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**HENRY FORD ACADEMY: ALAMEDA SCHOOL  
 CAMPUS IMPROVEMENT PLAN  
 2017 – 2018 PERFORMANCE OBJECTIVES & ACTION PLAN  
 (UPDATED AS OF 7/18/17)**

<b>2017-2018 PERFORMANCE OBJECTIVES &amp; ACTION PLAN</b>	
<b>Objective 1:</b>	<b>By May 2018, HFA: Alameda School will improve academic performance by a minimum of 5 percentage points on EOC testing in English, Math, History and Science using quality data-driven instruction, curriculum alignment and ongoing monitoring of instruction.</b>

Actions/Activities	Staff Responsible Documentation	Resources Human & Material	Budget & Amount	Formative Evaluation	
				Evaluation Measure	Timeline

<p>1A. Data-Driven Instruction</p> <ul style="list-style-type: none"> <li>• Provide training and utilization of disaggregation of data</li> <li>• Provide training and utilization of Eduphoria!</li> </ul> <p><b>School Wide Component # 2 and # 8</b></p>	<p>Copeland</p> <p>Copeland</p>	<p>Eduophoria!</p> <p>ESC-20</p>	<p>\$1,400</p> <p>\$700</p>	<p>Sign-In sheets</p> <p>Staff reports of student data</p>	<p>August 2017-June 2018</p>
<p>1B. Curriculum Alignment (both horizontal and vertical)</p> <ul style="list-style-type: none"> <li>• Provide training and utilization in TEKS Resources for core teachers</li> <li>• Require non-core teachers to provide year at a glance and follow TEKS</li> <li>• Meet bi-monthly for professional learning communities (PLC)</li> <li>• Provide on-going professional development and curriculum building assistance in the areas of Mathematics, Science, and English Language Arts</li> <li>• Implement higher order thinking skills in the classroom</li> </ul>	<p>Copeland</p> <p>Todd</p> <p>Copeland</p> <p>Copeland</p> <p>Todd/ Copeland</p>	<p>ESC-20 consultants/ Curriculum Instruction Coach</p> <p>TEKS Curriculum Instruction Coach</p> <p>Teachers ESC-20</p> <p>Bloom's Taxonomy</p>	<p>\$1,400</p> <p>\$3,500</p>	<p>Sign-In sheets/ lesson plans</p> <p>Year at a glance document</p> <p>PLC Sign-In sheets and meeting minutes</p> <p>Student data sheets</p>	<p>August 2017- June 2018</p>

School Wide Component # 2, #3, #4					
<p>1C. On-going Monitoring of Instruction</p> <ul style="list-style-type: none"> <li>• Monitor bell-to-bell instruction</li> <li>• Collect lesson plans and provide written feedback</li> <li>• Conduct daily walkthroughs and provide feedback within 24-48 hours</li> </ul> <p><b>School Wide Component # 2, #3</b></p>	<p>Todd/ Copeland</p> <p>Todd/ Copeland</p> <p>Todd/ Copeland</p>	<p>Walk-throughs</p> <p>TEKS</p> <p>Walk-throughs</p>		<p>Walk-through summary sheets</p> <p>Weekly assessment</p> <p>Walk-through summary sheets</p>	<p>August 2017- June 2018</p>

## 2017-2018 PERFORMANCE OBJECTIVES & ACTION PLAN

**Objective 2:**

**During the 2017-18 school year, HFA: Alameda School will increase teacher quality with innovative recruitment/retention strategies, on-going job embedded Professional Development, and the use of the locally developed appraisal system.**

Actions/Activities	Staff Responsible Documentation	Resources Human & Material	Budget & Amount	Formative Evaluation	
				Evaluation Measures	Timeline
2A. Recruitment/Retention Strategies <ul style="list-style-type: none"> <li>• Participate in local job fair for recruitment</li> <li>• Promote public relations on website</li> <li>• Post teacher positions on college job banks</li> <li>• Define clear expectations of employees</li> <li>• Develop recruitment and retention incentive program</li> <li>• Mentor Program</li> <li>• Highly Qualified Staff</li> </ul>	All staff  Todd/HFLI  Gomez  Todd  Todd  Todd  Rodriguez	Job fair announcements  Job announcements  College job-banks  Faculty handbook  Incentive programs  Faculty  Certification Requirements	\$2,000  In-Kind	Sign-in sheets  Website postings  College job-banks  Locally developed appraisal system  Teacher retention  Teacher Support Meeting NCLB Highly Qualified Report	August 2017 - June 2018
<b>School Wide Component # 3 and # 5</b>					

<p>2B. On-going Job Embedded Professional Development</p> <ul style="list-style-type: none"> <li>• Provide training on learning styles strategies</li> <li>• Implement technology integration</li> <li>• Provide training and utilization of SIOP model</li> <li>• Provide training and utilization in TEKS resource system curriculum</li> <li>• Record walk-through observation data with follow through professional development (PD)</li> <li>• Provide training on how teachers motivate students</li> <li>• Provide training for services to special needs students</li> <li>• Provide training in response - to-intervention (RTI)</li> <li>• Locally developed appraisal instrument training</li> </ul> <p><b>School Wide Component # 4</b></p>	<p>Copeland</p> <p>Copeland</p> <p>Montez</p> <p>Todd/ Copeland</p> <p>Copeland</p> <p>Copeland</p> <p>Copeland</p> <p>Montez/White/ Co-Op</p> <p>Copeland</p> <p>Todd</p>	<p>ESC-20 consultants/ Curriculum Instruction Coach</p> <p>ESC-20 consultants</p> <p>Jeff Mesch</p> <p>SIOP Handbook ESC-20</p> <p>ESC-20 consultants/ Curriculum Instruction Coach</p> <p>Walk-through forms</p> <p>ESC-20 consultants</p> <p>Special Education notebook</p> <p>ESC-20 consultants</p> <p>Appraisal forms Curriculum Instruction Coach</p>	<p>\$3,500</p> <p>\$700</p> <p>In-Kind</p> <p>\$700</p> <p>\$1,400</p> <p></p> <p>\$500</p> <p>\$700</p> <p>\$700</p> <p></p>	<p>Sign-in sheets</p> <p>Lesson plans</p> <p>Sign-in sheets/lesson plans</p> <p>Sign-in sheets/ lesson plans</p> <p>Walk-through feedback</p> <p>Sign-in sheets/ documentation</p> <p>Sign-in sheets</p> <p>Sign-in sheets</p> <p>Appraisal forms</p>	<p>August 2017 - June 2018</p>
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<p>2C. Locally Developed Appraisal Instruments</p> <ul style="list-style-type: none"> <li>• Conduct formal teacher observations (twice a year)</li> <li>• Provide feedback post-observations</li> </ul> <p><b>School Wide Component # 5</b></p>	Todd	Appraisal forms		Appraisal forms	August 2017- June 2018
	Todd	Appraisal forms	Written feedback		

## 2017-2018 PERFORMANCE OBJECTIVES & ACTION PLAN

**Objective 3:**

During the 2017-18 school year, HFA: Alameda School will increase learning time through collaborative learning time through collaborative staff planning by creating an instructionally focused calendar and the incorporating flexible scheduling.

Actions/Activities	Staff Responsible Documentation	Resources Human & Material	Budget & Amount	Formative Evaluation	
				Evaluation Measures	Timeline
<p>3A. Staff Collaborative Planning</p> <ul style="list-style-type: none"> <li>• Hold PLC meetings (Bi-Weekly – Fridays 3:45-4:30)</li> <li>• Create all-staff meeting agendas</li> <li>• Model and share best practices</li> <li>• Implement technology integration into the classroom</li> </ul> <p><b>School Wide Component # 3</b></p>	<p>Copeland</p> <p>Todd</p> <p>Leadership Team</p> <p>Copeland</p>	<p>Faculty</p> <p>Agenda notebook</p> <p>Faculty</p> <p>HFLI Technology</p>		<p>Sign-in sheets/meeting minutes</p> <p>Sign-in sheets/meeting minutes</p> <p>Post-PLC meeting feedback</p> <p>Walkthroughs/ lesson plans</p>	<p>August 2017-June 2018</p>
<p>3B. Instructionally-Focused Calendar</p> <ul style="list-style-type: none"> <li>• Monitor data-driven instruction</li> <li>• Conduct two benchmarks per year</li> <li>• Utilize TEKS Resource System</li> </ul>	<p>Todd/ Copeland</p> <p>Copeland</p> <p>Todd/ Copeland</p>	<p>Eduphoria!</p> <p>Eduphoria!</p> <p>TEKS resource system Curriculum Instruction</p>		<p>Unit assessments</p> <p>Benchmark analysis Lesson Plans</p> <p>Lesson plans</p>	<p>August 2017-June 2018</p>

<ul style="list-style-type: none"> <li>• Host progress reports/report card parent nights</li> <li>• Implement SAT Saturday morning tutoring sessions</li> </ul> <p><b>School Wide Component # 2, # 8</b></p>	<p>Todd</p> <p>Gomez</p>	<p>Coach</p> <p>Gradebook reports</p> <p>College Board</p>	<p>\$6,000</p>	<p>Sign-in sheets</p> <p>Sign-in sheets</p>	
<p>3C. Flexible Scheduling</p> <ul style="list-style-type: none"> <li>• Offer daily tutorial sessions</li> <li>• Designated Saturday tutorials</li> <li>• Provide summer academy tutorials (SSI)</li> <li>• Explore split lunch schedule for tutorials</li> <li>• Explore online course options</li> </ul> <p><b>School Wide Component # 2 and # 9</b></p>	<p>Copeland</p> <p>Copeland</p> <p>Sanchez/ Copeland</p> <p>Sanchez</p> <p>Gomez</p>	<p>Faculty</p> <p>Faculty</p> <p>Tutorial sign-in sheets</p> <p>Faculty</p> <p>Faculty</p>	<p>\$6,000</p>	<p>Tutorial Sign-in sheets</p> <p>Sign-in sheets</p> <p>Tutorial sign-in sheets</p> <p>Surveys</p> <p>Number of students registered</p>	<p>August 2016-June 2017</p>



## 2017-2018 PERFORMANCE OBJECTIVES & ACTION PLAN

<b>Objective 4:</b>	<b>By May 2018, HFA: Alameda School will increase parent/community involvement by 10% through effective communication, increased opportunities for input and accessible community services.</b>
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Actions /Activities	Staff Responsible Documentation	Resources Human & Material	Budget & Amount	Formative Evaluation	
				Evaluation Measures	Timeline
4A. Effective Communication <ul style="list-style-type: none"> <li>• Utilize School Reach Program</li> <li>• Monitor parent contacts</li> <li>• Host Parent Teacher Organization (PTO) meetings</li> <li>• Hold parent teacher conferences</li> <li>• Conduct yearly academic check-ins</li> </ul> <p><b>School Wide Component # 6</b></p>	Todd  Todd/ Copeland  Todd  Todd  Gomez	School Reach Program Faculty  School Reach Program  Faculty  Faculty  Student audit files		Aggregate data  Call logs  Sign-in sheets  Meeting minutes  Academic checklist	August 2017-June 2018

<p>4B. Increased Opportunities for Input</p> <ul style="list-style-type: none"> <li>• Host college night</li> <li>• Oversee Student Health Advisory Committee (SHAC)</li> <li>• Form Language Proficiency Assessment Committee (LPAC)</li> <li>• Host Parent/Principal coffee meetings</li> <li>• Host Student/Principal hot chocolate meetings</li> </ul> <p><b>School Wide Component # 6, # 10</b></p>	<p>Gomez</p> <p>Todd</p> <p>Copeland/LPAC Representative</p> <p>Todd</p> <p>Todd</p>	<p>University representatives Faculty</p> <p>ESC-20 Consultants</p> <p>School Reach Program</p> <p>School Reach Program</p>	<p>\$200</p>	<p>Sign-in sheets</p> <p>Sign-in sheets</p> <p>Meeting minutes</p> <p>Sign-in sheets</p> <p>Sign-in sheets</p>	<p>August 2017-June 2018</p>
<p>4C. Accessible Community Services</p> <ul style="list-style-type: none"> <li>• Organize community art exhibits</li> <li>• Organize college visits</li> <li>• Continue Senior Mastery Process (SMP) development</li> <li>• Host "Poetry Out Loud" competition</li> <li>• Develop design in the community program</li> <li>• Organize "Night of the Arts" fundraiser</li> <li>• Continue building community partnerships</li> </ul> <p><b>School Wide Component # 2, # 10</b></p>	<p>Art department</p> <p>Gomez</p> <p>Gomez</p> <p>Staff</p> <p>Gomez</p> <p>Todd</p> <p>Leadership Team</p>	<p>Staff</p> <p>Universities</p> <p>Community Partners</p> <p>National Endowment of the Arts Todd</p> <p>Staff</p> <p>Todd</p>	<p>\$300</p> <p>\$2,000</p>	<p>Four exhibits a year</p> <p>Two times a year</p> <p>Number of participants</p> <p>Number of Participants</p> <p>Program plan and number of events</p> <p>Funds raised</p> <p>Number of partnerships</p>	<p>August 2017-June 2018</p>

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**2017-2018 PERFORMANCE OBJECTIVES & ACTION PLAN**

<b>Objective 5:</b>	<b>By May 2018, HFA: Alameda School will increase school climate by increasing student attendance to 94%, increase the number of extra-curricular activities by 5% and decrease discipline referrals by 10%.</b>

Actions/Activities	Staff Responsible Documentation	Resources Human & Material	Budget & Amount	Formative Evaluation	
				Evaluation Measures	Timeline
5A. Increased Attendance <ul style="list-style-type: none"> <li>Implement “Every Day, Every Minute, Every Second” attendance program</li> <li>Organize design challenges around increasing student attendance</li> <li>Provide counseling services with student attendance issues</li> </ul>	Montez  Montez/ Copeland  Gomez	Henry Ford Academy Leadership Institute/Leadership Team  Henry Ford Academy Leadership Institute design curriculum  Attendance contracts		Meetings  Design prototypes  Attendance reports	August 2017-June 2018
<b>School Wide Component # 2, # 10</b>					
5B. Increased Involvement in Extra/ Co-Curricular Activities <ul style="list-style-type: none"> <li>Maintain focused calendar of events</li> </ul>	Todd	Leadership Team  Leadership Team		Student activities	August 2017-June 2018

<ul style="list-style-type: none"> <li>• Create and maintain student-centered organizations</li> <li>• Explore intramural sports competition</li> </ul> <p><b>School Wide Component # 2, # 10</b></p>	<p>Gomez</p> <p>Montez</p>	<p>Leadership Team</p>		<p>Number of organizations</p> <p>Number of events</p>	
<p>5C. Decrease student discipline referrals</p> <ul style="list-style-type: none"> <li>• Provide professional development in classroom management</li> <li>• Post school standards in all classrooms</li> <li>• Post classroom rules in all classrooms</li> </ul> <p><b>School Wide Component # 7</b></p>	<p>Montez</p> <p>Montez</p> <p>Montez</p>	<p>ESC 20 Consultants</p> <p>HFA Posters</p> <p>HFA Posters</p>	<p>\$700</p>	<p>Sign-in Sheets</p> <p>Walk-throughs</p> <p>Walk-throughs</p>	<p>August 2017-June 2018</p>

