

**Baird Independent School District
Baird High School Campus Improvement Plan
2009-2010**

District Name: Baird High School

Date of Committee Approval:

Date of Board Approval:

Long Range Goal # 1: Student Achievement

All students will reach their full academic and social potential, will be prepared to grow further in education, and will be responsible adults and life-long learners in a global society.

Summary of Needs Assessment Findings: (SW1)

Board Goals: 1, 2, 3, 7, 8, 9, 10, 11, 12, 13, 15, 17, 18, 20,

BAIRD HIGH SCHOOL (Grades 9-11)

Attendance Rate: 2006-07 –%96.5 2007-08 -- %96.32, 2008-09—%96.4, 2009 ---95.9%

College Readiness—Texas Success Initiative (TSI) 68% of math students and 83% of English Language Arts students in 2009 demonstrated proficiency for THEA exemption based on TAKS qualifying scores. This is an area of focus in the 2009-2010 school year. The 2009 School Report Card indicates that 68% of the students demonstrated proficiency for THEA exemption based on TAKS qualifying scores.

BHS met the Adequate Yearly Progress (AYP) for the 2008-09 school years.

Data from the 2009-2010 school year indicated that BHS employed 2 teachers in two core areas that did not meet the Highly Qualified standards as defined by No Child Left Behind (NCLB). Activities to address these deficiencies will be planned to enable all staff member to become Highly Qualified.

A review of the Continuous Improvement Plan for special education indicates additional areas for improvement. Intervention strategies have been targeted for improvement. Formative evaluations of campus-wide intervention strategies were started following a district-wide intervention meeting. Campus level procedures will be addressed this year.

TAKS Scores by Grade Level: Data shown below is reported on BHS state assessment reports from TEA.

2009 Scores: Passing Percentage on TAKS

Subject	9th Grade	10th Grade	11th Grade
Reading	99%		
ELA	*	>99%	99%
Math	67%	74%	82%
Science	*	87%	86%
Social Studies	*	87%	>99%

* Not tested at this level

Target Goals for 2009 -2010: (Subject and Grade Specific)

- 1 Improve/maintain all 9th, 10th, and 11th grade Reading/ELA TAKS scores to meet AYP requirements of a minimum of 10% improvement, and students must meet AYP standards.**
- 2 Improve all 9th, 10th, and 11th grade Math TAKS scores to meet AYP requirements of a minimum of 10% improvement, and students must meet AYP standards.**
- 3 Improve all 10th and 11th Grade Science TAKS scores to meet AYP requirements of a minimum of 10% improvement, and students must meet AYP standards/**
- 4 Maintain all 10th and 11th grade Social Studies TAKS scores to meet AYP requirements of a minimum of 10% improvement, and students must meet AYP standards.**

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
	Board Goals					Formative:	
Programs							
Baird High School							
<p>Continue services to identified Special Education students</p> <p>Policies/Procedures/Notification</p> <p>1 ARDs--annual and as needed</p> <p>2 Implementation of CAP (Comprehensive Analysis Process) and training on each strategy</p> <p>3 Transition Planning</p> <p>4 Initial testing/placement</p> <p>5 Least restrictive environment</p> <p>6 Related services</p> <p>7 Annual evaluation/follow-up</p> <p>8 Classroom accommodations</p> <p>9 Assistive technology, as needed</p> <p>10 Speech</p> <p>11 Resource room</p> <p>12 Self-contained classroom</p> <p>13 OT/PT, as needed</p> <p>14 Update intervention procedures</p> <p>15 Increase number of special education students taking TAKS –A, M or Alt. on grade level</p> <p>16 Conduct needs assessment of special education program</p>	<p>SW2; SW10</p> <p>B1</p> <p>SW2</p> <p>SW1</p>	<p>Principal; Special Education Teachers; Counselor</p> <p>Intervention team</p> <p>Federal/Special Programs Director</p>	<p>8/09</p> <p>10/09</p> <p>10/09</p>	<p>5/10</p> <p>1/10</p> <p>1/10</p>	<p>Special education consultants ESC 14</p> <p>Taylor-Callahan Educational Co-op (TCEC) Personnel</p> <p>IDEA B funds</p> <p>TCEC personnel; intervention team</p> <p>Federal/State Programs' Director; TCEC personnel;</p>	<p>Benchmark Checks:</p> <ul style="list-style-type: none"> •1 Enrollment ARDs •1 Annual ARD meetings <p>Analysis of needs assessment; Continuous Improvement Plan</p>	<p>Enrollment Date</p> <p>Annual ARD Date</p> <p>5/10</p>

to address Performance Based Monitoring indicators 17. RTI –Prime time 18. CMC					Principal		
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Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Programs							
Baird High School							
Provide programs/activities to serve identified At-Risk students: <ul style="list-style-type: none"> •1 Policies/Procedures/Notification •2 Student Identification •3 Program Activities •4 Staff Development <ul style="list-style-type: none"> ➢ At Risk Criteria ➢ Services/Programs ➢ Confidentiality •5 Pregnancy Related Services •6 Small student/teacher ratios •7 Counseling services 	SW2; SW10 B15	Principal; Counselor	8/09	5/10	ESC 14 consultants SCE funds: Local funds	Benchmark Checks: <ul style="list-style-type: none"> •1 Student list of At-Risk students with plan to address individual needs— graduation plan •2 Three-week grade checks •3 Evaluation of PEIMS data 	8/09—5/10 8/09—5/10
TAKS remediation class for At-Risk students not passing TAKS last year	SW2 B1	Principal; Classroom teachers	8/09	5/10	Gourmet Curriculum; Kamico Curriculum;	Benchmark tests; Class schedules; PEIMS data	
Provide accelerated curriculum for at-risk students (NEW) 1.RTI 2.After School Tutorials 3. CMC	SW2 B1	HS principal, counselor Principal Teachers,	8/09	07/10 8/09	<i>Measuring Up Ed-Options web based</i>	Successful completion of web based courses Benchmarks, TAKS Scores, Teacher input, Grades in class,	End of each six weeks cycle and semester cycle

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Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Programs							
Baird High School Provide services to identified homeless students (as needed): 1. Policies/Procedures 2. Identified Homeless Liaison 3. Student Identification 4. Programs/Services 5. Same instructional and support opportunities as At-Risk students 6. RTI 7. Ed Options Credit recovery 8. Dr's Appt 9. Do as needed (PRN)	SW2 B15	Homeless Liaison; Principal; Counselor	8/09	5/10	ESC14 consultant; Homeless Liaison	Benchmark Checks: •1 Student list of homeless students with plan to address individual needs—graduation plan •2 Grade checks	8/09—5/10 8/09—5/10

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
Formative:							
Mastery Activities							
<p>Baird High School</p> <p>Continue to provide opportunities for students not mastering required objectives to acquire needed skills:</p> <ul style="list-style-type: none"> •1 Implement TAKS tutorials during school and after school •2 Purchase additional supplementary materials for tutorials •3 TAKS benchmark test to assess mastery level <p>Provide opportunities for students to regain credit due to excessive absences ED Options RTI CMC Athletic Study hall Daily planner for students Sign out for RR breaks</p>	<p>SW2; SW 9 SW10 B2</p> <p>SW9 B1 B16</p>	<p>Principal; Counselor; Classroom teachers</p> <p>Principal; Counselor; Classroom teachers</p>	<p>11/09</p> <p>11/09</p>	<p>5/10</p> <p>5/09</p>	<p>Kamico Curriculum; Gourmet Curriculum; <i>Measuring Up</i>; Released TAKS test</p> <p>Local Funds:</p> <p>Local Funds:</p>	<p>Benchmark Checks: AEIS-It analysis of benchmark test; TAKS tutorial assessments;</p> <p>Purchase order for supplementary materials</p> <p>Evaluation: TAKS results</p> <p>Benchmark Checks: Student attendance sheets</p> <p>Evaluation: Evaluation of student transcripts</p>	<p>11/09 biweekly 1/09- 5/10 12/09</p> <p>5/10</p> <p>12/09; 5/10</p> <p>5/10</p>

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Assessments							
<p>Baird High School</p> <p>Based on teacher-input, develop/administer appropriate assessments to monitor student progress</p> <ol style="list-style-type: none"> 1 TAKS 2 TAKS –A, M, Alt. 3 Tutorial assessments 4 Benchmark assessment (released TAKS test) 5. six weeks grades (major, minor, homework) 	SW8	Principal; Counselor; Classroom Teachers	08/09— HS	5/10— HS	Testing Materials provided by State; Supplemental materials for tutorial assessments; Released TAKS test for benchmark test	<p>Benchmark Checks: Evaluation of data for TAKS; Analysis of tutorial assessments; AEIS-It analysis for benchmark test</p> <p>Evaluation: Increased scores on state assessments—TAKS, RPTE</p>	<p>8/09 biweekly 1/10- 5/10 1/09 – 5/10</p> <p>5/10</p>

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Recruit/Retain HQ Staff							
Baird High School							
Develop a plan and a timeline to add an additional teacher to work with special needs student	SW3	Superintendent; Principal	8/09	5/10	Special Education funds:	Benchmark Checks: IEP documentation of need; Staff roster and classroom assignments	12/09
Implement plan for meeting NCLB requirements for teachers 1 All teachers—HQ 2 All paraprofessionals certified and HQ	SW3	Superintendent; Principal	8/09	5/10	ESC 14 consultants	Benchmark Checks: Evaluation of teachers' and paraprofessionals' credentials	09/15/09
Participation in Paraprofessional Academy	SW 3; SW4 B18	Paraprofessionals; Principal	8/09	7/10	ESC 14 consultants Local funds:	Benchmark Checks: Verification of enrollment Evaluation: Certificates of completion of academy	7/10 7/10
Provide release time for teachers not highly qualified to become highly qualified	SW3 B18	Classroom teachers; Principal	8/09	5/10	ESC 14 consultants; Title II funds	Benchmark Checks: Review of teachers' HQ status; Certificates of attendance Evaluation: Highly Qualified Teacher Survey—submitted to TEA; Increased number of HQ teachers	1/10 6/10

Change teaching assignments for teachers not Highly Qualified in core areas	SW3; SW5 B2 B3 B4	Principal	8/08	8/09	HQ applicants	Evaluation: Review of master schedule; teachers' HQ status; teaching assignments	8/09—HS
Develop a plan and a timeline to attract/maintain highly-qualified staff •1 Hire only HQ teachers •2 Hire only HQ paraprofessionals	SW 5	Principal;	8/08	8/09		Benchmark Checks: Review of applicants' credentials and applications Evaluation: Turnover rate of HQ teachers	8/09; 1/10 5/10
Post jobs on a variety of job boards: •1 ESC 14 •2 Local colleges and Universities	SW 5	Principal	8/08	5/09	Job boards	Copies of postings	5/10

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Attendance							
Baird High School Continue strategies/activities to assure high school student attendance 1 Phone calls 2 Counseling 3 Conferences 4 Warning letters 5 Saturday School opportunities 6 Court Action (if needed) 7. Student Announcement 8. Rewards systems (ex. Like teacher incentive pay)	B10 B17	Principal; Counselor	8/09	5/10	Attendance clerk; City Judge; Local funds:	Benchmark Checks: Review of PEIMS attendance data; Copies of warning letters; Rosters of students attending afternoon make-up sessions and Saturday School; Documentation of court proceedings Evaluation: School Report Card	8/09 – 5/ 10 12/09 – 5/10 1/10

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Dropout Prevention							
Baird High School Continue to provide Dropout Prevention strategies/activities: 1 Counseling 2 Graduation plans 3 Scholarships 4. Discussion groups with	SW7 B1	Principal; Counselor	8/09	5/10	Attendance clerk; Personal graduation plans	Benchmark Checks: Review leavers recorded for each semester	12/09; 5/10

outsiders who have gone through the same 5. Work Program							
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Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Communication							
<p>Baird High School</p> <p>Continue approaches to improve communication of the campus among the staff members, parents, and community.</p> <ol style="list-style-type: none"> 1 Notes home 2 Positive phone calls 3 Teacher/parent conferences 4 Student/teacher conferences 5 Web-Page communication 6 E-mail communication 7. Grade Book Portal 8. Student Announcements' system 9. Intercom system 	SW2 SW5 SW7 SW8 SW9 B10	Principal; Classroom teachers; Parents	8/09	5/10	Baird ISD web page; E-mail accounts (ESC14); On-line grade book for parents Local Funds:	<p>Benchmark Checks: Review of teachers' updated web pages; Review of e-mail accounts for all teachers;</p> <p>Evaluation: Documentation of conferences held; Minutes/agendas of vertical/horizontal planning meetings; copies of notes sent home</p>	12/09 08/09—5/10 5/10

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Higher Education							
<p>Baird High School</p> <p>Provide information on higher education opportunities</p> <ol style="list-style-type: none"> 1 Admission and Financial Aid Opportunities 2 Texas Grant and Teach for Texas Grant 3 Student group college visitation and tours 4 Financial Aid Workshop 5 Curriculum Choices 6 Graduation Plans 7 Top 10% Automatic Admission to State Colleges/Universities <p>Tech Prep Coursework</p> <ol style="list-style-type: none"> 1. Dual Credit classes 2. Distance learning 3. 24 hr of college class when students graduates 	<p>SW7</p> <p>B1</p> <p>B8</p>	<p>Counselor;</p> <p>Principal</p>	<p>8/09— HS</p> <p>1/10</p>	<p>5/10— HS</p>	<p>FAFSA;</p> <p>Graduation Plans;</p> <p>McMurry University Financial Aid Personnel;</p>	<p>Evaluation:</p> <p>Review of scholarship applications; anecdotal records of activities; four year plans; conferences for scheduling classes</p>	<p>8/09 – 5/10— HS</p>

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/ Assessment)	Benchmark Dates
						Formative:	
Technology Uses							
<p>Baird High School</p> <p>Continue the expansion, purchasing, networking of campus technology in order to meet current needs by following the district technology plan and developing timelines to do the following:</p> <ul style="list-style-type: none"> •1 Internet Access •2 E-Mail •3 Distance Learning <p>Continue technology training that will enhance teachers' effectiveness in the classroom</p>	<p>SW 4</p> <p>B11</p> <p>B13</p> <p>B18</p>	<p>Technology Director; Principal;</p> <p>Technology Director; Principal</p>	<p>8/09</p> <p>8/09</p>	<p>5/10</p> <p>5/10</p>	<p>Technology Plan</p> <p>Training materials; Computer Equipment</p>	<p>Benchmark Checks: Updated Technology Plan; E-mail accounts @ ESC 14</p> <p>Benchmark Check: Agenda; Sign-in Sheet</p> <p>Evaluation: STaR Chart completion; Updated Technology Plan</p>	<p>8/09 – 5/ 10</p> <p>8/09-5/10</p>

Long Range Goal # 2: Parent/Community Involvement:

All parents and community members will be active partners in the education of our students.

Summary of Needs Assessment:

Parents must become more involved in the education of their children. Additional opportunities must be provided for increased parental involvement.

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Rights and Responsibilities							
Baird High School Ensure that parents and students are informed of their rights and responsibilities. <ul style="list-style-type: none"> •1 Student Handbook •2 Student Code of Conduct •3 Drug Policy •4 Athletic Code of Conduct •5 Extra Curricular Code of Conduct •6 Special Education Rights •7 BISD Board Policies •8 Parent Involvement Policies 	SW6 B10 B15	Principal; Coaches; Extra— curricular sponsors	8/09	5/10	Local Funds	Receipt of Acknowledgement from handbooks; Signed documentation for Special Education Rights; Policy On Line; Policies on Baird ISD web page	8/09 – 5/10

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Partnerships							
Baird High School Continue / expand partnerships with local businesses and organizations <ul style="list-style-type: none"> •1 First National Bank •2 Newspapers •3 Television Stations 4. Hanner Chevrolet 5. WBL employers 6. Baird CO-OP 7. The community of Baird 		Superintendent Principal; Bank President Principal; Principal; Sponsors of Extracurricular Activities	8/09	5/10		News Articles	8/09 – 7/10
			8/09	5/10		News Stories	8/09 – 5/10

Long Range Goal #3: Safe and Orderly Environment

Baird High School will have a safe, orderly environment that promotes successful student learning.

Summary of Needs Assessment Findings: (SW1)

Baird High School

Documents Reviewed: PEIMS 425 Report for 2008-2009 school year; teacher and administrator disciplinary referrals

The analysis of the PEIMS 425 Report for 2007-2008 school years revealed a reduction in the following disciplinary categories:

- 1 Number of incidents related to illegal drugs;

Target Goals for 2009-2010: Reduce the incidents of disciplinary referrals from 84 to 60, a 30% reduction.

Safe/Drug-Free Schools and Communities Data / Goals	2005-2006	2006-2007	2007-2008	2008-2009
Number of students placed in AEP	2	0	1	2
Number of code of conduct violations (PEIMS 425 Code 21)	84	37	34	36
Number of incidents related to tobacco (PEIMS 425 Code 33)	0	6	0	0
Number of incidents related to alcohol (PEIMS 425 Code 05, 37)	0	0	0	0
Number of incidents related to other illegal drugs (marijuana, cocaine, etc. - PEIMS 425 Codes 04, 06, 36)	0	0	0	0
Number of fights (mutual combat – PEIMS 425 Code 41)	2	0	0	0
Number of assaults or retaliation on school personnel, volunteer, and other adults (PEIMS 425 Code 08, 27, 29, 31)	0	0	0	0
Number of assaults on students (PEIMS 425 Code 28, 30)	0	0	0	0
Number of weapons (firearms, knives, clubs) on campus (PEIMS 425 Code 11, 12, 13)	0	0	0	0
Number of incidents related to targeted violence threats (PEIMS 425 Code 26, 35)	0	0	0	0
Number of incidents related to gang violence (PEIMS 425 Code 34)	0	0	0	0
Number of other felonies (PEIMS 425 Code 02, 16, 17, 18, 19, 22)	1	0	0	0

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Discipline Management							
Baird High School Revise/improve the campus: 1 Student Code of Conduct 2 Student Handbook 3 ISS 4 DAEP 5. After School Detention	SW2 B10	Superintendent; Principals; Counselors;	8/07	5/10	Student Code of Conduct; Student Handbook Swartz & Eichelbaum	Benchmark Checks: Approved Student Code of Conduct; Student Handbook; Signed Acknowledgement Forms	8/09—HS 7/09--Elem

6. Corporal Punishment 7. Saturday School					Model Handbooks Local funds:		
Continue drug testing policy to test all students who participate in extra-curricular activities	B15	Superintendent; Principal	08/09	5/10	Random list of students to be tested Local Funds:	Benchmark Checks: Adopted Board policy; Confidential test results	8/09; 4 times 1/10 – 5/10
Provide alternatives for disciplinary infractions 1 ISS 2 AEP 3 Corporal Punishment 4 Saturday School 5 After school detention	B15	Principal	8/09	5/10	Local Funds: \$75/day (omit)	Benchmark Checks: Disciplinary referrals; ISS/ DAEP/Saturday School attendance logs Evaluation: PEIMS 425 record; Title IV evaluation report	12/07; 5/09 8/08 – 5/09 Elem

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Crisis Management; Violence Prevention							
Baird High School Identify/maintain 1 Crisis Management Plan 2 Staff Orientation to Disaster Drills ➤ Fire ➤ Tornado 3 Orientation/Practice Drills	SW2 B18	Principal; Counselor Student Council	12/08— HS 8/08-- Elem	5/09 5/09	Disaster Drills; Suicide Prevention Strategies;	Benchmark Checks: Faculty Handbooks; Faculty Meeting Agendas Review of Suicide Prevention Strategies Fire Drill Documentation	8/08—HS 8/07

4 Suicide Prevention Strategies	B15	Principal; Student Council	8/08	5/09	Notification from Weather Bureau	Disaster Drill Log	Monthly 8/08 – 5/09
5 Conduct monthly fire drills		Principal	3/08	5/09			3/08 – 5/09
6 Conduct tornado drills	B18	Principal; ESC 14 consultants	8/08	5/09	Training Materials; ESC 14 consultants	Certificates of attendance; Sign-in logs	8/08 – 5/09
7 Bus Safety Evacuations							
Continue to provide staff training/strategies in the following areas: 1 Suicide Prevention 2 Conflict Resolution 3 Violence Prevention 4 Texas Behavior Support Initiative (TBSI) 5 CPI							
			6/08	6/09			

Initiatives: Strategies	School-wide Component	Person Responsible	Begin Time	End Time	Resource	Evaluation (Documentation/Assessment)	Benchmark Dates
						Formative:	
Safe/Drug Free Schools and Communities Activities							
Baird High School Continue Safe/Drug Free activities 1 Motivational Production 2 Abstinence	SW2 B15	Student Council—HS	12/08—HS	12/08	ESC 14 Consultant Title IV Funds:	Benchmark Checks: Feedback from faculty and students	12/08

