

District Goal: 1		Develop and implement an effective plan to improve student performance, including subgroups in academic areas						
Campus Goal		Develop and implement an effective plan to improve academic performance of all students						
Performance Objective:		All students will maintain a 80% or better in all subject areas						
Strategy:		Use TEKS in all subjects, Set passing rate at 80%						
SW Comp.	Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Documented
1	Continue to monitor courses to ensure that they are aligned with the TEKS.	Teachers		June, 2012	Benchmark test, Course completion	Higher % students passing TAKS. Higher % earning CP	August 2011 through June 2012	TAKS results
2	Design courses that use High Level thinking skills	Teachers		June, 2012	Course completion grades	Higher % students passing TAKS. Higher % earning CP	August 2011 through June 2012	
3	Use computer programs to enhance and individualize courses	Teachers	Budget to purchase OdysseyWare and Plato programs	June, 2012	Course completion grades	Higher % students passing TAKS. Higher % earning CP	August 2011 through June 2012	TAKS results
4	Provide individualized instruction to meet student needs	Teachers	Night School Grant	June, 2012	Course completion grades	Higher % students passing TAKS. Higher % earning CP	August 2011 through June 2012	Credits earned.

SW Comp: R - Reform Strategy, PD - Professional Development, PI - Parent Involvement, T - Transition, A - Assessment, M - Mastery, HQ - High Quality Instruction

Needs Assessment: AEIS, SS - Student Survey, FS - Faculty Survey, DR - Discipline Report, O - Other (specify)

Special Populations: GT - Gifted and Talented, ESL - English as a Second Language, AR - At-Risk, SE - Special Education, E - Ethnicity, ED - Economically Disadvantaged

District Goal: 2	Develop and implement procedures to enhance a positive school climate
Campus Goal	The staff at STARS accelerated High School will create a positive school climate
Performance Objective:	Increase the attendance rate to 90% or better, reduce the dropout rate.
Strategy:	All staff members will demonstrate a positive attitude when dealing with others

SW Comp.	Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Documented
1	Students and parents will attend an interview before the student is enrolled	Principal	Application Interviews	August, 2011 to June, 2012	Student Enrollment	Number of student enrolled and graduated	August, 2011 to June, 2012	PIEMS
2	Student will be involved in creating a student Contract	Principal and Staff	Capturing Kids Hearts	August, 2011 to June, 2012	Student Attendance	Increase in attendance and completion rate	August, 2011 to June, 2012	PIEMS
3	Students that have no absences or tardies Monday through Thursday are allowed to wear shorts and T-shirts on Friday	Secretary	Attendance Sheet	August, 2011 to June, 2012	Student Attendance	Increase in attendance and completion rate	August, 2011 to June, 2012	PIEMS
4	Students who have no absences or tardies for 10 straight days earn a homework pass	Secretary	Attendance Sheet	August, 2011 to June, 2012	Student Attendance	Increase in attendance and completion rate	August, 2011 to June, 2012	PEIMS
5	Students who have perfect attendance for a calendar month may earn up to \$50.00	Principal and Secretary	Budget \$200.00 per month	August, 2011 to June, 2012	Student Attendance	Increase in attendance and completion rate	August, 2011 to June, 2012	PIEMS
6	Students and /or parents are called if a student is more than 10 min. late	Principal and Secretary	Phones	August, 2011 to June, 2012	Student Attendance	Increase in attendance and completion rate	August, 2011 to June, 2012	PIEMS
7	Scheduled parent/ teacher/student conference and communication	Staff	3week Progress Reports, e-mail, phone	August, 2011 to June, 2012	Student Attendance	Increase in attendance and completion rate	August, 2011 to June, 2012	PIEMS Graduation Rate

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District Goal: 3	Develop a fiscal plan that focuses on instruction while maintaining a viable fund balance
Campus Goal	The fiscal plan of STARS will focus on instruction and a viable fund balance will be maintained
Performance Objective:	The budget for STARS will provide adequate resources to meet all instructional needs of the students
Strategy:	The Site Based Committee will develop a budget that will meet the instructional needs of STARS students

SW Comp.	Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Needs Assessment
1	Develop a Budget for the 2011-2012 school year	Principal and Site Based Committee	Budget Allocation	March, 2011	Completed Budget	Adequate Resources for Instructional Program	August, 2011 to June, 2012	FS
2	Maintain appropriate and efficient expenditures	Principal and Secretary	Budget Allocation	June, 2012	Skyward Budget Report	Adequate Resources for Instructional Program	August, 2011 to June, 2012	Skyward Report
3	Involve STARS Staff in Budget Decisions	Principal and Staff	Budget Allocation	March 2011 June 2012	Skyward Budget Report	Adequate Resources for Instructional Program	August, 2011 to June, 2012	Skyward Report
4	Monitor all expenditures	Principal and Secretary	Budget Allocation	July, 2011 to June, 2012	Skyward Budget Report	Balanced Budget	July, 2011 to June 2012	Skyward Report
5	The majority of the budget will focus on instructional programs	Principal and Staff	Budget Allocation	July, 2011 to June 2012	Skyward Budget Report	Budget Expenditures	July, 2012 to June 2012	Budget

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District Goal: 4	Recruit, develop and retain a well-qualified staff
Campus Goal	STARS accelerated High School will employ only highly qualified teachers
Performance Objective:	The site based committee will only interview highly qualified applicants
Strategy:	Only applicants who meet the criteria on School Recruiter will be scheduled for an interview

SW Comp.	Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Needs Assessment
1	STARS Accelerated High School will only interview highly qualified applicants	Principal and Site Based Committee	School Recruiter	May, 2012	Applicants meet highly qualified criteria	Personnel Records	March 2012 to June 2012	Human Resources Documentation
2	Highly qualified applicants will be recruited	Director of Human Resources	Visit University Placement Offices	August, 2012	Schedule of Visits	Number of Highly Qualified Applicants	February, 2012 to June 2012	Human Resources Documentation
3	Employees will be compensated at a rate that is competitive with the surrounding districts	Superintendent	District Revenue Sources	June, 2012	Salary Schedule	Number of Resignations	August, 2011 to June,2012	FS
4	Provide effective instructional leadership	Principal	Campus Budget	June, 2012	Faculty Survey	TAKS	August, 2011 to June,2012	FS
5	Summer Conference	Superintendent and Curriculum Director	District Budget	August, 2011	Sign In Forms	TAKS	August, 2011	FS
6	Staff Meetings	Principal	Meeting Agenda	June, 2012	Meeting Agenda	Credits /TAKS	August,2011 to June, 2012	FS
7	Teachers will be competent in technology TEKS and in the integration of technology into curriculum	Principal and Staff	Training Schedule	June, 2012	Meeting Agenda	PDAS	August, 2011 to June,2012	Star Chart
8	Monthly Safety Training	Principal	Power Point Presentation	June,2012	Record Sheets	Safety Record	August, 2011 to June,2012	Safety Records

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District Goal: 5	Develop and implement an effective plan to ensure that all district departments and campuses follow the principals of servant leadership
Campus Goal	All STARS staff members will follow the principals of Servant Leadership.
Performance Objective:	All employees will follow the principals of servant leadership when dealing with students, parents, and community members
Strategy:	All employees will practice stewardship and maintain the respect of others

SW Comp.	Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Needs Assessment
1	Students will be greeted every day	Principal and staff	none	June, 2012	observation	Parent / Student Survey	August, 2011 to June, 2012	Parent / Student Survey
2	Demonstrate an awareness of the needs of teachers, students and parents	Principal and staff	none	June, 2012	observation	Parent / Student Survey	August, 2011 to June, 2012	Parent / Student Survey
3	Demonstrate an awareness of the needs of parents, students and teachers	Principal and staff	none	June, 2012	observation	Parent / Student Survey	August, 2011 to June, 2012	Parent / Student Survey
4	Review Campus Improvement Plan	Principal and staff	Campus Improvement Plan	June, 2012	Meeting Agenda	Parent / Student Survey	August, 2011 to June, 2012	Parent / Student Survey

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District Goal: 6		Develop and implement an effective facilities improvement plan to address instructional needs in the district.						
Campus Goal		STARS Accelerated High School will develop and implement an effective facilities improvement plan to address instructional needs						
Performance Objective:		The administration and teachers will develop and implementate an effective facilities improvement plan to address instruction						
Strategy:		STARS facilities will be reviewed to determine if they are adequate to effectively address the needs of it's students and staff						
SW Comp.	Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Needs Assessment
1	Request for maintenance services will address facility maintenance and repairs	Principal and secretary	Maintenance Staff	June, 2012	Completed Work order	Completion of Requested repairs	August, 2011 to July, 2012	FS
2	The budget planning process will be used to address facility improvement	Principal and staff	Campus Budget	June, 2012	Budget Process	Completion of Requested repairs	August, 2011 to July, 2012	FS
3	Review Facilities Improvement Plan	Principal and staff	none	June, 2012	Request for Maintenance	Completion of Requested repairs	August, 2011 to July, 2012	FS

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District Goal: 7		Provide leadership/oversight to ensure the district meets all legal and regulatory requirements						
Campus Goal		Establish procedures to ensure that STARS Accelerated High School meets all legal and regulatory requirements						
Performance Objective:		Effectively communicate all legal and regulatory requirements						
Strategy:		Provide professional development for staff members so they will understand legal and regulatory requirements						
SW Comp.	Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Needs Assessment
1	Review board policy when making decisions	Principal	Board Policy	June, 2012	Decisions will be in compliance with School Board Policies	Implementation of School Board Policy	August, 2011 to June, 2012	FS
2	Communicate guidelines to staff members	Principal	Board Policy	June, 2012	Decisions will be in compliance with School Board Policies	Implementation of School Board Policy	August, 2011 to June, 2012	FS
3	Implement regulations from TEA and other State Agencies	Principal	TEA Regulations and other State Regulations	June, 2012	Decisions will be in compliance with TEA and other State Regulations	Implementation of TEA Regulations and Other State Regulations	August, 2011 to June, 2012	GISD Department Compliance Monitoring
4	Student/ Parent Handbook	Principal and Staff	Student/ Parent Handbook	June, 2012	Decisions will be made within the guidelines of the Student / Parent Handbook	Decisions that deal with students	August, 2011 to June, 2012	FS
5	Provide information to staff members to help them identify and report children who have been abused	Counselor, Teachers and Principal	Texas Education Laws	June, 2012	Meeting Agenda	Records of Reports to CPS	August, 2011 to June, 2012	Reports

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