

[SCHOOL OF SCIENCE & TECHNOLOGY - SAN ANTONIO]



CAMPUS CONTINUOUS IMPROVEMENT PLAN

[SCHOOL OF SCIENCE & TECHNOLOGY- SAN ANTONIO]

Campus Number: 015827001

2017 Accountability Rating: Met Standard

2018-2019

1450 NE Interstate 410 Loop San Antonio, TX 78209

(210) 804 0222 & (210) 822 3422

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The summary of the outcome of the Comprehensive Needs Assessment

| <i>Need #</i> | <i>DEMOGRAPHICS</i> |
|---------------|--|
| 1.1 | *We need dropout prevention strategies for at risk students* |
| 1.2 | *We need to identify, monitor and address homeless/migrant/at risk needs.* |
| 1.3 | We need to increase overall enrollment in each campus. |

| <i>Need #</i> | <i>STUDENT ACHIEVEMENT</i> |
|---------------|---|
| 2.1 | *Interventionist and tutors are needed in core subjects.* |
| 2.2 | *Special Education teachers and ESL support staff are needed to maximize the learning of all students.* |
| 2.3 | *Students and parents need to be informed about career opportunities.* |

| <i>Need #</i> | <i>SCHOOL CULTURE & CLIMATE</i> |
|---------------|--|
| 3.1 | *Trainings and workshops are needed to minimize discipline and classroom management issues.* |
| 3.2 | We need to increase campus security, Hire more safety guards. |
| 3.3 | School needs safety measures such as fences, gates, new locks on doors |
| 3.4 | Consistency and Support for discipline/classroom management issues |

| <i>Need #</i> | <i>STAFF QUALITY, RECRUITMENT AND RETENTION</i> |
|---------------|--|
| 4.1 | *We need to find ways to increase our staff retention rate and reduce attrition.* |
| 4.2 | We need mentor teachers to support new teachers in our campus |
| 4.3 | Teachers should be paid mentorship stipends when they complete the program |
| 4.4 | Teachers should attend training commensurate with experience (not repetitive training) |
| 4.5 | Bonuses and stipends should be paid as promised. Goal should be fixed not flexible. |
| 4.6 | *We have many teachers with no experience and we need to help them through mentoring, workshops and professional development/trainings with ILT and Professional Learning Communities (PLC)*Aligned with Equity Plan ESSA* |

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|-----|--|
| 4.7 | *We need to find ways to get our teachers certified through our STEP program and grants* Aligned with Equity Plan ESSA* |
| 4.8 | *We need to focus more on our teacher mentor program and restructure the areas that are not working by implementing our Instructional Leadership Teams (ILT)* Aligned with Equity Plan ESSA* |

| <i>Need #</i> | <i>CURRICULUM, INSTRUCTION, AND ASSESSMENT</i> |
|---------------|--|
| 5.1 | *Instructional leadership teams (ILT) and Professional Learning Communities (PCL) are needed to guide/train teachers for curriculum implementation and effective teaching* Aligned with Equity Plan ESSA* |
| 5.2 | *High school curriculum should support postsecondary success which is a priority for our campus.* |
| 5.3 | More instructional materials for student lab (missing ELA lab materials; shortened order). Additional technology (ie, lab and technology cart, especially for intervention classes) Technology class is not even help in a computer lab at this time. There is also a need for supplementary materials for elective courses (risers, microphones). |

| <i>Need #</i> | <i>FAMILY AND COMMUNITY INVOLVEMENT</i> |
|---------------|--|
| 6.1 | * Campus parental involvement policy must be evaluated and revised with parents.* |
| 6.2 | *Emphasize the effect of students' success to with our families and with involvement of parents in the review of the Parent Compact annually.* |
| 6.3 | Increase parental involvement and find ways to attract parents to be volunteers in our district, especially in 6-12 grades. |

| <i>Need #</i> | <i>SCHOOL CONTEXT AND ORGANIZATION</i> |
|---------------|--|
| 7.1 | We need shift the extra learning time that has been provided to students at risk and low performing (such as after school and Saturday tutoring and summer school) into more meaningful time spent. |
| 7.2 | *Emphasize the effect of parental and family engagement in students' success to our families, with involvement of parents and community in the review and updating of the Parent and Family engagement policies and goals annually.* |

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|-----|---|
| 7.3 | Consistency from year to year in organization and policy |
| 7.4 | We need to create activities and events to increase motivation of staff, parents and students |

| <i>Need #</i> | <i>TECHNOLOGY</i> |
|---------------|--|
| 8.1 | *Educational software and hardware are needed for students and staff along with training to utilize them effectively.* Aligned with Equity plan and ESSA |
| 8.2 | We need trainings about how to utilize technology effectively |
| 8.3 | We need to have stronger bandwidth to increase internet speed-Might be in progress over summer |
| 8.4 | We need Laptop cards and PI-Top cards (not chromebooks) for upper level technology courses like computer science, robotics, and engineering |

IMPROVEMENT PLAN

Vision

The vision of School of Science and Technology is to prepare students for academic success in their future education, enable students to have a broad spectrum of options for their future endeavors, and prepare them to be responsible and productive citizens.

Each child has an inherent curiosity and love of learning; and each has a unique intelligence, capability, and learning style. With this in mind, we will create a student-teacher-parent/guardian triad. Our students will strive toward their highest levels of capability with an education addressing their individual learning styles, thus fostering within them a life-long love of learning.

Mission

Our mission is to create a safe and healthy learning environment that nurtures, motivates, and enables our elementary, middle school, and high school youth to develop into mindful and responsible people who contribute to their community and to the diverse society in which we all live. Our program is characterized by the cooperative presence and unified support of caring families, businesses, as well as educational and civic groups, with whom our students will interact. Our instruction guides students through development of creative and critical thinking and learning skills, and enables them to apply these skills through cooperative and interactive instruction in the core curricular areas.

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Core Values

We believe that excelling in math and science prepares youth to succeed in college, the workplace, and the 21st century. School of Science and Technology schools demonstrate that, with a high-quality program and the right social and emotional supports in place, all students, regardless of racial or economic background, can achieve outstanding results. School of Science and Technology has developed a set of core values that inform and guide the organization in all aspects—from the classroom to the central office—and contribute to a consistent, results oriented culture across all regions and schools.

School of Science and Technology Core Values:

- High Expectations: Every student will learn and grow into a successful and productive citizen.
- Dedicated Staff: We do whatever it takes to help our students reach their goals.
- Working Together: Our students, parents, and staff work in School of Science and Technology to create a strong community of success.
- Character Matters: We guide our students to value integrity, show respect, and be responsible.
- STEM for All: Every student will graduate with a strong understanding and appreciation of STEM and how it connects to the real world.

Per federal statute, the DIP must be

“developed in consultation with teachers, principals, administrators, and other appropriate school and district personnel, and with parents of children in schools served under the district.” ([Elementary and Secondary Education Act](#), Section 1112[d][1]).

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective 1:** Parents will be full partners with educators in the education of their children. (*SST-GOAL #3*)
- Objective 2:** Students will be encouraged and challenged to meet their full educational potential. (*SST-GOAL #1*)
- Objective 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (*SST-GOAL #1*)
- Objective 4:** A well-balanced and appropriate curriculum will be provided to all students. (*SST-GOAL #1*)
- Objective 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society. (*SST-GOAL #6*)

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- Objective 6:** Qualified and highly effective personnel will be recruited, developed, and retained. *(SST-GOAL #2)*
- Objective 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards. *(SST-GOAL #1)*
- Objective 8:** School campuses will maintain a safe and disciplined environment conducive to student learning. *(SST-GOAL #4)*
- Objective 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. *(SST-GOAL #2)*
- Objective 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. *(SST-GOAL #5)*
- Objective 11:** The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students. *(SST-GOALS #1 & #5)*

TEA'S STRATEGIC PRIORITIES

- Goal #1:** Recruit, Support, and Retain Teachers and Principals. *(SST-GOAL #2)*
- Goal #2:** Building A Foundation of Reading and Math. *(SST-GOAL #1)*
- Goal #3:** Connect High School to Career and College. *(SST-GOAL #1)*
- Goal #4:** Improve Low-Performing Schools. *(SST-GOAL #1)*

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STRATEGIC PLANNING GOALS, OBJECTIVES and ACTION STEPS

Goal 1: The School will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Objective 1.1: Increase the achievement level at Approaches Grade Level or above in the following subjects (check all that apply) in STAAR:

All Students:

Reading by 1% Math by 1% Writing by 0.5% Science by 1% Social Studies by 1%

African-American, Hispanic and Economically Disadvantaged Populations:

Reading by 1% Math by 1% Writing by 0.5% Science by 1% Social Studies by 1%

LEP students:

Reading by 1% Math by 1% Writing by 0.5% Science by 1% Social Studies by 1%

Special Education programs

Reading by 1% Math by 1% Writing by 0.5% Science by 1% Social Studies by 1%

Objective 1.2: Provide a rigorous high school program to achieve post-secondary success by offering Advanced Placement (AP), CTE, and dual credit courses.

Objective 1.3: _____

For other weak areas, add objectives according to your needs (such as Writing, science, social studies, commended performance etc.)

| | Strategies and Action Steps | ESSA Comp. | Person(s) Responsible | Resources | Timeline | Evidence of Implementation | Evidence of Impact | Needs # Addressed |
|---|--|------------|-----------------------------------|---|----------|---|--------------------------------------|-------------------|
| A | * Utilize Tutors, Interventionists, Instructional Contract Services and other support personnel to provide consistent assistance to all students in need with push in, pull out, during, after, before school, or Saturdays including Accelerated Instruction* | 1, 2, 8, 9 | Principal, Asst. Princ., | Title I, SCE, General Fund, Title IV | Yearly | Test scores, Mock Test results, Benchmark results, Intervention Binders | Benchmark Results, STAAR/EOC Results | 2.1, 7.1 |
| B | *Purchase testing materials, educational software and supplemental instructional materials for STAAR Remediation and improving student performance including Special Education, ESL and at-risk students* | 1, 2, 8, 9 | Principal, Asst. Princ., Teachers | Title I, Title III, Title IV, IDEA B, SCE, General Fund | Yearly | Test scores, Mock Test results, Benchmark results | STAAR Test | 5.2, 1.1, |

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| C | *Utilize Special Education teachers and related Instructional Contract Services to maximize the learning of students with special needs.* | 1, 2, 8, 9 | Principal, Asst. Princ., SPED Coordinator | IDEA B, SCE, General Fund | Yearly | Test scores, Mock Test results, Benchmark results | Reports | 2.2 |
| D | *Utilize Title III interventionists and related Instructional Contract Services to enhance LEP students' performance.* | 1, 2, 8, 9 | Principal, Asst. Princ., ESL Coordinator | Title III, General Fund, SCE | Yearly | Test scores, Mock Test results, Benchmark results | Benchmark Results, STAAR Test | 2.2 |
| E | Enroll students in AP, CTE and dual credit courses to attend post-secondary success. | 1, 2, 8, 9,11 | Principal, Asst. Princ., College Counselor | CTE, High School Allotment, SCE, General Fund, | Yearly | College Readiness Benchmarks, Course Enrollment | College Readiness | 5.3, 1.3 |
| F | Establish and operate a Program Advisory Committee and conduct CTE Program Evaluation. | 1, 2, 8, 9,11 | Committee Members, Administrators, CTE Teachers | CTE, High School Allotment, SCE, General Fund, | Yearly | Parent, Teacher and Admin Surveys | CTE Program Evaluation | 5.3 |
| G | | | | | | | | |

Goal 2: The School will employ, develop and retain highly qualified staff to maximize learning for all students.

Objective 2.1: Provide professional development opportunities for teachers and staff.

Objective 2.2: Recruit and retain highly qualified teachers and staff for all students.

Objective 2.3: _____ For other weak areas, add objectives according to your needs.

| | Strategies and Action Steps | ESSA Comp. | Person(s) Responsible | Resources | Timeline | Evidence of Implementation | Evidence of Impact | Needs # Addressed |
|---|---|---------------|--------------------------|-----------------------------|----------|--|--------------------|--------------------|
| A | *Provide professional development opportunities to teachers and staff using contracted services* | 1, 2, 3, 4, 5 | Principal | Title II, SCE, General Fund | Yearly | Certificate of completion, attendance logs | Teacher evaluation | 4.1, 4.4, 4.5, 4.7 |
| B | *Utilize cluster Instructional Leadership Team (ILT) for mentoring, supporting and training teachers* | 1, 2, 3, 4, 5 | Principal, Asst. Princ., | Title II, General Fund | Yearly | TES, | Evaluation, | 5.1, 4.6, 4.8 |
| C | Train administrators on job interview skills and organize job fairs | 1, 2, 3, 4, 5 | Principal | Title II, SCE, General Fund | Yearly | Activity calendar, attendance logs | Evaluation | 4.1 |

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| D | Utilize mentor teachers and department chairs for onboarding new teachers and teachers in need of assistance | 1, 2, 3, 4, 5 | Principal, Asst. Princ. | Title II, General Fund, SCE | Yearly | Mentor assignment lists, meeting schedules | Evaluation | 4.2, 4.3 |
| E | Hold meetings, social events and team building activities with faculty to increase morale and improve school environment | 1, 2, 3, 4, 5 | Principal, Asst. Princ., Teachers | SCE, General Fund | Monthly | Events, activities, activity calendar | Surveys | 7.2 |
| F | | 1, 2, 3, 4, 5 | | SCE, General Fund | | | | |

Goal 3: The School will work jointly with parents and the community to maximize learning for all students through two-way communication, collaborative partnerships and unity of purpose.

Objective 3.1: Provide volunteer opportunities for students and parents at school and in the community.

Objective 3.2: Enhance communication, collaboration, and involvement among the staff, parents, and community to support the students.

Objective 3.3: _____ For other weak areas, add objectives according to your needs

| | Strategies and Action Steps | ESSA Comp. | Person(s) Responsible | Resources | Timeline | Evidence of Implementation | Evidence of Impact | Needs # Addressed |
|---|---|------------|-----------------------------------|---------------------------------|-----------|----------------------------|--------------------------------|-------------------|
| A | *Provide opportunities at school for parents to participate in academic and social events with their children* | 1, 2, 6 | Principal, Asst. Princ., | Title I, III, SCE, General Fund | Quarterly | Activity calendar | Survey | 6.1, 6.2, 7.4 |
| B | Use Wednesday mail, website, newsletters, email, School of Science and Technology (SST) voly platform to increase communication and involvement | 1, 2, 6 | Principal, Asst. Princ., Teachers | SCE, General Fund | Monthly | Newsletters | Surveys, Volunteer Leaderboard | 6.1, 6.3 |
| C | Encourage teachers to schedule home visits to all, especially economically disadvantaged students. | 1, 2, 6 | Principal, Asst. Princ., Teachers | SCE, General Fund | Monthly | Home visit logs | Activity Report | 6.1 |
| D | Provide other programs to parents such as Homeroom parents, Hundred community service hours, MOUs with Businesses and Colleges | 1, 2, 6 | Principal, Asst. Princ., Teachers | SCE, General Fund | Yearly | Activity calendar | Activity Report | 6.1 |

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|---|---|---------|-----------------------------------|---------------------------|--------|---|---------|-----|
| E | Identify, monitor, and address homeless/migrant/at risk needs | 1, 2, 6 | Principal, Asst. Princ., Teachers | IDEA B, SCE, General Fund | Yearly | Test scores, Mock Test results, Benchmark results | Reports | 1.2 |
|---|---|---------|-----------------------------------|---------------------------|--------|---|---------|-----|

Goal 4: The School strives to ensure a safe, healthy and orderly environment conducive to learning for all students and staff.

Objective 4.1: Provide staff development regarding discipline and classroom management issues.

Objective 4.2: Provide a coordinated health program to encourage students to participate physical activities.

Objective 4.3: Provide a safe school environment for all students and staff.

Objective 4.4: _____ For other weak areas, add objectives according to your needs

| | Strategies and Action Steps | ESSA Comp. | Person(s) Responsible | Resources | Timeline | Evidence of Implementation | Evidence of Impact | Needs # Addressed |
|---|--|------------|-----------------------------------|--------------------------------------|----------|---|-------------------------|-------------------|
| A | *Provide staff development in safe schools and enforce a school safety program that addresses conflict management, bullying, suicide prevention, discipline management, violence prevention and intervention methods.* | 1, 2, 10 | Principal, Asst. Princ., Teachers | Title I, Title II, SCE, General Fund | Yearly | Activity calendar | Reports | 3.1, 3.4 |
| B | *Help students track and evaluate their fitness assessment data and ensure that they participate in moderate to vigorous physical activity * | 1, 2, 10 | Physical Education Staff | SCE, General Fund | Yearly | Participation rate of physical activities | Fitness assessment data | 3.2 |
| C | Enroll students in Character Education classes that provide awareness of sexual abuse and dangers of drugs, alcohol, and tobacco. | 1, 2, 10 | Principal, Asst. Princ., | SCE, General Fund | Yearly | Course schedule | Reports | 3.1, |
| D | | 1, 2 | | General Fund | | | | |

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Goal 5: The School will utilize technology to maximize learning for all students and to enhance the educational practices of teachers.

Objective 5.1: Ensure that all students and staff utilize technology as a tool for learning.

Objective 5.2: _____ For other weak areas, add objectives according to your needs

| | Strategies and Action Steps | ESSA Comp. | Person(s) Responsible | Resources | Timeline | Evidence of Implementation | Evidence of Impact | Needs # Addressed |
|---|---|------------|-----------------------------------|--------------------------------|----------|----------------------------|---------------------------|-------------------|
| A | *Purchase technology devices (document camera, laptop, chromebook, etc.) and educational software to maximize learning and teaching.* | 1, 2, 4, 9 | Principal, Asst. Princ., Teachers | Title I, SCE, General Fund | Yearly | Inventory, Invoices | STAAR Results, Benchmarks | 8.1, 8.3, 8.4 |
| B | *Provide staff development on integration of technology in instructional and administrative programs* | 1, 2, 4, 9 | Principal | Title I, II, SCE, General Fund | Yearly | Annual PD Plan | Attendance Roster, | 8.1, 7.3, 8.2 |
| C | | 1, 2, 4, 9 | | SCE, General Fund | | | | |

Goal 6: The School will give students the opportunity to expand their knowledge in the subject of their interest beyond curriculum level.

Objective 6.1: Increase number of student enrolled in extracurricular programs offered by the school.

Objective 6.2: Have students complete projects and join competitions and contests.

Objective 6.3: _____ For other weak areas, add objectives according to your needs

| | Strategies and Action Steps | ESSA Comp. | Person(s) Responsible | Resources | Timeline | Evidence of Implementation | Evidence of Impact | Needs # Addressed |
|---|---|------------|-----------------------------------|-------------------|----------|----------------------------|--------------------|-------------------|
| A | Ask teachers to offer variety of clubs and contract with organizations to offer programs at school | 1, 2, 8 | Principal, Asst. Princ., Teachers | SCE, General Fund | Yearly | Schedule, sign-in sheets | | 3.3, 2, 3 |
| B | Encourage students to participate in various competitions. Math Counts, Math League, Science Fairs, I-SWEEEP, Science Olympiad, Robotics etc. | 1, 2, 8 | Principal, Asst. Princ., Teachers | SCE, General Fund | Yearly | Schedule, sign-in sheets | Awards | 3.3 |

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| C | | 1, 2, 8 | | SCE, General Fund | | | | |
|---|--|---------|--|-------------------|--|--|--|--|

Goal 7: _____ For other weak areas, you may add a goal and objectives according to your needs

Objective 7.1: _____

| | Strategies and Action Steps | ESSA Comp. | Person(s) Responsible | Resources | Timeline | Evidence of Implementation | Evidence of Impact | Needs # Addressed |
|---|-----------------------------|------------|-----------------------|-------------------|----------|----------------------------|--------------------|-------------------|
| A | | 1, 2 | | SCE, General Fund | | | | |

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2018-2019 Federal and State Programs Budget

| Program/Service | Budget Amount | FTEs | Program/Service | Budget Amount | FTEs |
|---|---------------|------|---|---------------|------|
| Title I Part A (Fund Code: 211; Intent Code: 30) | | | Carer & Technology (CTE) (Fund Code: 420; Intent Code: 22) | | |
| Title IV A (Fund Code: 289; Intent Code: 24) | | | | | |
| Payroll – Instructional Support | \$64,982 | 1.30 | Payroll – Instructional Support | \$300,027 | 6.0 |
| Instructional Contract Services | \$ 1 | | Instructional Contract Services | \$1 | |
| Instructional Supplies | \$1 | | Instructional Supplies | \$1 | |
| Total | \$64,984 | | Total | \$300,029 | |
| Title II Part A (Fund Code: 255; Intent Code: 24) | | | Special Education (Fund Code: 420; Intent Code: 23) | | |
| Payroll – Instructional Support | \$9,905 | 0.19 | Payroll – Instructional Support | \$120,065 | 2.40 |
| Instructional Contract Services | \$1 | | Instructional Contract Services | \$1 | |
| Instructional Supplies | - | | Instructional Supplies | \$1 | |
| Total | \$9,906 | | Total | \$120,067 | |
| Title III Part A (Fund Code: 263; Intent Code: 25) | | | Bilingual Education (Fund Code: 420; Intent Code: 25) | | |
| Payroll – Instructional Support | \$1,821 | 0.03 | Payroll – Instructional Support | \$6019 | 0.12 |
| Instructional Contract Services | \$1.00 | | Instructional Contract Services | \$1 | |
| Instructional Supplies | \$1.00 | | Instructional Supplies | \$1 | |
| Total | \$,1823 | | Total | \$6021 | |
| IDEA B (Fund Code: 224; Intent Code: 23) | | | Compensatory Education (Fund Code: 420; Intent Code: 30) | | |
| Payroll – Instructional Support | \$48,177 | 0.96 | Payroll – Instructional Support | \$131,628 | 2.63 |
| Instructional Contract Services | \$1 | | Instructional Contract Services | \$1 | |

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| Instructional Supplies | \$1 | | Instructional Supplies | \$1 | |
| Total | \$48179 | | Total | \$131,630 | |
| Gifted & Talented (GT) <i>(Fund Code: 420; Intent Code: 21)</i> | | | High School Allotment <i>(Fund Code: 420; Intent Code: 31)</i> | | |
| Payroll – Instructional Support | \$8,090 | 0.16 | Payroll – Instructional Support | \$67,379 | 1.34 |
| Instructional Contract Services | \$1 | | Instructional Contract Services | \$1 | |
| Instructional Supplies | \$1 | | Instructional Supplies | \$1 | |
| Total | \$8,092 | | Total | \$67,381 | |
| Please fill out each highlighted cell. | | | | | |