college Improve low-performing schools 2) North Shore Senior High will incorporate a practice TSIA activity as a part of the College Prep Math and English IV curriculum.	2.4	Math Specialists, English Specialist and Associate of Curriculum and Instruction.	Students will be exposed to a curriculum geared towards being successful on the TSIA. Students will increase their college opportunities and will not have to take remediation courses.				
	Problem Statements: Curriculum, Instruction, and Assessment 2 Funding Sources: 199 - Local - 0.00						
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 2 Problem Statements:

Curriculum, Instruction, and Assessment
Problem Statement 2: Too many students not prepared for college and/or careers. Root Cause 2: Current curricula does not include college preparation activities in on-level courses.

Goal 2: North Shore High School will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 3: North Shore Senior High will ensure 95% of students will demonstrate College, Career or Military Readiness

Evaluation Data Source(s) 3: TEA CCMR Report
CCMR Tracking Spreadsheets

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
TEA Priorities Connect high school to career and college 1) NSSH Counselors will use the GPISD CCMR forms to identify any students who have not met CCMR and place them on the path to gain CCMR.	2.4, 2.5, 2.6	Lead Counselors, Registrar, Associate Principal					
Problem Statements: Curriculum, Instruction, and Assessment 2							
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 3 Problem Statements:

Curriculum, Instruction, and Assessment
Problem Statement 2: Too many students not prepared for college and/or careers. Root Cause 2: Current curricula does not include college preparation activities in on-level courses.

Goal 3: North Shore High School will ensure student growth in the tested areas.

Performance Objective 1: North Shore High School will increase the English I and II passing rate for primary testers to 75%








Evaluation Data Source(s) 1: Unit Assessments

Semester Exams

District Assessments

2017 TAPR Report

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Build a foundation of reading and math Improve low-performing schools 1) North Shore 10th Grade Center will enroll re-tester students into an on-level core course and 1 remediation course.	2.4, 2.5, 2.6	Associate of Curriculum and Instructional Specialists.	With the renewed focus on students excelling beyond the Approaches standard, we expect re-testers to show greater than expected progress as a result of their being surrounded by students closer to their own level of achievement				
	Problem Statements: Student Achievement 5 - Curriculum, Instruction, and Assessment 1						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 5: The English II EOC performance is consistently performed below the state for the last 5 years. Root Cause 5: English re-testers are not receiving effective interventions
Curriculum, Instruction, and Assessment
Problem Statement 1: We will increase the implementation of sheltered strategies and specially designed instruction for our ELL and SpEd students. Root Cause 1: Lack of intentional planning and PLC time for instructors



Goal 3: North Shore High School will ensure student growth in the tested areas.






Performance Objective 2: Each EOC tested content area will increase their Masters level performance to meet that of the state by the end of the 2019-2020 school year.

Evaluation Data Source(s) 2: TAPR

- EOC results
- Unit Assessments
- Semester Exams
- District Assessments

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Build a foundation of reading and math 1) North Shore High School will conduct weekly tutorials for re-testers and students within 5 points of scoring Meets or Masters level on the EOC.	2.4, 2.5	Department chairs will turn in targeted tutorial plans each semester outlining their tutorial schedules.	We expect for there to be a steady increase in masters level performance after each common assessment.				
Comprehensive Support Strategy 2) Students and teachers will set and review Masters goals.	2.4, 2.6	Associate of Curriculum and Instruction, Instructional Specialist.	Advanced students will continue to work towards progress.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
TEA Priorities Improve low-performing schools 3) Teachers will cycle US History lessons on Fridays for US History Dual Credit students beginning in the FALL semester.	2.4	Administrators will conduct at least 10 power walks each Friday into the Dual Credit classrooms.	US History Dual Credit students will increase their master performance by 5% points from the previous year. The teaching team will have a shared responsibility for these students' test results.				
Problem Statements: Student Achievement 4 - Student Academic Achievement 5							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 2 Problem Statements:

Student Achievement
Problem Statement 3: English I and English II Masters performance of 3% are below the states average of 8%. Root Cause 3: The scope and sequence of Pre-AP English does not meet the rigor of the tested TEKs.
Problem Statement 4: US History masters level performance of 28% is ranked in the bottom half of our comparison schools. Root Cause 4: Dual credit students are not exposed to US History TEKs as compared to Advanced Placement and On-Level US History students.
Problem Statement 5: The English II EOC performance is consistently performed below the state for the last 5 years. Root Cause 5: English re-testers are not receiving effective interventions
Student Academic Achievement
Problem Statement 3: There is a need to create a strategic tutorial plan to encourage maximum participation and outside support. Root Cause 3: Students see the current plan as focused only on "passing" either a course or test. If they think they are "passing" they won't come.
Problem Statement 5: US History EOC Master performance amongst Dual Credit and AP students is low. Root Cause 5: Goal setting and interventions begin too late in the year and should begin in the Fall Semester.
Problem Statement 6: The performance gap between general education students and ICS students is too wide. Root Cause 6: SpEd ratios in classrooms are too large.

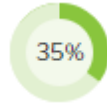





Goal 3: North Shore High School will ensure student growth in the tested areas.

Performance Objective 3: ELA scores for LEP students will increase by 4% points each year and will meet state expected targets by the year 2020.

Evaluation Data Source(s) 3: TAPR Reports

- Unit Assessments
- Semester Exams
- District Assessments
- EOC results

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy 1) NSSH will continue its implementation of the cross curricular team of teachers who will provide visual, interactive teaching for accelerating learning to all beginning and intermediate LEP students.	2.4, 2.5, 2.6	The members of the team will participate in a data debriefing each six weeks to discuss the progress of its beginning and intermediate LEP students.	We expect LEP students will received highly sheltered instruction in each of their core classes resulting in accelerated language proficiency as evident on the TELPAS exam.				
				Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: 285 - Title IV - 31007.26			
Additional Targeted Support Strategy TEA Priorities Build a foundation of reading and math Improve low-performing schools 2) Core content teachers will use Kerzweil at least twice a week during instruction.	2.4, 2.6	Instructional Specialists	Students will become comfortable with online supports.				
				Problem Statements: Student Achievement 2, 5 - Curriculum, Instruction, and Assessment 1 - Student Academic Achievement 6			
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 3 Problem Statements:

Student Achievement

Problem Statement 1: North Shore High School LEP students failed to meet safeguards in English Language Arts. **Root Cause 1:** Teachers are not effectively implementing sheltered strategies across all contents.

Problem Statement 2: North Shore High School Special Education students are failing to meet safeguards in all contents. **Root Cause 2:** General education teachers are not effectively implementing specially designed instruction to Special Education students.

Problem Statement 5: The English II EOC performance is consistently performed below the state for the last 5 years. **Root Cause 5:** English re-testers are not receiving effective interventions

Curriculum, Instruction, and Assessment

Problem Statement 1: We will increase the implementation of sheltered strategies and specially designed instruction for our ELL and SpEd students. **Root Cause 1:** Lack of intentional planning and PLC time for instructors

Student Academic Achievement

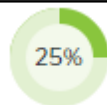




Problem Statement 6: The performance gap between general education students and ICS students is too wide. **Root Cause 6:** SpEd ratios in classrooms are too large.

Goal 3: North Shore High School will ensure student growth in the tested areas.

Performance Objective 4: NSSH will experience a 4% increase in SpEd approaches performance in all EOC tested areas.

Evaluation Data Source(s) 4: TAPR
NSSH Power Walk Data

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Recruit, support, retain teachers and principals 1) Co-Teachers and General and education teachers will be assigned a common planning period.	2.4, 2.5, 2.6	The master schedule will reflect common planning periods. We will check this on a semesterly basis,	SpEd d and general education teachers will learn content and specially designed instruction from one another. They will each become more versed in proper differentiation strategies.				
Problem Statements: Student Achievement 2 - Student Academic Achievement 1							
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Build a foundation of reading and math Improve low-performing schools 2) Special Education teachers in tested content areas will perform goal setting conferences with each of the SpEd students.	2.4, 2.6	Content Administrators	Special Education students will internalize the need to show progress and actively work towards meeting their goals.				
Problem Statements: Student Achievement 1, 2 - Curriculum, Instruction, and Assessment 1 - Student Academic Achievement 6							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 4 Problem Statements:

Student Achievement
Problem Statement 1: North Shore High School LEP students failed to meet safeguards in English Language Arts. Root Cause 1: Teachers are not effectively implementing sheltered strategies across all contents.

Student Achievement

Problem Statement 2: North Shore High School Special Education students are failing to meet safeguards in all contents. **Root Cause 2:** General education teachers are not effectively implementing specially designed instruction to Special Education students.

Curriculum, Instruction, and Assessment

Problem Statement 1: We will increase the implementation of sheltered strategies and specially designed instruction for our ELL and SpEd students. **Root Cause 1:** Lack of intentional planning and PLC time for instructors

Student Academic Achievement

Problem Statement 1: There is a need to provide ample planning time for our teachers/coteachers in order to address curriculum changes/modifications, instructional practices, incentives, tutorials, etc. **Root Cause 1:** The master schedule does not reflect common planning for gen ed and co teachers.

Problem Statement 6: The performance gap between general education students and ICS students is too wide. **Root Cause 6:** SpEd ratios in classrooms are too large.

Goal 3: North Shore High School will ensure student growth in the tested areas.

Performance Objective 5: North Shore High School will receive a STAAR Component Score of 80 or higher.

Evaluation Data Source(s) 5: TAPR Reports

Unit Assessments

Semester Exams

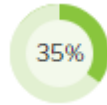

District Assessments







EOC results

student Data

Accountability Letter Grade Designation

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Build a foundation of reading and math Improve low-performing schools 1) North Shore High School EOC teachers will complete goal setting conferences with all students	2.4, 2.6	Associate Principal of Curriculum and Instruction, Instructional Specialists, Content Assistant Principals	Students will show increased progress after each common assessment.				
				Problem Statements: Student Achievement 1, 3, 4, 5			
Comprehensive Support Strategy TEA Priorities Recruit, support, retain teachers and principals Improve low-performing schools 2) North Shore High School will create an Instructional Leadership Team and Campus Needs Assessment meetings to review, reflect and revise strategies for student academic success.	2.4, 2.6	Associate of Curriculum and Instruction, Instructional Specialists,					
				Problem Statements: School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1, 2 Funding Sources: 199 - Local - 1699.70			

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Improve low-performing schools 3) North Shore High School administrators will set approaches, meets and masters goals with EOC teachers and regularly review their progress towards their goals.	2.4, 2.6	Associate Principal of Curriculum and instruction, Content Assistant Principals.	Teachers are knowledgeable about their students' progress at all times.				
	Problem Statements: Student Achievement 1, 2, 3, 4, 5						
TEA Priorities Recruit, support, retain teachers and principals Improve low-performing schools 4) North Shore High School core teachers will be trained on how to utilize Aware data reports and effectively identify instructional implications.	2.4, 2.6	Associate Principal of Curriculum and Instruction and Instructional Specialists.	Teachers will be able adjust lesson plans to meet individual student needs.				
	Problem Statements: School Culture and Climate 1 - Student Academic Achievement 1						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 5 Problem Statements:

Student Achievement
Problem Statement 1: North Shore High School LEP students failed to meet safeguards in English Language Arts. Root Cause 1: Teachers are not effectively implementing sheltered strategies across all contents.
Problem Statement 2: North Shore High School Special Education students are failing to meet safeguards in all contents. Root Cause 2: General education teachers are not effectively implementing specially designed instruction to Special Education students.
Problem Statement 3: English I and English II Masters performance of 3% are below the states average of 8%. Root Cause 3: The scope and sequence of Pre-AP English does not meet the rigor of the tested TEKs.
Problem Statement 4: US History masters level performance of 28% is ranked in the bottom half of our comparison schools. Root Cause 4: Dual credit students are not exposed to US History TEKs as compared to Advanced Placement and On-Level US History students.
Problem Statement 5: The English II EOC performance is consistently performed below the state for the last 5 years. Root Cause 5: English re-testers are not receiving effective interventions
School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.

Staff Quality, Recruitment, and Retention

Problem Statement 1: There are few opportunities for teachers to collaborate. **Root Cause 1:** Most staff development sessions are lecture orientated sessions from administrators and teachers are given few opportunities to learn from one another.

Problem Statement 2: Teachers do not readily support new instructional initiatives. **Root Cause 2:** Teachers struggle with managing multiple initiatives and are often overwhelmed with implementation.

Student Academic Achievement

Problem Statement 1: There is a need to provide ample planning time for our teachers/coteachers in order to address curriculum changes/modifications, instructional practices, incentives, tutorials, etc. **Root Cause 1:** The master schedule does not reflect common planning for gen ed and co teachers.

Goal 3: North Shore High School will ensure student growth in the tested areas.

Performance Objective 6: North Shore Senior High will provide recognition to staff whose students show growth on common and district assessments according to teacher and student goal forms.

Evaluation Data Source(s) 6: Unit Assessment Data

District Assessment Data

Semester Exam Data

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Recruit, support, retain teachers and principals 1) North Shore Senior High School will recognize teachers whose students have shown growth throughout their common assessments to reach their EOC goals.	2.4, 2.6	Associate Principal of Curriculum Culture and Climate AP Instructional Specialists	Students will reach the campus EOC goals.				
				Problem Statements: School Culture and Climate 1			
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Recruit, support, retain teachers and principals Improve low-performing schools 2) North Shore Senior High School will recognize students who've met their EOC goals.	2.4, 2.6	Associate Principal of Curriculum Culture and Climate AP Instructional Specialists	Students will reach the campus EOC goals.				
				Problem Statements: School Culture and Climate 1			
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 6 Problem Statements:

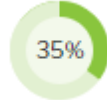





School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.

Goal 3: North Shore High School will ensure student growth in the tested areas.

Performance Objective 7: North Shore Senior High will ensure all sub populations meet TEA meets performance targets with a concentration on Asian performance in Reading.

Evaluation Data Source(s) 7: District Common Assessments
2019 Closing the Gaps Status Table

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Improve low-performing schools 1) North Shore Senior High School will track student performance by subpopulation.	2.4, 2.6	Instructional Specialists and Associate of Curriculum and Instruction	Increased achievement of students in low performing subpopulations.				
	Problem Statements: Student Achievement 1, 2, 3, 4, 5 - Curriculum, Instruction, and Assessment 1 - Student Academic Achievement 6						
Comprehensive Support Strategy Additional Targeted Support Strategy TEA Priorities Build a foundation of reading and math Improve low-performing schools 2) North Shore Senior High School English Teachers will perform goal setting conferences with students and set a goal of "Meets" or higher for all students primary testing and enrolled in English II onlevel and Pre AP course.	2.4, 2.5, 2.6	Instructional Specialists and Associate Principal	All students will meet targets for their subpopulations.				
	Problem Statements: Student Achievement 1, 3, 5						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 7 Problem Statements:

Student Achievement

Problem Statement 1: North Shore High School LEP students failed to meet safeguards in English Language Arts. **Root Cause 1:** Teachers are not effectively implementing sheltered strategies across all contents.

Problem Statement 2: North Shore High School Special Education students are failing to meet safeguards in all contents. **Root Cause 2:** General education teachers are not effectively implementing specially designed instruction to Special Education students.

Problem Statement 3: English I and English II Masters performance of 3% are below the states average of 8%. **Root Cause 3:** The scope and sequence of Pre-AP English does not meet the rigor of the tested TEKs.

Problem Statement 4: US History masters level performance of 28% is ranked in the bottom half of our comparison schools. **Root Cause 4:** Dual credit students are not exposed to US History TEKs as compared to Advanced Placement and On-Level US History students.

Problem Statement 5: The English II EOC performance is consistently performed below the state for the last 5 years. **Root Cause 5:** English re-testers are not receiving effective interventions

Curriculum, Instruction, and Assessment

Problem Statement 1: We will increase the implementation of sheltered strategies and specially designed instruction for our ELL and SpEd students. **Root Cause 1:** Lack of intentional planning and PLC time for instructors

Student Academic Achievement

Problem Statement 6: The performance gap between general education students and ICS students is too wide. **Root Cause 6:** SpEd ratios in classrooms are too large.

Goal 4: North Shore High School will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

Performance Objective 1: Increase the number of students participating in the extracurricular/organizational opportunities offered on the campus.

Evaluation Data Source(s) 1: Campus Needs Assessment
 Program Enrollment Data
 Principal Advisory Survey

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Host a "Club & Organization Fair" during the first 6 weeks of school to provide information and enrollment opportunities.		Counselor Assigned	Increase knowledge of and participation in campus opportunities.				
Problem Statements: School Culture and Climate 3							
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 1 Problem Statements:

School Culture and Climate
Problem Statement 3: There are not enough students participating in the extracurricular/organizational opportunities offered on the campus. Root Cause 3: There is a lack of participation in beginning of the year orientation events.

Goal 4: North Shore High School will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

Performance Objective 2: North Shore High School will have 4 clubs/organization presentations throughout the year.

Evaluation Data Source(s) 2: Club/organization rosters

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) North Shore 9th Grade Center, 10th Grade Center and Senior High will host a clubs/organizations fair during its special programs and student orientation activities.	2.6, 3.1	Club Sponsor Administrator	Increased program participation				
Problem Statements: School Culture and Climate 1, 3 - Parent and Community Engagement 2							
2) North Shore High School will recognize students who excel in UIL activities via newsletter and/or social media outlets.	3.1, 3.2	Assigned Administrator	Increase in program participation				
Problem Statements: School Culture and Climate 1, 3 - Parent and Community Engagement 1, 2, 3							
3) North Shore Senior High School will offer leadership activities, i.e. recognition luncheon, principal breakfast and other student recognition activities.	3.1	Assigned Administrator	Increased participation in extracurricular sponsor.				
Problem Statements: School Culture and Climate 1, 3 - Parent and Community Engagement 2							
Funding Sources: 199 - Local - 2163.74							
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.
Problem Statement 3: There are not enough students participating in the extracurricular/organizational opportunities offered on the campus. Root Cause 3: There is a lack of participation in beginning of the year orientation events.

Parent and Community Engagement

Problem Statement 1: North Shore High School needs to develop more partnerships with the community. **Root Cause 1:** There are limited opportunities to build relationships with the school.

Problem Statement 2: Parents are not as actively involved at the high school level. **Root Cause 2:** Parents report they do not feel welcomed.

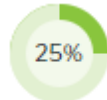



Problem Statement 3: North Shore High needs to use a variety of strategies to communicate with parents. **Root Cause 3:** Parents ignore call outs and may not follow campus social media outlets.





Goal 5: North Shore High School will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 1: North Shore High School will increase 6th Six Weeks attendance from 94.36 to 95%

Evaluation Data Source(s) 1: Six Weeks Attendance data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Additional Targeted Support Strategy 1) North Shore High School will increase attendance incentives for students during the last 3 weeks of school.	2.5, 2.6	Attendance Administrators, Attendance Committees	Increased participation of final exams as students will be present for exam reviews.				
				Problem Statements: Demographics 3 - Demographics 4 Funding Sources: 461 - Campus Activity Funds - 0.00			
Comprehensive Support Strategy 2) North Shore Senior High School will assist with phone calls and messages for students who struggle with attendance.	2.5, 2.6	Fine Arts and CTE Administrator, Attendance Administrator, At Risk Coordinator	Students will have increased supports. In addition the entire school will be knowledgeable of at risk students and participate in meeting their needs.				
				Problem Statements: Demographics 3 - Parent and Community Engagement 1, 2, 3 - Demographics 4			
3) North Shore High School will implement "Free Slush Friday" during the 3rd and 6th six weeks where 80 students will be selected each Friday from the Perfect Attendance list for the week to receive a slush on Friday. Names will be called right before lunch during announcements.	2.5	Attendance Administrator	Recognition for having great attendance for the week instead of overall perfect attendance motivates students to continue to come to school that may not have perfect attendance.				
				Problem Statements: Demographics 3 - School Culture and Climate 1 - Demographics 4			
4) North Shore 9th Grade Center will reward the team with overall most attendance growth from the 1st six weeks to 3rd six weeks and from 4th six weeks to 6th six weeks with a Celebration. Team Administrators and Counselors not a part of rewarded team will have to serve the winning team.	2.5	Attendance Administrator and Attendance Committee	To provide constant reminders of the importance of attendance by teams. Students look forward to the celebration and all leaders on campus are involved: Teams, Team Leaders, Counselors, Administrators				
				Problem Statements: Demographics 3 - School Culture and Climate 1 - Demographics 4			

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.
Parent and Community Engagement
Problem Statement 1: North Shore High School needs to develop more partnerships with the community. Root Cause 1: There are limited opportunities to build relationships with the school.
Problem Statement 2: Parents are not as actively involved at the high school level. Root Cause 2: Parents report they do not feel welcomed.
Problem Statement 3: North Shore High needs to use a variety of strategies to communicate with parents. Root Cause 3: Parents ignore call outs and may not follow campus social media outlets.
Demographics
Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 4: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 5: North Shore High School will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 2: North Shore High School will reduce the number of students who lost credit due to non-attendance.

Evaluation Data Source(s) 2: 2018-2019 North Shore Senior High loss of credit report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy 1) North Shore High School Administrators and counselors will hold individual student conferences with students who struggle with attendance beginning with the 3rd absence. North Shore High School will offer incentives for students with struggling attendance, improved attendance and excellent attendance. North Shore will recognize teachers with exemplary attendance and those who met professional goals.	2.4, 2.6	Attendance Administrator	Parents will increase their involvement in ensuring their children regularly attend school.				
				Problem Statements: Demographics 3 - School Culture and Climate 1 - Demographics 4 Funding Sources: 199 - Local - 13249.12			
Comprehensive Support Strategy 2) North Shore High School will recognize teachers during monthly faculty meetings for implementing student attendance incentive programs in their classrooms.	2.4, 2.6	Attendance Administrator, Administrators	An increase in attendance since there is a push to speak the language throughout the campus.				
				Problem Statements: Demographics 3 - School Culture and Climate 1 - Demographics 4			
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

School Culture and Climate

Problem Statement 1: Teachers and students need to feel supported. **Root Cause 1:** There needs to be more positive relationships between students, teachers, and administrators.

Demographics

Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 4:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 5: North Shore High School will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 3: North Shore High School will increase attendance data quality.

Evaluation Data Source(s) 3: Unrecorded Class Attendance Report
2017-2018 Campus Attendance Audit

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy 1) North Shore High School will maintain a daily record of grade level attendance.		Attendance Administrator	Administrators will recognize abnormalities in attendance patterns and rectify them immediately.				
	Problem Statements: Demographics 3 - Technology 2 - Demographics 4						
Comprehensive Support Strategy 2) North Shore High School will regularly review attendance codes for students against absent counts and ensure they are coded correctly.		Attendance administrator	Home Bound attendance will not be counted against the school.				
	Problem Statements: Demographics 3 - Demographics 4						
Comprehensive Support Strategy 3) North Shore High School will conduct quarterly attendance committee meetings.	2.4, 2.6	Attendance Administrator, Grade level leads and Registrar	Students will receive interventions for attendance in a more timely manner.				
	Problem Statements: Demographics 3 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 1 - Demographics 4						
4) North Shore High School will provide training including ways to assist and respond to students with low attendance.		Attendance Committee	Teachers will have tools to respond to high absentee students.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Performance Objective 3 Problem Statements:

Demographics

Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 3:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

School Culture and Climate

Problem Statement 1: Teachers and students need to feel supported. **Root Cause 1:** There needs to be more positive relationships between students, teachers, and administrators.

Staff Quality, Recruitment, and Retention

Problem Statement 1: There are few opportunities for teachers to collaborate. **Root Cause 1:** Most staff development sessions are lecture orientated sessions from administrators and teachers are given few opportunities to learn from one another.

Technology

Problem Statement 2: Teachers find it difficult to use technology to analyze their data **Root Cause 2:** Teachers are not required to attend Aware data training.

Demographics






Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 4:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 5: North Shore High School will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 4: North Shore High School will maintain 98% teacher attendance on testing days, days before holidays and the first week of each semester.

Evaluation Data Source(s) 4: 2017-2018 TAPR report

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy 1) North Shore High School will communicate to teachers of anticipated high attendance days at least 2 weeks in advance.	2.4, 2.5	Attendance Administrator	Teachers will prepare to be in attendance and make the necessary arrangements.				
Problem Statements: Demographics 1 - Demographics 5							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: The at-risk percentage is 11 percent higher than the state average of 49%. Root Cause 1: English EOC primary tester passing rate is low and interventions are ineffective.
Demographics
Problem Statement 5: The at-risk percentage is 11 percent higher than the state average of 49%. Root Cause 5: English EOC primary tester passing rate is low and interventions are ineffective.

Goal 5: North Shore High School will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 5: Increase the number of students at North Shore High School who understand the importance of "Attendance Matters."






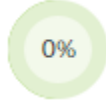

Evaluation Data Source(s) 5: Six weeks attendance data

RaaWee

Attendance Contract

School Status reports

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) North Shore High School will implement the "5 and 10 Days Straight Challenge." Students who have been identified in the bottom 10% for attendance who attend school 5 or 10 days straight without any absences will be able to attend the Candyland Store or receive another type of incentive.	2.5	Attendance Administrator and Attendance Committee	Incentive for students without perfect attendance and encourages attendance improvement				
	Problem Statements: Demographics 3 - School Culture and Climate 1 - Demographics 4						
2) North Shore High School will conduct mandatory Parent and Student conferences for all students not meeting the expectations in the Attendance contract. Parents and students must attend a conference with their administrator to discuss the concerns of the students attendance.	2.5	Attendance Administrator and Attendance Committee	Gives parents a better understanding of District policy on Attendance. Administrators can clarify and answer any misconceptions about the attendance policy and reassure parents and students the opportunity to improve on attendance is always available.				
	Problem Statements: Demographics 1, 3 - School Culture and Climate 1 - Curriculum, Instruction, and Assessment 2 - Parent and Community Engagement 1, 2, 3 - Demographics 4, 5						
Comprehensive Support Strategy 3) North Shore High School staff will recognize students with exemplary attendance each month.	2.4	Attendance Committee	Teachers will become more aware at tracking their own attendance. Students will have increased learning time with a certified instructor.				
	Problem Statements: Demographics 1, 3 - School Culture and Climate 1 - Parent and Community Engagement 2 - Demographics 4, 5 Funding Sources: 199 - Local - 24265.88						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 5 Problem Statements:

Demographics

Problem Statement 1: The at-risk percentage is 11 percent higher than the state average of 49%. **Root Cause 1:** English EOC primary tester passing rate is low and interventions are ineffective.

Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 3:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

School Culture and Climate

Problem Statement 1: Teachers and students need to feel supported. **Root Cause 1:** There needs to be more positive relationships between students, teachers, and administrators.

Curriculum, Instruction, and Assessment

Problem Statement 2: Too many students not prepared for college and/or careers. **Root Cause 2:** Current curricula does not include college preparation activities in on-level courses.

Parent and Community Engagement

Problem Statement 1: North Shore High School needs to develop more partnerships with the community. **Root Cause 1:** There are limited opportunities to build relationships with the school.

Problem Statement 2: Parents are not as actively involved at the high school level. **Root Cause 2:** Parents report they do not feel welcomed.

Problem Statement 3: North Shore High needs to use a variety of strategies to communicate with parents. **Root Cause 3:** Parents ignore call outs and may not follow campus social media outlets.

Demographics

Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 4:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

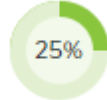





Problem Statement 5: The at-risk percentage is 11 percent higher than the state average of 49%. **Root Cause 5:** English EOC primary tester passing rate is low and interventions are ineffective.

Goal 5: North Shore High School will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

Performance Objective 6: Due to the 2018-2019 data results being the lowest percentage of the entire school year, North Shore High School will focus on improving the 5th 6 weeks attendance.

Evaluation Data Source(s) 6: District 6 weeks School Data Report
School Weekly Enrollment Report

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Focus on Attendance Growth by hosting a Party on the Patio for the bottom 10 % students who showed improvement in attendance the month of April by completing their attendance contracts .		Attendance Committee, Administrators, Team Leaders	Target Students with excessive absences to get a chance to improve their attendance.				
	Problem Statements: Demographics 1 - Demographics 5						
2) Focus on Attendance Growth by hosting a Party on the Patio for the bottom 10 % students who showed improvement in attendance the month of April by completing their attendance contracts .		Attendance Committee, Administrators, Team Leaders	Target Students with excessive absences to get a chance to improve their attendance.				
	Problem Statements: Demographics 1, 3 - Demographics 4, 5						
3) Students will placed on an Attendance Contract and have an assigned Campus Attendance Committee member to each student in order to follow up and support the student in being successful at meeting the goals in their Action Plan.		Attendance Committee Members	Students will improve in attendance and not be at risk of dropping out of school.				
	Problem Statements: Demographics 1, 3 - Demographics 4, 5						
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 6 Problem Statements:

Demographics

Problem Statement 1: The at-risk percentage is 11 percent higher than the state average of 49%. **Root Cause 1:** English EOC primary tester passing rate is low and interventions are ineffective.

Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 3:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Demographics

Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 4:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.






Problem Statement 5: The at-risk percentage is 11 percent higher than the state average of 49%. **Root Cause 5:** English EOC primary tester passing rate is low and interventions are ineffective.

Goal 6: North Shore High School will provide opportunities for parental/community involvement and business partnership.

Performance Objective 1: Increase the number of communication platforms utilized to reach parents and community.

Evaluation Data Source(s) 1: Campus Needs Assessment
Parent Surveys

Summative Evaluation 1:







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Establish a stronger communication presence. Utilize a variety of forums, such as, social media, "Remind", , as well as print medium in both English and Spanish to reach out to and to keep parents informed.	3.2	Campus Key Communicator	Better family and community relations through the an open line of communication for all parties.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 6: North Shore High School will provide opportunities for parental/community involvement and business partnership.

Performance Objective 2: North Shore High School will increase the participation of parent nights by 2%

Evaluation Data Source(s) 2: Parental Involvement Survey

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) North Shore High School will implement a "Refer a Friend" program for designated parent involvement events.	2.4, 2.6, 3.1, 3.2	Parent Liaison and Parent Volunteer Coordinator.	Increased parental involvement.				
2) Use the Open House forum, special parent meetings (i.e. College Readiness nights and transitional meetings) to build relationships with the campus stakeholders.	2.4, 2.6	Principal's Secretary					
Funding Sources: 199 - Local - 1698.48							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 7: North Shore High School will ensure high quality staff is employed.

Performance Objective 1: North Shore High School will increase opportunities for teachers to collaborate.





Evaluation Data Source(s) 1: TTESS Analysis

Teacher Survey

CNA

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All North Shore Senior High Teachers will participate in one of the following PLC groups: Differentiation, 21st Century Classroom, Fundamental 5, Reading Across the Curriculum, 7 Steps to a Language Rich Classroom, or Specially Designed Instruction	2.4, 2.5, 2.6	Administrators, Instructional Specialists	Teachers will improve their classroom instruction through authentic discourse and observation from accomplished teachers.				
				Problem Statements: Staff Quality, Recruitment, and Retention 1 - Student Academic Achievement 1			
2) Restructuring of the monthly faculty meetings will provide opportunities for teachers to participate in teacher selected PD.	2.4, 2.5, 2.6	Administrators, Instructional Specialists	Teachers will improve their classroom instruction through authentic discourse and observation from accomplished teachers.				
				Problem Statements: Staff Quality, Recruitment, and Retention 1			
3) Teachers will create and present professional development to their colleagues during campus professional development days and PLC/Monthly faculty meetings.	2.4, 2.5, 2.6	Aspiring Administrators Supervisor	Teachers will increase presentation and leadership experiences.				
				Problem Statements: Staff Quality, Recruitment, and Retention 1, 2 Funding Sources: 199 - Local - 19998.35			
4) Non- core departments such as CTE, Fines Arts, LOTE, PE and Athletics will participate in Data Reflection Learning Walks at least twice a year to discuss opportunities for intervention for re-tester students.	2.4, 2.5, 2.6	Instructional Specialists and Department Chairs	Increased use of EOC data driven instruction in non core classes. Increase in after school tutorial attendance. Non core departments will have an enhanced knowledge of EOC standards.				
				Problem Statements: Student Achievement 3, 5 - Technology 2			

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
5) Teachers, administrators, and specialists will participate in cross-curricular instructional rounds .	2.4, 2.5, 2.6	Administrators, Specialists	Teachers will improve their classroom instruction through guided observation and authentic discussion of instructional strategies and practices.				
Problem Statements: Demographics 1 - Student Achievement 1, 2, 5 - Demographics 5 - Student Academic Achievement 6							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: The at-risk percentage is 11 percent higher than the state average of 49%. Root Cause 1: English EOC primary tester passing rate is low and interventions are ineffective.
Student Achievement
Problem Statement 1: North Shore High School LEP students failed to meet safeguards in English Language Arts. Root Cause 1: Teachers are not effectively implementing sheltered strategies across all contents.
Problem Statement 2: North Shore High School Special Education students are failing to meet safeguards in all contents. Root Cause 2: General education teachers are not effectively implementing specially designed instruction to Special Education students.
Problem Statement 3: English I and English II Masters performance of 3% are below the states average of 8%. Root Cause 3: The scope and sequence of Pre-AP English does not meet the rigor of the tested TEKs.
Problem Statement 5: The English II EOC performance is consistently performed below the state for the last 5 years. Root Cause 5: English re-testers are not receiving effective interventions
Staff Quality, Recruitment, and Retention
Problem Statement 1: There are few opportunities for teachers to collaborate. Root Cause 1: Most staff development sessions are lecture orientated sessions from administrators and teachers are given few opportunities to learn from one another.
Problem Statement 2: Teachers do not readily support new instructional initiatives. Root Cause 2: Teachers struggle with managing multiple initiatives and are often overwhelmed with implementation.
Technology
Problem Statement 2: Teachers find it difficult to use technology to analyze their data Root Cause 2: Teachers are not required to attend Aware data training.

Demographics

Problem Statement 5: The at-risk percentage is 11 percent higher than the state average of 49%. **Root Cause 5:** English EOC primary tester passing rate is low and interventions are ineffective.

Student Academic Achievement

Problem Statement 1: There is a need to provide ample planning time for our teachers/coteachers in order to address curriculum changes/modifications, instructional practices, incentives, tutorials, etc. **Root Cause 1:** The master schedule does not reflect common planning for gen ed and co teachers.


Problem Statement 6: The performance gap between general education students and ICS students is too wide. **Root Cause 6:** SpEd ratios in classrooms are too large.

Goal 7: North Shore High School will ensure high quality staff is employed.

Performance Objective 2: North Shore High will work to increase the number of ESL certified teachers in all areas.

Evaluation Data Source(s) 2: 2017-2018 TAPR Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy 1) The Vital Team will participate in at least two ESL preparation courses and subsequently take and pass the ESL exam.	2.4, 2.6	Vital Team Supervisor, LPAC administrator and Associate Principal of Curriculum and Instruction.	LEP students will experience quality Sheltered Instruction in all core classes.				
	Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 - Student Academic Achievement 2						
							

Performance Objective 2 Problem Statements:



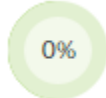

Student Achievement
Problem Statement 1: North Shore High School LEP students failed to meet safeguards in English Language Arts. Root Cause 1: Teachers are not effectively implementing sheltered strategies across all contents.
Curriculum, Instruction, and Assessment
Problem Statement 1: We will increase the implementation of sheltered strategies and specially designed instruction for our ELL and SpEd students. Root Cause 1: Lack of intentional planning and PLC time for instructors
Student Academic Achievement
Problem Statement 2: There is an insufficient number of teachers with an ESL certification to meet the growing demands of ELs. Root Cause 2: Teachers do not understand the value of gaining the certification.

Goal 7: North Shore High School will ensure high quality staff is employed.

Performance Objective 3: North Shore High School staff will implement all areas of the Fundamental 5 at the "good" or "great" percentiles.

Evaluation Data Source(s) 3: Fundamental 5 annual report.
Power Walk Coaching Conference Data

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy 1) Administrators will hold four Fundamental 5 conference cycles during the year.	2.4, 2.6	Principal and Associate Principal of Curriculum and Instruction.	Teachers will reach their fundamental 5 goals.				
Problem Statements: Staff Quality, Recruitment, and Retention 2 - Student Academic Achievement 6							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 3 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 2: Teachers do not readily support new instructional initiatives. Root Cause 2: Teachers struggle with managing multiple initiatives and are often overwhelmed with implementation.
Student Academic Achievement
Problem Statement 6: The performance gap between general education students and ICS students is too wide. Root Cause 6: SpEd ratios in classrooms are too large.

Goal 8: North Shore High School will provide superior operational services to best support students and staff success.

Performance Objective 1: North Shore High School will evaluate current assets and develop a plan to repair and/or replace equipment in a timely manner.

Evaluation Data Source(s) 1: Planned time line for the repair and/or replacement of current assets and equipment.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Conduct financial information breakdown during site based meetings and review capital outlay needs during CPAC meetings.		Administrators and CPAC members	Maintaining moneys in the budget to cover repair/replacement cost to equipment.				
Funding Sources: 199 - Local - 634.44							

Goal 8: North Shore High School will provide superior operational services to best support students and staff success.

Performance Objective 2: North Shore High School will achieve high customer satisfaction ratings by providing excellent customer service to both internal and external customers.

Evaluation Data Source(s) 2: Ongoing and end of year customer service survey results.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) North High School staff will maintain updated information on their campus voice mails and websites.		TIS	Successful internal and external communication.				
Problem Statements: Perceptions 4							
2) North Shore High School will provide staff with customer service training.		Assigned Administrator	Teachers will maintain updated contact information at all times.				
Problem Statements: Perceptions 4							

Performance Objective 2 Problem Statements:

Perceptions
Problem Statement 4: Information is not provided in a timely, easily accessible manner. Root Cause 4: Teacher web-pages, Class Dojo's, Google Classrooms, Voice Mail, etc., are not updated on a routine basis.

Goal 8: North Shore High School will provide superior operational services to best support students and staff success.

Performance Objective 3: North Shore High School will ensure an efficient and effective use of District resources in order to best support students and staff.

Evaluation Data Source(s) 3: Budget review data

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) North Shore High School principals will meet regularly with the financial clerk to insure proper budgetary planning.		Principal	Budget expenditures align with campus instructional needs.				
Problem Statements: Demographics 1, 2 - School Culture and Climate 1 - Staff Quality, Recruitment, and Retention 3 - Technology 1, 3 - Demographics 5							

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 1: The at-risk percentage is 11 percent higher than the state average of 49%. Root Cause 1: English EOC primary tester passing rate is low and interventions are ineffective.
Problem Statement 2: There are few students utilizing social services and counseling resources. Root Cause 2: Parents are not effectively educated on social services available to students and families such as Communities In Schools, Unlimited Visions and Social Work services.
School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.
Staff Quality, Recruitment, and Retention
Problem Statement 3: Beginning teachers are not supported by their designated mentor teachers. Root Cause 3: Mentors need additional training.
Technology
Problem Statement 1: Technology use is not consistent across all classrooms. Root Cause 1: Technology available to and trainings provided are not consistent across contents.
Problem Statement 3: Only a few teachers are given the newest technology. Root Cause 3: Lack of teacher interest in using technology.

Demographics

Problem Statement 5: The at-risk percentage is 11 percent higher than the state average of 49%. **Root Cause 5:** English EOC primary tester passing rate is low and interventions are ineffective.

Goal 8: North Shore High School will provide superior operational services to best support students and staff success.

Performance Objective 4: North Shore High School will provide staff appreciation activities throughout the year.

Evaluation Data Source(s) 4: Campus Needs Assessment Survey

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) North Shore Senior High will solicit cosmetology students to perform manicures and pedicures to deserving teachers.		Assigned Administrator, Climate Committee	Increased teacher morale and retention.				
Problem Statements: School Culture and Climate 1							

Performance Objective 4 Problem Statements:

School Culture and Climate
Problem Statement 1: Teachers and students need to feel supported. Root Cause 1: There needs to be more positive relationships between students, teachers, and administrators.

Goal 9: North Shore High School will achieve a 96.0% or higher student attendance rate, utilizing the \$6,842.00 Attendance Incentive Plan allotment. North Shore Senior High School will achieve a student attendance rate of 95.5% for the Fall 2019 semester and 95.0% for the Spring 2020 semester utilizing the \$12,634 Attendance Incentive Plan allotment.

Performance Objective 1: Increase student attendance percentage from 95.79% to 96.5% at North Shore 10 and achieve 95.5% or higher for the 2nd 6 Weeks Period at North Shore Senior High.

Evaluation Data Source(s) 1: Increased student attendance on PEIMS, Skyward and School Status Reports.

Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
<p>Targeted Support Strategy Additional Targeted Support Strategy RDA ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) Attendance Credit Recovery (ACR) Checkpoint Incentives: Students participants in the attendance credit recovery program will receive a positive reward each week they complete their assigned ACR tasks.</p>		<p>Each Week students will report to their assigned attendance committee partner who will determine their completion of weekly tasks and give them ACR bucks to redeem for snacks or school paraphernalia.</p>	<p>Chronically absent students will increase their attendance through this period, with this group achieving 97-100% attendance during this time, increasing the overall attendance rate for the six weeks by 1%-1.5%</p>				
Problem Statements: Demographics 3 - Demographics 4							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
<p>Targeted Support Strategy Additional Targeted Support Strategy RDA 2) Accountability Coaches (ACs) will be assigned to students with chronic absenteeism issues (8%-10%+ Absences). ACs will meet with students weekly to monitor progress towards improving attendance, academic performance, and provide awards and incentives for positive progress along the way</p>		Accountability Coaches will collect data from students each week; ACs will provide data to the at-risk coordinator who will meet with ACs regularly to discuss interventions	The positive relationship students develop with ACs will give them connections to the campus and develop good attendance habits and a desire to attend and complete high school; The program will have a positive impact on chronically absent student attendance with a 1%-2% impact on overall campus attendance				
Problem Statements: Demographics 3 - Demographics 4							
<p>Targeted Support Strategy Additional Targeted Support Strategy RDA ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 3) Monthly Attendance Incentive Activities: 1. Student v. Faculty Volleyball Game-students who have no more than one unexcused absence for the month will be able to attend</p>		Skyward ADA reports; School Status run by the attendance clerk, monitored by the attendance team	1. award students with excellent attendance increasing the student bodies' attendance habits. 2. Bi-weekly attendance-give-a-ways will provide incentives for students to make incremental gains in their attendance developing better attendance habits one week at a time				
2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.	Problem Statements: Demographics 3 - Demographics 4						
<p>TEA Priorities Improve low-performing schools ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 4) Students with perfect attendance will receive free football game tickets. Students with improved attendance from the 1st Six Weeks to the 2nd Six Weeks and students who achieve 96.5% for the 2nd 6 Weeks will receive ice cream sandwiches.</p>	2.4, 2.6	The campus attendance administrator will run Skyward and School Status reports to identify students.					
Problem Statements: Demographics 4 Funding Sources: 199 - Attendance Incentive Allocation - 1140.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 4: First 6 Weeks attendance is compromised and does not accurately reflect actual student attendance. Root Cause 4: Numerous schedule changes and miscommunication with students result in students in the wrong room during ADA time and marked absent.
Demographics
Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 4: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 9: North Shore High School will achieve a 96.0% or higher student attendance rate, utilizing the \$6,842.00 Attendance Incentive Plan allotment. North Shore Senior High School will achieve a student attendance rate of 95.5% for the Fall 2019 semester and 95.0% for the Spring 2020 semester utilizing the \$12,634 Attendance Incentive Plan allotment.

Performance Objective 2: Increase student attendance percentage to 96% or higher at North Shore 10 and 95.5% or higher at North Shore Senior High for the 3rd 6 Weeks Period.

Evaluation Data Source(s) 2: Increased student attendance on PEIMS, Skyward and School Status Reports.

Summative Evaluation 2:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
<p>Targeted Support Strategy Additional Targeted Support Strategy ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) An Attendance Restoration event will be held to where students who completed the Attendance Credit Recovery Program will be honored for their achievement; parents will be invited and refreshments provided.</p>		Students will be monitored over the course of the 2nd six weeks; parents will be updated of student progress throughout the process.	The expectation is that parents will see the value and their importance in student attendance; chronically absent student will be given the time to change their behavior and develop a new habit of regularly attending school.				
Problem Statements: Demographics 3 - Demographics 4							
<p>Targeted Support Strategy Additional Targeted Support Strategy RDA ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 2) 3) Monthly Attendance Incentive Activities: 1. Fall Theater Production (November) & Coco, Cookies & Karaoke (December)-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.</p>		Skyward ADA reports; School Status run by the attendance clerk, monitored by the attendance team	1. award students with excellent attendance increasing the student bodies' attendance habits. 2. Bi-weekly attendance-give-a-ways will provide incentives for students to make incremental gains in their attendance developing better attendance habits one week at a time				
Problem Statements: Demographics 3 - Demographics 4							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
3) Students achieving 96.5% attendance for the 2nd 6 weeks will receive ice cream sandwiches. Students with 96.5%+ attendance for the 3rd 6 weeks will get Hot Cheetos and cheese. The top three attendance percentage classes will receive donuts/kolaches delivered to room. Special groups (Raa Wee contract students, Dual Credit, perfect attendees, lowest ten of each grade level) will be entered into a drawing for free playoff football tickets. Students who achieved the attendance contract requirements will receive a special assembly with Menchie's Ice Cream. Second Chance contract students will receive a \$10 AMC gift card upon completion. McKenny Vento and EOC Retester students with 96.5% attendance for the semester will receive free SR Talent Show tickets.	2.5, 2.6	Attendance Administrator, Lead Senior Administrator, Culinary Arts teacher, Attendance Team.	Students in various groups will be rewarded for achieving growth and/or a specific attendance goal. Students will also be provided extrinsic motivation to get to school as these strategies are advertised each day.				
Problem Statements: Demographics 6 Funding Sources: 199 - Attendance Incentive Allocation - 2830.00							

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 6: Third 6 Weeks attendance is the lowest for the Fall Semester. Root Cause 6: Students become fatigued and give up if failing their classes or have already acquired numerous absences
Demographics
Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 4: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 9: North Shore High School will achieve a 96.0% or higher student attendance rate, utilizing the \$6,842.00 Attendance Incentive Plan allotment. North Shore Senior High School will achieve a student attendance rate of 95.5% for the Fall 2019 semester and 95.0% for the Spring 2020 semester utilizing the \$12,634 Attendance Incentive Plan allotment.


Performance Objective 3: Increase student attendance percentage to 96% or higher at North Shore 10 and 95% or higher at North Shore Senior High for the 4th 6 Weeks Period.

Evaluation Data Source(s) 3: Increased student attendance on PEIMS, Skyward and School Status Reports.

Summative Evaluation 3:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Targeted Support Strategy Additional Targeted Support Strategy RDA ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) Spring Attendance Kick-Off Campaign: This event will be a pep rally including school organization performances, giveaways, presentation of attendance goals and the attendance incentive calendar, as well as the presentation of the alpha house trophy and banner.			The expected impact of this event is to increase attendance for the lowest six-week periods (spring semester); increasing the overall campus attendance by 2%-3% .				
Problem Statements: Demographics 3 - Demographics 4							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Targeted Support Strategy Additional Targeted Support Strategy RDA ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 2) 3) Monthly Attendance Incentive Activities: 1. Sadie Hawkins Dance (February)-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.		Skyward ADA reports; School Status run by the attendance clerk, monitored by the attendance team	The expectation is that parents will see the value and their importance in student attendance; chronically absent student will be given the time to change their behavior and develop a new habit of regularly attending school.				
	Problem Statements: Demographics 3 - Demographics 4						
3) Group celebration for all students achieving 96.5% attendance for the fall 2019 semester with new NSSH gift lanyards. Lowest ten junior and senior attendance students, EOC retesters, McKinney Vento students achieving 96.5% for the 3rd 6 weeks to be given ice cream. Seniors with perfect attendance each week entered into a drawing for two free prom tickets each Friday.	2.5, 2.6	Attendance Administrator, Junior and Senior Lead Administrators, Culinary Arts teacher	Reward consistent students for their Fall 2019 attendance if over 96.5%, reward and provide incentive to seniors for perfect attendance each week, and reward special groups for their consistent (96.5%+) attendance during the 3rd 6 weeks.				
	Problem Statements: Demographics 7 Funding Sources: 199 - Attendance Incentive Allocation - 3390.00						
							

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 7: The first week of the fourth 6 Weeks, garners the lowest attendance days of the year. Root Cause 7: Students do not return on time from holiday travel.
Demographics
Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 4: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 9: North Shore High School will achieve a 96.0% or higher student attendance rate, utilizing the \$6,842.00 Attendance Incentive Plan allotment. North Shore Senior High School will achieve a student attendance rate of 95.5% for the Fall 2019 semester and 95.0% for the Spring 2020 semester utilizing the \$12,634 Attendance Incentive Plan allotment.


Performance Objective 4: Increase student attendance percentage to 95.5% or higher at North Shore 10 and 95% or higher at North Shore Senior High for the 5th 6 Weeks Period.

Evaluation Data Source(s) 4: Increased student attendance on PEIMS, Skyward and School Status Reports.

Summative Evaluation 4:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) 1) Attendance Credit Recovery (ACR) Checkpoint Incentives: Students participants in the attendance credit recovery program will receive a positive reward each week they complete their assigned ACR tasks.		Each Week students will report to their assigned attendance committee partner who will determine their completion of weekly tasks and give them ACR bucks to redeem for snacks or school paraphernalia.	Chronically absent students will increase their attendance through this period, with this group achieving 97-100% attendance during this time, increasing the overall attendance rate for the six weeks by 1%-1.5%				
2) Monthly Attendance Incentive Activities: 1. Movie Marathon (March) & Student v. Faculty Basketball Game (April)-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.		Skyward ADA reports; School Status run by the attendance clerk, monitored by the attendance team	The expectation is that parents will see the value and their importance in student attendance; chronically absent student will be given the time to change their behavior and develop a new habit of regularly attending school.				
Problem Statements: Demographics 3 - Demographics 4							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
3) Students who achieve 96.5% attendance for the fifth 6 weeks will get free Chili Cheese Fritos during all lunches. Seniors with perfect attendance each week entered into drawing for 2 free SR Prom tickets each Friday.	2.5, 2.6	Attendance Administrator, JR and SR class Lead Administrators, Culinary Arts teacher	Senior Attendance, which usually wanes in the Spring will be kept high by offering rewards each week to those who come to all their weekly classes. Students showing consistency in attendance from both grade levels (96.5%+) will continue to come to school due to extrinsic rewards (food, ice cream, chili Cheetos, etc).				
Problem Statements: Demographics 8 Funding Sources: 199 - Attendance Incentive Allocation - 1625.00							
							

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 8: Fifth six weeks attendance declines compared to the fourth 6 Weeks Root Cause 8: Students are exhausted due to DA testing, TELPAS testing, and English EOC testing.
Demographics
Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 4: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 9: North Shore High School will achieve a 96.0% or higher student attendance rate, utilizing the \$6,842.00 Attendance Incentive Plan allotment. North Shore Senior High School will achieve a student attendance rate of 95.5% for the Fall 2019 semester and 95.0% for the Spring 2020 semester utilizing the \$12,634 Attendance Incentive Plan allotment.


Performance Objective 5: Increase student attendance percentage to 95.5% or higher at North Shore 10 and 95% or higher at North Shore Senior High for the 6th 6 Weeks Period.

Evaluation Data Source(s) 5: Increased student attendance on PEIMS, Skyward and School Status Reports.

Summative Evaluation 5:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
<p>Targeted Support Strategy Additional Targeted Support Strategy ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) 1) An Attendance Restoration event will be held to where students who completed the Attendance Credit Recovery Program will be honored for their achievement; parents will be invited and refreshments provided.</p>		Students will be monitored over the course of the 5th six weeks; parents will be updated of student progress throughout the process.	The expectation is that parents will see the value and their importance in student attendance; chronically absent student will be given the time to change their behavior and develop a new habit of regularly attending school.				
Problem Statements: Demographics 3 - Demographics 4							
<p>Targeted Support Strategy Additional Targeted Support Strategy RDA ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 2) Monthly Attendance Incentive Activities: 1. Alpha-House Olympics-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.</p>		Skyward ADA reports; School Status run by the attendance clerk, monitored by the attendance team	The expectation is that parents will see the value and their importance in student attendance; chronically absent student will be given the time to change their behavior and develop a new habit of regularly attending school.				
Problem Statements: Demographics 3 - Demographics 4							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Comprehensive Support Strategy TEA Priorities Improve low-performing schools ESF Levers Lever 3: Positive School Culture 3) Seniors with perfect attendance will be entered into a weekly drawing for free tickets to MAIN EVENT Sr trip held May 1st. ALL Juniors with perfect attendance in their US History classes (EOC course) for the Spring 2020 semester will earn \$10 Buffalo Wild Wings gift cards after taking US History EOC exam on May 5th. This will be advertised all Spring as "Earn Your Wings in History" junior attendance initiative. Nachos offered to students who achieved a 96.5%+ attendance rate for the sixth 6 weeks.	2.5, 2.6	Attendance Administrator, Senior Lead Administrator, Attendance Team, Culinary Arts teacher.	Seniors will continue to come to school in May. Juniors will concentrate on attending their US History class so they are prepared for that EOC exam. All students will maintain consistent attendance rates (96.5%+) and be rewarded extrinsically (nachos, other food items).				
Problem Statements: Demographics 9 Funding Sources: 199 - Attendance Incentive Allocation - 3645.00							
							

Performance Objective 5 Problem Statements:

Demographics
Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 3: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 9: Sixth six weeks attendance is the lowest for the Spring Semester. Root Cause 9: Tracking of student attendance is difficult due to increased special attendance protocols associated with field trips, assemblies, ceremonies, EOC/AP testing and other school activities outside of the classroom.
Demographics
Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. Root Cause 4: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.





Goal 9: North Shore High School will achieve a 96.0% or higher student attendance rate, utilizing the \$6,842.00 Attendance Incentive Plan allotment. North Shore Senior High School will achieve a student attendance rate of 95.5% for the Fall 2019 semester and 95.0% for the Spring 2020 semester utilizing the \$12,634 Attendance Incentive Plan allotment.

Performance Objective 6: Increase teacher participation in campus-wide goal to increase student attendance.

Evaluation Data Source(s) 6: Increased student attendance on PEIMS, Skyward and School Status Reports.

Summative Evaluation 6:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
Targeted Support Strategy Additional Targeted Support Strategy RDA ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) Teachers will provide student incentive to award attendance improvement and high attendance to their students utilizing early release to lunch passes, VIP lunch lounge passes, Lunch Cinema Passes, and lunch gaming passes.		Attendance Clerk and At Risk Coordinator and attendance committee will monitor the usage of the program	Expected results include a campus-wide focus by all staff members on attendance, additional opportunities to award students for outstanding attendance and improved attendance on a weekly basis.				
Problem Statements: Demographics 3 - Demographics 4							
2) March Madness - All 2nd & 6th period classes will compete throughout the month of March. The four highest classes for the month will attend a trip to main event after the English II EOC. Prizes will be given away to the class with the highest attendance each week of the program.		Truancy Clerk and the Attendance committee will monitor the program	This strategies expected results will be to increase the campus-wide attendance by 1%-2% for the month with the lowest school attendance March.				
Problem Statements: Demographics 3 - Demographics 4							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 6 Problem Statements:

Demographics

Problem Statement 3: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 3:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Demographics

Problem Statement 4: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 4:** There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	North Shore High School Administrators will conduct at least one walk through of all of its teachers by December 1st and identify any teachers who struggle with classroom management.
1	1	2	North Shore Senior High Administrators will identify teachers who struggle with classroom management and send them to at least one classroom management training session sponsored by the District's Professional Development department.
1	2	1	North Shore High School will implement the "No Place for Hate" program.
2	1	1	North Shore Senior High 11th and 12th grade Math and English teachers will utilize ACT prep questions as warm ups twice week.
2	1	3	North Shore Senior High will identify and contact the parents of students enrolled in advanced classes to take the ACT exam.
2	2	1	Enroll students who have not shown college readiness into a college prep Math or College prep English course.
2	2	2	North Shore Senior High will incorporate a practice TSIA activity as a part of the College Prep Math and English IV curriculum.
3	1	1	North Shore 10th Grade Center will enroll re-tester students into an on-level core course and 1 remediation course.
3	2	1	North Shore High School will conduct weekly tutorials for re-testers and students within 5 points of scoring Meets or Masters level on the EOC.
3	2	2	Students and teachers will set and review Masters goals.
3	3	1	NSSH will continue its implementation of the cross curricular team of teachers who will provide visual, interactive teaching for accelerating learning to all beginning and intermediate LEP students.
3	4	1	Co-Teachers and General and education teachers will be assigned a common planning period.
3	4	2	Special Education teachers in tested content areas will perform goal setting conferences with each of the SpEd students.
3	5	1	North Shore High School EOC teachers will complete goal setting conferences with all students
3	5	2	North Shore High School will create an Instructional Leadership Team and Campus Needs Assessment meetings to review, reflect and revise strategies for student academic success.
3	5	3	North Shore High School administrators will set approaches, meets and masters goals with EOC teachers and regularly review their progress towards their goals.

Goal	Objective	Strategy	Description
3	6	1	North Shore Senior High School will recognize teachers whose students have shown growth throughout their common assessments to reach their EOC goals.
3	6	2	North Shore Senior High School will recognize students who've met their EOC goals.
3	7	1	North Shore Senior High School will track student performance by subpopulation.
3	7	2	North Shore Senior High School English Teachers will perform goal setting conferences with students and set a goal of "Meets" or higher for all students primary testing and enrolled in English II onlevel and Pre AP course.
5	1	2	North Shore Senior High School will assist with phone calls and messages for students who struggle with attendance.
5	2	1	North Shore High School Administrators and counselors will hold individual student conferences with students who struggle with attendance beginning with the 3rd absence. North Shore High School will offer incentives for students with struggling attendance, improved attendance and excellent attendance. North Shore will recognize teachers with exemplary attendance and those who met professional goals.
5	2	2	North Shore High School will recognize teachers during monthly faculty meetings for implementing student attendance incentive programs in their classrooms.
5	3	1	North Shore High School will maintain a daily record of grade level attendance.
5	3	2	North Shore High School will regularly review attendance codes for students against absent counts and ensure they are coded correctly.
5	3	3	North Shore High School will conduct quarterly attendance committee meetings.
5	4	1	North Shore High School will communicate to teachers of anticipated high attendance days at least 2 weeks in advance.
5	5	3	North Shore High School staff will recognize students with exemplary attendance each month.
7	2	1	The Vital Team will participate in at least two ESL preparation courses and subsequently take and pass the ESL exam.
7	3	1	Administrators will hold four Fundamental 5 conference cycles during the year.
9	5	3	Seniors with perfect attendance will be entered into a weekly drawing for free tickets to MAIN EVENT Sr trip held May 1st. ALL Juniors with perfect attendance in their US History classes (EOC course) for the Spring 2020 semester will earn \$10 Buffalo Wild Wings gift cards after taking US History EOC exam on May 5th. This will be advertised all Spring as "Earn Your Wings in History" junior attendance initiative. Nachos offered to students who achieved a 96.5%+ attendance rate for the sixth 6 weeks.

RDA Strategies

Goal	Objective	Strategy	Description
9	1	1	Attendance Credit Recovery (ACR) Checkpoint Incentives: Students participants in the attendance credit recovery program will receive a positive reward each week they complete their assigned ACR tasks.
9	1	2	Accountability Coaches (ACs) will be assigned to students with chronic absenteeism issues (8%-10%+ Absences). ACs will meet with students weekly to monitor progress towards improving attendance, academic performance, and provide awards and incentives for positive progress along the way
9	1	3	Monthly Attendance Incentive Activities: 1. Student v. Faculty Volleyball Game-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.
9	2	2	3) Monthly Attendance Incentive Activities: 1. Fall Theater Production (November) & Coco, Cookies & Karaoke (December)-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.
9	3	1	Spring Attendance Kick-Off Campaign: This event will be a pep rally including school organization performances, giveaways, presentation of attendance goals and the attendance incentive calendar, as well as the presentation of the alpha house trophy and banner.
9	3	2	3) Monthly Attendance Incentive Activities: 1. Sadie Hawkins Dance (February)-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.
9	5	2	Monthly Attendance Incentive Activities: 1. Alpha-House Olympics-students who have no more than one unexcused absence for the month will be able to attend 2. Bi-weekly attendance give-a-ways: tickets to district athletic events, gift cards and snacks.
9	6	1	Teachers will provide student incentive to award attendance improvement and high attendance to their students utilizing early release to lunch passes, VIP lunch lounge passes, Lunch Cinema Passes, and lunch gaming passes.