Galena Park Independent School District

North Shore 10th Grade Center

2019-2020 Department Plan

Mission Statement

North Shore Senior High School is committed to provide all the necessary resources and strategies so that students reach a high level of social and academic achievement through rigorous and relevant content to ensure college and career readiness so that all students exceed state and national standards.

Vision

“Our Vision is all students will be successful."

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Comprehensive Needs Assessment

Priority Problem Statements

Problem Statement 1: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success.
Root Cause 1: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 1 Areas: Demographics - Demographics

Problem Statement 2: First 6 Weeks attendance is compromised and does not accurately reflect actual student attendance.
Root Cause 2: Numerous schedule changes and miscommunication with students result in students in the wrong room during ADA time and marked absent
Problem Statement 2 Areas: Demographics - Demographics

Problem Statement 3: Third 6 Weeks attendance is the lowest for the Fall Semester.
Root Cause 3: Students become fatigued and give up if failing their classes or have already acquired numerous absences.
Problem Statement 3 Areas: Demographics - Demographics

Problem Statement 4: The first week of the fourth 6 Weeks, garners the lowest attendance days of the year.
Root Cause 4: Students do not return on time from holiday travel.
Problem Statement 4 Areas: Demographics - Demographics

Problem Statement 5: Fifth six weeks attendance declines compared to the fourth 6 Weeks
Root Cause 5: Students are exhausted due to excessive testing, district assessments, TELPAS, and English EOC testing.
Problem Statement 5 Areas: Demographics - Demographics

Problem Statement 6: Sixth six weeks attendance is the lowest for the Spring Semester.

Root Cause 6: 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.

Problem Statement 6 Areas: Demographics - Demographics

Comprehensive Needs Assessment Data Documentation

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

Goals

Goal 1: North Shore 10th Grade Center will achieve a 95.5% or higher student attendance rate, utilizing the $6,842.00 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
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.		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%	0%			
	Problem Statements: Demographics 1 - Demographics 2 **Funding Sources**: 199 - Attendance Incentive Allocation - 200.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
ESF Levers Lever 3: Positive School Culture 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		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	0%			
	Problem Statements: Demographics 1 - Demographics 2 **Funding Sources**: 199 - Attendance Incentive Allocation - 400.00						
ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 3) 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	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	0%			
	Problem Statements: Demographics 1, 2 - Demographics 1, 2 **Funding Sources**: 199 - Attendance Incentive Allocation - 300.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 1**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 2: First 6 Weeks attendance is compromised and does not accurately reflect actual student attendance. **Root Cause 2**: Numerous schedule changes and miscommunication with students result in students in the wrong room during ADA time and marked absent

Demographics
Problem Statement 1: First 6 Weeks attendance is compromised and does not accurately reflect actual student attendance. **Root Cause 1**: Numerous schedule changes and miscommunication with students result in students in the wrong room during ADA time and marked absent

Demographics

Problem Statement 2: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 2**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Goal 1: North Shore 10th Grade Center will achieve a 95.5% or higher student attendance rate, utilizing the $6,842.00 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
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.		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.	0%			
	Problem Statements: Demographics 1, 3 - Demographics 2, 3 **Funding Sources**: 199 - Attendance Incentive Allocation - 300.00						
ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 2) 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.		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	0%			
	Problem Statements: Demographics 1, 3 - Demographics 2, 3 **Funding Sources**: 199 - Attendance Incentive Allocation - 750.00						

100% = Accomplished = Continue/Modify 0% = No Progress = Discontinue

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 1**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 3: Third 6 Weeks attendance is the lowest for the Fall Semester. **Root Cause 3**: Students become fatigued and give up if failing their classes or have already acquired numerous absences.

Demographics
Problem Statement 2: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 2**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 3: Third 6 Weeks attendance is the lowest for the Fall Semester. **Root Cause 3**: Students become fatigued and give up if failing their classes or have already acquired numerous absences.

Goal 1: North Shore 10th Grade Center will achieve a 95.5% or higher student attendance rate, utilizing the $6,842.00 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
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.		Attendance team will plan event, peims-reports of perfect attendance and improved attendance	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% .	0%			
	Problem Statements: Demographics 1, 4 - Demographics 2, 4 **Funding Sources**: 199 - Attendance Incentive Allocation - 1500.00						

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Performance Objective 3 Problem Statements:

Demographics
Problem Statement 1: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 1**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 4: The first week of the fourth 6 Weeks, garners the lowest attendance days of the year. **Root Cause 4**: Students do not return on time from holiday travel.

Demographics
Problem Statement 2: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 2**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.

Demographics
Problem Statement 4: The first week of the fourth 6 Weeks, garners the lowest attendance days of the year. **Root Cause 4**: Students do not return on time from holiday travel.

Goal 1: North Shore 10th Grade Center will achieve a 95.5% or higher student attendance rate, utilizing the $6,842.00 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.

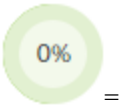
Evaluation Data Source(s) 4: Increased student attendance on PEIMS, Skyward and School Status Reports.

Summative Evaluation 4:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 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%	0%			
	Problem Statements: Demographics 1, 4, 5 - Demographics 2, 4, 5 **Funding Sources**: 199 - Attendance Incentive Allocation - 150.00						
ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 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.	0%			
	Problem Statements: Demographics 1, 3 - Demographics 2, 3 **Funding Sources**: 199 - Attendance Incentive Allocation - 550.00						

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

= Accomplished = Continue/Modify 

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Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 1**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 3: Third 6 Weeks attendance is the lowest for the Fall Semester. **Root Cause 3**: Students become fatigued and give up if failing their classes or have already acquired numerous absences.
Problem Statement 4: The first week of the fourth 6 Weeks, garners the lowest attendance days of the year. **Root Cause 4**: Students do not return on time from holiday travel.
Problem Statement 5: Fifth six weeks attendance declines compared to the fourth 6 Weeks **Root Cause 5**: Students are exhausted due to excessive testing, district assessments, TELPAS, and English EOC testing.

Demographics
Problem Statement 2: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 2**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 3: Third 6 Weeks attendance is the lowest for the Fall Semester. **Root Cause 3**: Students become fatigued and give up if failing their classes or have already acquired numerous absences.
Problem Statement 4: The first week of the fourth 6 Weeks, garners the lowest attendance days of the year. **Root Cause 4**: Students do not return on time from holiday travel.
Problem Statement 5: Fifth six weeks attendance declines compared to the fourth 6 Weeks **Root Cause 5**: Students are exhausted due to excessive testing, district assessments, TELPAS, and English EOC testing.

Goal 1: North Shore 10th Grade Center will achieve a 95.5% or higher student attendance rate, utilizing the $6,842.00 Attendance Incentive Plan allotment.

Performance Objective 5: Increase student attendance percentage to 95.5% or higher at North Shore 10 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
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.		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.	0%			
	Problem Statements: Demographics 1, 6 - Demographics 2, 6 **Funding Sources**: 199 - Attendance Incentive Allocation - 200.00						
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.		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.	0%			
	Problem Statements: Demographics 1, 6 - Demographics 2, 6 **Funding Sources**: 199 - Attendance Incentive Allocation - 1700.00						

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= No Progress = Discontinue

Performance Objective 5 Problem Statements:

Demographics
Problem Statement 1: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 1**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 6: Sixth six weeks attendance is the lowest for the Spring Semester. **Root Cause 6**: 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 2: Student attendance is below the state average. We need to improve attendance since it is a direct correlation to student success. **Root Cause 2**: There is a lack of parental involvement/student motivation and a need for targeted, consistent, effective student attendance incentives.
Problem Statement 6: Sixth six weeks attendance is the lowest for the Spring Semester. **Root Cause 6**: 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.

Goal 2: 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.				
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.				

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Goal 2: 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.				
	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						

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= No Progress = Discontinue

Goal 2: 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.				
2) North Shore High School will perform daily and/or weekly duty checks.		Duty Administrator	Increased presence of staff during high risk times				

= Accomplished = Continue/Modify

= No Progress = Discontinue

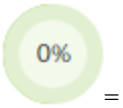
Goal 3: North Shore High School will provide information and opportunities to assist students in preparing for college and careers.

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 warms up twice week.	2.5, 2.6	Teachers, Specialist, Administrators	Increase in student college and career readiness through participation and performance.				
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.				
	Funding Sources: 199 - Local - 0.00						
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.				

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

Goal 3: 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.				
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.				
	Funding Sources: 199 - Local - 0.00						

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 3: 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					

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: 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				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: 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.				
	Funding Sources: 199 - Local - 0.00, 285 - Title IV - 7242.31						
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.				
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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: 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.				
	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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: 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.				
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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: 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.				
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,					
	Funding Sources: 199 - Local - 1699.70						
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.				

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

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: 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.				
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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: 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.				
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.				

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= No Progress = Discontinue

Goal 5: 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.				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

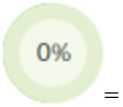
Goal 5: North Shore High School will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

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				
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				
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.				
	Funding Sources: 199 - Local - 2163.74						

= Accomplished = Continue/Modify 

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Goal 6: 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.				
	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.				
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.				
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				

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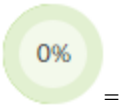
Goal 6: North Shore High School will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

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.				
	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.				

= Accomplished = Continue/Modify 

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Goal 6: 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.				
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.				
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.				
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.				

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Goal 6: 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.				

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= No Progress = Discontinue

Goal 6: 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				
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.				
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.				
	Funding Sources: 199 - Local - 24265.88						

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= No Progress = Discontinue

Goal 6: 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.				
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.				
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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 7: 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 7: 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 8: 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.				
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.				
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.				
	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.				
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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 8: 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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 8: 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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 9: 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						

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 9: 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.				
2) North Shore High School will provide staff with customer service training.		Assigned Administrator	Teachers will maintain updated contact information at all times.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 9: 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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 9: 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.				

= Accomplished = Continue/Modify

= No Progress = Discontinue

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
2	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.
2	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.
2	2	1	North Shore High School will implement the "No Place for Hate" program.
3	1	1	North Shore Senior High 11th and 12th grade Math and English teachers will utilize ACT prep questions as warms up twice week.
3	1	3	North Shore Senior High will identify and contact the parents of students enrolled in advanced classes to take the ACT exam.
3	2	1	Enroll students who have not shown college readiness into a college prep Math or College prep English course.
3	2	2	North Shore Senior High will incorporate a practice TSIA activity as a part of the College Prep Math and English IV curriculum.
4	1	1	North Shore 10th Grade Center will enroll re-tester students into an on-level core course and 1 remediation course.
4	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.
4	2	2	Students and teachers will set and review Masters goals.
4	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.
4	4	1	Co-Teachers and General and education teachers will be assigned a common planning period.
4	4	2	Special Education teachers in tested content areas will perform goal setting conferences with each of the SpEd students.
4	5	1	North Shore High School EOC teachers will complete goal setting conferences with all students
4	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.
4	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
4	6	1	North Shore Senior High School will recognize teachers whose students have shown growth throughout their common assessments to reach their EOC goals.
4	6	2	North Shore Senior High School will recognize students who've met their EOC goals.
4	7	1	North Shore Senior High School will track student performance by subpopulation.
4	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.
6	1	2	North Shore Senior High School will assist with phone calls and messages for students who struggle with attendance.
6	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.
6	2	2	North Shore High School will recognize teachers during monthly faculty meetings for implementing student attendance incentive programs in their classrooms.
6	3	1	North Shore High School will maintain a daily record of grade level attendance.
6	3	2	North Shore High School will regularly review attendance codes for students against absent counts and ensure they are coded correctly.
6	3	3	North Shore High School will conduct quarterly attendance committee meetings.
6	4	1	North Shore High School will communicate to teachers of anticipated high attendance days at least 2 weeks in advance.
6	5	3	North Shore High School staff will recognize students with exemplary attendance each month.
8	2	1	The Vital Team will participate in at least two ESL preparation courses and subsequently take and pass the ESL exam.
8	3	1	Administrators will hold four Fundamental 5 conference cycles during the year.