

# Richardson Independent School District

## Berkner High School

### 2022-2023 Campus Improvement Plan

Accountability Rating: C



# Mission Statement

**RISD MISSION:** To serve and prepare all students for their global future.

**L.V BERKNER HIGH SCHOOL MISSION:**

**Engage ALL Rams in inquiry-based learning to promote excellence and self-efficacy, while developing leadership skills and fostering future-ready global citizens.**

## Vision

**Where ALL RAMS connect, learn, grow, and succeed.**

## Values

*Integrity - Inspiration - Inclusiveness - Innovation*

## Focus

*Students are the primary focus of the RISD staff, and staff is the primary focus of the administration.*

*EVERY STUDENT WILL ACHIEVE ONE YEAR'S ACADEMIC GROWTH.*

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Berkner is composed of a diverse student population of 2341 9-12 students. We currently have 651 Freshman, 626 Sophomores, 523 Juniors, and 541 Seniors. We are 37% Hispanic, 28.7% Black, 17.2% White, 13.3% Asian, 3.6% Multiracial. 55.7% of our students are currently identified as economically disadvantaged, with 52.8% currently at-risk. Our EL (21%), SPED (14.3%), and 504 (8.5%) populations continue to increase. Berkner students are highly mobile with over 30% of our students moving between the RISD campuses and in and out of the district. Attendance rates remain relatively high while our dropout rates, particularly for at-risk population remain a priority. Berkner continues to focus on the performance of our special populations on local, state and national assessments for English language learners and our students served through special education. Berkner values these diverse student and community populations which result in a rich learning environment for all.

### Demographics Strengths

Berkner High School is the most diverse of the four high schools in Richardson ISD. Berkner HS is an AVID National Demonstration Site and offers AVID for all 9th and 10th graders. Additionally, Berkner's AVID staff is recognized as National Presenters. Berkner includes several exclusive to BHS programs, including Aviation and Barbering.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Our percentage of Economically Disadvantaged students is probably higher than reported. **Root Cause:** Families do not complete the Free and Reduced Lunch Form.

# Student Achievement

## Student Achievement Summary

Berkner High School had an increase in Biology, US History, English 2 EOC exams from the 20-21 school year to the 21-22 school year. BHS has had a decrease in English 1 and maintained a 35% rate in Algebra 1.

Data reveals that our ELL and SPED population show a significant need for additional academic interventions.

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** BHS has identified student achievement in math and reading as a targeted area for support and improvement for our Asian population.

# School Culture and Climate

## School Culture and Climate Summary

According to the 2021-2022 Teacher Climate Survey, Ram Nation is a clean, safe, and hazard free campus where 86% of teachers look forward to coming to work each day and collaborating with colleagues. The district emphasis on addressing classroom and campus behavior management system through the implementation of Positive Behavior and Intervention Support (PBIS) as well as Restorative Practices to support the success of all students. This new implementation will address current escalating rates of students being removed for persistent misbehavior including discretionary DAEP placements. We believe this proactive approach will promote a culture of positive interactions between staff, students and community.

## School Culture and Climate Strengths

According to the EOY Teacher Climate Survey, collaboration is strongly encouraged at BHS and teachers feel it is a part of their job to prepare students to succeed. BHS will continue with PBIS and incorporate Compelling Why, Communities in Schools, and Power Team and Power Mentoring as an active aspect of intervention and reclamation.

## Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** Berkner High School is identified as a campus in need of targeted support and improvement for PBIS.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Berkner High School maintains focus on recruiting, hiring, and retention of highly qualified and student-focused staff. This past summer, BHS had the highest turnover rate than in prior years, mostly due to teacher burn-out with teachers leaving the field of education. Berkner High School also supports teachers through staff appreciation with monthly awards, week-long appreciate event, and PBIS strategies for the teachers (house points, periods covered by AP, etc).

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Berkner High School strategically creates the master schedule to allow all core area teachers a common PLC period which allows teachers the opportunity to plan high-quality lessons, disaggregate data, and discuss student growth. Data indicates a need to identify best practices for advancing the progress of English Language Learners and students with disabilities. In addition, data denotes English 1, English 2 and Math (with an emphasis on the achievement gap between white and students of color) will be the focus of instruction for professional development in the year 2022-2023.



# Parent and Community Engagement

## Parent and Community Engagement Summary

Berkner High School will continue to focus on increasing links between home and school by providing opportunities for parent engagement and community involvement. Berkner High School will partner with the Counsel of PTA to support the increase in PTA membership, outreach, and involvement. Berkner HS will partner with Boeing to grow the STEM Aviation program. Berkner HS will also partner with the Berkner Park HOA to utilize Berkner Park for school functions and allow Berkner Park HOA to utilize the Berkner HS parking lot of Spring Fling. Each quarter an organization or club will go to the middle or elementary school within our feeder pattern. We are partnering with elementary schools for STEM family nights. Elementary and JH schools will participate in spirit days that are hosted at BHS. Additionally, Principal Cage will host quarterly Tea Time Chats to engage parents and receive feedback and answer questions.

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1:** Berkner High School has identified student, staff, parent, and community engagement as a targeted area of support and improvement.

# School Context and Organization

## School Context and Organization Summary

Berkner High School will support and focus on the district goal to BELIEVE and the BHS Theme of ONE (Ramily, H.E.R.D, Vision, Mission, Goal) and to focus on GROWTH for students, teachers, administrators, and all personnel. HERD is an acronym for Heart, Energy, Responsibility, and Determination. Berkner is focused on growth goals to include 100% of Berkner HS students to be academically successful by showing progressive growth on STAAR EOC, TELPAS, MAP, TSI, AP exams within the timeline established by RISD. Berkner HS will continue to monitor needs throughout the year.

# Technology

## Technology Summary

Technology integration is an integral component of the 21st Century student learning. Berkner HS will utilize district provided resources such as Schoology, Classlink, and the SAMR model to enhance instruction and student engagement. Teachers will have the availability of the STEM Academic Facilitator, two Instructional Coaches, a Digital Learning Coach, and I-Team to gain more professional development on technology. Berkner HS will continue to send teachers to TCEA/ISTE conferences each year.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- State and federal planning requirements

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Accountability Distinction Designations

## **Student Data: Assessments**

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT

## **Student Data: Student Groups**

- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

## **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio

**Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate

**Support Systems and Other Data**

- Communications data
- Budgets/entitlements and expenditures data

# Goals

Revised/Approved: September 16, 2022

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 1:** Total discipline referrals from Berkner High School administrators and teachers will decrease by 10%.

**Evaluation Data Sources:** -Teacher Documentation Only





-Focus Referrals













-RAM PRIDE in walkthroughs

-Student Survey













-Professional development on Discipline Process


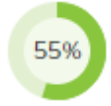
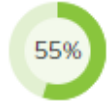





**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> PBIS Training throughout the school year will increase staff awareness of de-escalation strategies and appropriate measures for discipline. <b>Strategy's Expected Result/Impact:</b> -Teachers will increase their parent communication -Increase in 'teacher record only' documentation in Focus -Decrease in the days of OSS/ISS. <b>Staff Responsible for Monitoring:</b> Veronica Cole, Kris Williams  <b>Title I:</b> 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Conduct student assemblies to promote positive student behavior and character. Other items discussed will be PBIS PRIDE (CHAMPS), dress code, tardy policy, ID policy, bullying, harassment, dating violence, internet safety, BHS and RISD expectations, vaping, and Anonymous Alerts. <b>Strategy's Expected Result/Impact:</b> -Student understanding of expectations at Berkner High School -Common language with discipline between teachers/admin. -Decrease in referrals. <b>Staff Responsible for Monitoring:</b> Daniel McKay, Kris Williams  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> For Behavioral RTI, teachers will be given professional development on deescalation and power struggles along with students who are identified for support needed. <b>Strategy's Expected Result/Impact:</b> Reduction in discipline referrals <b>Staff Responsible for Monitoring:</b> Veronica Cole-Yeo, Kris Williams	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Continue to implement the PBIS framework school-wide to positively resolve discipline issues and to minimize students time away from instruction. This time gained for instruction will help close the gap.  All staff will be trained in discipline management plan. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline data; develop positive school culture. <b>Staff Responsible for Monitoring:</b> All BHS instructional staff	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Utilize partnership with Communities in Schools and Power Team to create a referral system in which teachers can identify students in need of additional supports in basic needs, conflict resolution, de-escalation strategies, proper use of social media, anxiety, depression, and dealing with disappointment, frustration, and anger.  <b>Strategy's Expected Result/Impact:</b> Discipline referrals will decline Students overall mental, emotional, and physical health will improve.  <b>Staff Responsible for Monitoring:</b> Kristy Cage Veronica Cole-Yeo Anneice Johnson  <b>Title I:</b> 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Host Ramily Reunion and RAM Camp to help students transition from junior high to high school and to reacclimate themselves back to the full enrollment of campus.  <b>Strategy's Expected Result/Impact:</b> Students will be more comfortable with being at Berkner High School. Discipline issues will be minimized.  <b>Staff Responsible for Monitoring:</b> Veronica Cole-Yeo  <b>Title I:</b> 2.5, 2.6, 4.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture  <b>Funding Sources:</b> - 199 - General Fund - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> BHS will hold Rush Week and the beginning of each semester to introduce students to clubs and organizations and encourage them to become actively engaged in extracurricular activities and programs.  <b>Strategy's Expected Result/Impact:</b> Participation in extracurricular clubs and organizations will increase. Students will be more actively engaged in the campus at large and will have an entity other than academics to compel them to come to school and maintain good grades and attendance.  <b>Staff Responsible for Monitoring:</b> Dr. Shantuan Coleman Taylor  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> BHS will work with Student Services and BLC JHs to identify at-risk students and develop a plan that will meet the needs of identified students and assist in the transition of all 8th graders from JH to HS. Social contracts, and restorative practices will be utilized to support student needs.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be a decline in behavioral and attendance issues. Additionally, there will be an improvement in academic progress amongst 9th graders.</p> <p><b>Staff Responsible for Monitoring:</b> Demetra Sinnie Kris Williams Daniel McKay</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 2:** Based on the student EOY survey, students will see a decrease in perceived bullying at Berkner High School and an increase in staff addressing the situation.

**Evaluation Data Sources:** -Anonymous Alerts reports









-Student EOY Survey













-Feedback on Digital Citizenship

















-Feedback on Cyberbully

-Bullying Report from RISD

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Roll-out of Anonymous Alerts, a reporting system for students to report unsafe behavior, at Berkner High School through student assemblies. <b>Strategy's Expected Result/Impact:</b> Students will see an increase in adult response towards bullying reports.  Increased communication between adults and students about difficult topics (bullying, vaping, self-harm, guns, etc) . <b>Staff Responsible for Monitoring:</b> Daniel McKay and Austin Gunter  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Preventing Cyberbullying and bullying lessons will occur through Advisory curriculum for all students. <b>Strategy's Expected Result/Impact:</b> Students understand the severity of bullying through their chromebooks, social media, or in person.  Decrease in bullying reports filed at the administration level. <b>Staff Responsible for Monitoring:</b> Veronica Cole Diana Larsen  <b>Title I:</b> 2.5 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase in parent communication about bullying through Blackboard Connects, Focus emails, Berkner Bulletin. <b>Strategy's Expected Result/Impact:</b> -Parents will understand the signs and warnings of cyberbully  -Increase in education to prevent cyber-bullying  -Decrease in bullying reports. <b>Staff Responsible for Monitoring:</b> Kristy Cage, Austin Gunter, Roberto Diaz  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> SEL lessons, Digital Citizenship and Internet Safety, and Connecting Cultures Curriculum will be implemented with fidelity within Advisory for all grade levels. <b>Strategy's Expected Result/Impact:</b> Students will be able to identify their stress and find appropriate ways of handling their stress.  Students will reduce anxiety and outbursts that could be aggressive and result in bullying  Students will be more inclusive and accepting of other cultures and individuals. <b>Staff Responsible for Monitoring:</b> Kristy Cage and Sharonda Tims  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implementation of Live Wise, Live Healthy with a monthly focus on health strategies ranging from topics on mental health, bullying, and healthy relationships <b>Strategy's Expected Result/Impact:</b> Counseling logs and nursing logs  decrease in number of suicide assessment protocols  decrease in bullying logs <b>Staff Responsible for Monitoring:</b> Daniel McKay and Kristy Cage  <b>Title I:</b> 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				










Strategy 6 Details	Reviews			
<b>Strategy 6:</b> LITE will provide digital citizenship and internet safety courses through classes attending library orientation and advisory. <b>Strategy's Expected Result/Impact:</b> Students will responsibly use their district provided Chromebooks. <b>Staff Responsible for Monitoring:</b> Christy Choat and Melissa Kimmel  <b>Title I:</b> 2.4, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Berkner will communicate with parents involved in bullying situations according to to the district policy of 10 days. <b>Strategy's Expected Result/Impact:</b> Parents will be involved in their students mental health and understanding of bullying at Berkner High School. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Increase use of Peer Mediators and Student Assistance Specialists as support personnel. <b>Strategy's Expected Result/Impact:</b> Increase in referrals to PALS/BATS. <b>Staff Responsible for Monitoring:</b> Administrators, Carrie Galvan, Scott Miller, Jana Anderson  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 3:** Ensure implementation of Coordinated Health Program.

**Evaluation Data Sources:** -AED drill log  
-Nurse records for Immunization Compliance  
-Immunization Logs

**Summative Evaluation:** Significant progress made toward meeting Objective





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Nursing staff will monitor student data reports for immunization compliance and communicable diseases to ensure all students are meeting district requirements.  Nursing staff will regularly update Dallas County Health Department of any flu-like related absences students/staff may have  <b>Strategy's Expected Result/Impact:</b> Increase in student health depicted correctly in nursing logs.  Appropriate attendance measures. <b>Staff Responsible for Monitoring:</b> Nursing Staff  <b>Title I:</b> 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The Campus Emergency Response Team will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur.  <b>Strategy's Expected Result/Impact:</b> Increased preparedness for cardiac related emergencies as depicted in nurses logs. <b>Staff Responsible for Monitoring:</b> Nursing Staff and ERT Team	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
 No Progress  Accomplished  Continue/Modify  Discontinue				













**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 4:** Berkner will intentionally focus on the OBM of the T-STEM blueprint incentive which will increase the campus from proficient to advanced in overall measurement.

**Evaluation Data Sources:** -Walkthrough Feedback  
 -Brightbytes Survey  
 -Professional Development on Campus from STEM  
 -T-STEM Blueprint

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Follow and implement the TSTEM blueprint. <b>Strategy's Expected Result/Impact:</b> Students will be following specific STEM majors, CTE pathways, and curriculum. <b>Staff Responsible for Monitoring:</b> Austin Gunter, Carol McBroom, Kristy Cage  <b>Title I:</b> 2.5	Formative			Summative
	Nov	Jan	Mar	June
	N/A	✗	✗	✗
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Host four STEM (October 19 and December 1 in the Fall and 2 TBDs in the Spring) nights to promote community awareness and engage our feeder schools in STEM Cluster. <b>Strategy's Expected Result/Impact:</b> Students will stay in the BHS feeder pattern  Community engagement will increase. <b>Staff Responsible for Monitoring:</b> Austin Gunter, Carol McBroom, Kristy Cage  <b>Title I:</b> 2.4, 4.1 <b>Funding Sources:</b> Materials for STEM activities - 199 - General Fund - \$2,500	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Host Liberty and Apollo for 8th grade visits on October 18 -19 through which we will utilize AVID to implement an interest survey and allow students to explore CTE pathways and select a STEM major prior to course selection. <b>Strategy's Expected Result/Impact:</b> Our CTE enrollment will increase. <b>Staff Responsible for Monitoring:</b> Austin Gunter, Carol McBroom, CTE Department  <b>Title I:</b> 2.5 <b>Funding Sources:</b> Pizza to feed 8th graders for lunch - 199 - General Fund - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Host Liberty and Apollo JHs 7th grade students for a STEM Day at Berkner (November 7 and November 9) in order to begin the Berkner recruitment process and share opportunities, as well as introduce the LOOP organization and women in STEM on campus. <b>Strategy's Expected Result/Impact:</b> Students will stay in the BHS feeder pattern and see themselves as Berkner scholars. <b>Staff Responsible for Monitoring:</b> Carol McBroom  <b>Title I:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.













**Performance Objective 5:** 100% of Berkner High School teachers will meet have a rigorous, engaging curriculum that uses instructional strategies that are aligned with STEM and AVID.

**Evaluation Data Sources:** -walkthroughs

-teacher surveys

-student surveys

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> STEM strategies will be reflected and used as common language for our teachers. <b>Strategy's Expected Result/Impact:</b> Walkthrough feedback email will help teachers understand the expectations. <b>Staff Responsible for Monitoring:</b> Admin and instructional leaders (Dept. Chairs, ICs)	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Meet monthly with our ILT team to create, plan, implement and evaluate school-wide activities. <b>Strategy's Expected Result/Impact:</b> School initiatives will be implemented and monitored with fidelity <b>Staff Responsible for Monitoring:</b> Department heads, ILT members, instructional coaches, principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize the Immersion Studio and other STEM Center materials to facilitate engaging, student-centered learning. <b>Strategy's Expected Result/Impact:</b> Students interest and understanding of content will increase. <b>Staff Responsible for Monitoring:</b> Carol McBroom  <b>Title I:</b> 2.5 <b>- TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify











Discontinue

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 6:** All staff will be trained in suicide/substance abuse prevention

**Evaluation Data Sources:** Teacher certificates of completion









**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilizing Region X online platform, all teachers and staff will be trained on suicide and substance abuse prevention and intervention training. <b>Strategy's Expected Result/Impact:</b> Teachers/staff will be able to more readily identify those students who may be abusing substances or contemplating suicide. <b>Staff Responsible for Monitoring:</b> Florence Woods Sharonda Tims  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 7:** BHS will implement a voter registration plan on September 20 to allow seniors turning 18 to register to vote.

**Summative Evaluation:** Met Objective



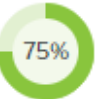





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Through their ELA classes, all students will go to the lecture hall for a voter registration day lesson and register to vote if eligible. <b>Strategy's Expected Result/Impact:</b> The number of students from BHS who are registered to vote will increase. <b>Staff Responsible for Monitoring:</b> Veronica Cole-Yeo  <b>Title I:</b> 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 8:** BHS will address district and campus Connective Cultures Initiatives

**Evaluation Data Sources:** Campus and district surveys

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> BHS will continue to have representation on the district level Equity and Diversity Committee. <b>Strategy's Expected Result/Impact:</b> There will be an increase in the overall level of inclusion at BHS based on the district surveys. <b>Staff Responsible for Monitoring:</b> Kris Williams Veronica Cole-Yeo  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The BHS Racial Equity Committee will meet regularly to vet Connecting Cultures lessons for advisory. Staff will receive Campus Equity Training through various site-based PD. <b>Strategy's Expected Result/Impact:</b> There will be an increase in a feeling of inclusivity at BHS as displayed on the campus survey. <b>Staff Responsible for Monitoring:</b> Kris Williams Veronica Cole-Yeo  <b>Title I:</b> 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Berkner HS will identify and counteract practices that could perpetuate bias and disparities that lead to disproportionate levels of student success and achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> African American and Hispanic students will have a decreased number of discipline referrals. African American and Hispanic students will have an increase in academic performance on STAAR EOC and AP Exams.</p> <p><b>Staff Responsible for Monitoring:</b> Krispen Williams and Daniel McKay</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.






**Performance Objective 9:** Berkner High School will implement the five student competencies of the RISD Graduate Profile.









**Evaluation Data Sources:** Increased graduation rate

EOY Student Survey

State Assessment Results

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Through advisory, BHS will implement at least one financial literacy lesson per month on a variety of topics including, budgeting, money management, banking, credit cards, debt, and spending plans. <b>Strategy's Expected Result/Impact:</b> Students will be able to demonstrate the use of critical thinking, math skills, and technology as tools to analyze financial situations. Students will be better stewards of money. <b>Staff Responsible for Monitoring:</b> BHS Advisory Committee  <b>Title I:</b> 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Through advisory, BHS will implement weekly SEL and cultural competency lessons to address social-emotional intelligence and cultural awareness. <b>Strategy's Expected Result/Impact:</b> Students will develop a positive self-worth and increased belief in their capacity to handle difficulties. Students will also appreciate and value others. <b>Staff Responsible for Monitoring:</b> BHS advisory committee  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> BHS will focus on inquiry-based learning as a method of engaging students in learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have increased critical thinking/problem solving skills and be able to apply those skills to real world situations.</p> <p><b>Staff Responsible for Monitoring:</b> BHS Academic PLC (Roberto Diaz, Jennifer Wynne, Sharonda Tims, Kristy Cage, Stephanie DeLuna, Jennifer Kim)</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

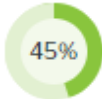

















**Goal 2:** We will guarantee that all students will perform at or above grade level.





















**Performance Objective 1:** Berkner students will increase in terms of graduating college and/or career ready as measured by CCMR indicators (AP, College Ready Assessments, Dual-Credit)

- Evaluation Data Sources:** 1. TSI ELA/Reading Indicator  
2. TSI Mathematics Indicator  
3. AP Score  
4. Industry Certifications  
5. OnRamps enrollment  
6. Military enlistment

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> TSI testing strategies will support students succeeding in the ELA/Reading and Math Indicator through Texas College Bridge and Advisory <b>Strategy's Expected Result/Impact:</b> TSI Scores will increase <b>Staff Responsible for Monitoring:</b> Roberto Diaz Diana Larsen Jennifer Price Kristin San Juan  <b>Title I:</b> 2.5, 2.6 <b>- TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Advance Placement teachers will utilize Collegeboard website and the professional development provided by RISD. <b>Strategy's Expected Result/Impact:</b> -AP students will have an increase in enrollment for the test and increase in the test scores due to teacher's use of Collegeboard Resources <b>Staff Responsible for Monitoring:</b> Demetra Durham Roberto Diaz  <b>Title I:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Connect high school to career and college		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Industry Certifications will increase due to CTE audit that properly places and uses certifications from TEA. CTE teachers strategically insure that students will have the opportunity to test for certifications. <b>Strategy's Expected Result/Impact:</b> Out dated certifications will be phased out, and Berkner HS teachers will increase exposure to TEA approved certifications. <b>Staff Responsible for Monitoring:</b> Austin Gunter Brian Harper Kristy Cage  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Communicate with parents and students the design of the new dual credit program a. Benefits of dual credit b. Qualifications for Dual Credit c. Process for enrollment into dual credit <b>Strategy's Expected Result/Impact:</b> Increase in students participating in Dual Credit <b>Staff Responsible for Monitoring:</b> Roberto Diaz, Sharonda Tims, Traci Nickleberry, Demetra Durham		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Create and advertise more communication for OnRamps (University of Texas Blended dual-credit courses) for students and parents <b>Strategy's Expected Result/Impact:</b> Increase in percent of students who graduate with 3 hours of AP and Dual-Credit. <b>Staff Responsible for Monitoring:</b> Kristy Cage, Florence Woods, Demetra Durham	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Host Liberty and Apollo for 8th grade visits through which we will utilize AVID to implement an interest survey and allow students to explore CTE pathways and select a STEM major prior to course selection. <b>Strategy's Expected Result/Impact:</b> Our CTE enrollment increase. <b>Staff Responsible for Monitoring:</b> Austin Gunter, Carol McBroom, Brian Harper, CTE Department  <b>Title I:</b> 2.5 <b>Funding Sources:</b> Pizza for lunch - 199 - General Fund - \$500	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Develop the College Career Center to assist students with preparing students to graduate with specific goals. <b>Strategy's Expected Result/Impact:</b> Increase in the number of students applying and attending college. <b>Staff Responsible for Monitoring:</b> Demetra Durham, Veronica Cole-Yeo	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> BHS will educate the community and students on CTE pathways and encourage participation through our growing CTE website, by hosting STEM Nights for the BLC, and hosting 8th graders from our feeder JHS. <b>Strategy's Expected Result/Impact:</b> CTE licensing and certifications will increase <b>Staff Responsible for Monitoring:</b> Kristy Cage Carol McBroom Austin Gunter  <b>Title I:</b> 2.4, 2.6, 4.2 <b>- TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 2:** Berkner High School STAAR tested students will increase in all marked levels (approaches, meets, masters) by 2-5% in the course of the year.

**Evaluation Data Sources:** -December Retesters





-Math STAAR May Scores









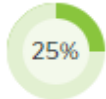



-English I & II STAAR April Scores









-Biology May Scores









-US History Scores



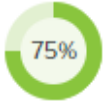





**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 1:</b> Implement HB4545 Accelerated Learning Plan to work with students on areas of deficiency based on MAP and EOC data. Ram Academy will be held Mondays-Thursdays from 4:30-6:30pm and Tuesdays-Fridays from 7:50-8:50am, and Saturdays from 9-11. Additionally, students will be have test prep through Advisory 2 days a week for small group intervention. We will utilize Edgenuity and Texas College Bridge for intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will recover learning loss. Students will move from Tier 3 to Tier 2 or Tier 1.</p> <p><b>Staff Responsible for Monitoring:</b> Roberto Diaz and Jennifer Wynne</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p><b>Funding Sources:</b> Teachers and Curriculum - 199 - State Compensatory Education - \$65,000</p>				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize ESSER funds to hire more teachers in EOC testing areas to reduce class size. <b>Strategy's Expected Result/Impact:</b> Student/Teacher will reduce to no more than 25:1. Teachers will be able to provide more small group instruction to students. <b>Staff Responsible for Monitoring:</b> Sharonda Tims Kristy Cage  <b>Title I:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Education - ESSER Funds	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement use of Achieve3000 in Academic Literacy Labs to increase students' literacy skills and reading levels. <b>Strategy's Expected Result/Impact:</b> Student rate of EOC English 1 and English 2 passing will increase. <b>Staff Responsible for Monitoring:</b> Jennifer Price, Roberto Diaz	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> English I teachers will utilize the Lead4ward heatmap to prioritize E2.1 (B), E2.1(E), E2.5(A), E2.8(A), E2.9(A), and E2.9(C) during student conferences and utilize data tracking system provided towards these TEKS.  English II teachers will increase Lead4ward Heatmap and student conferences to increase student performances on TEKS. <b>Strategy's Expected Result/Impact:</b> English 1 CBA/STAAR scores will increase.  English II CBA/STAAR scores will increase <b>Staff Responsible for Monitoring:</b> Roberto Diaz  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Hold mandatory staff development on PLCs, TRS and LeadForward. <b>Strategy's Expected Result/Impact:</b> Teachers will utilize TRS and Leadforward strategies as evidenced by PLC discussions and walkthrough data. <b>Staff Responsible for Monitoring:</b> Sharonda Tims Jennifer Wynne Roberto Diaz  <b>Title I:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools -	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Create a "hot list" of special education, ELL, African-American, Hispanic and Asian students to attend appropriate tutoring sessions and RAMS Academy to meet instructional goals. <b>Strategy's Expected Result/Impact:</b> Increased passing rates for SPED, ELL, African-American and Asian students in all testing areas. <b>Staff Responsible for Monitoring:</b> Kristy Cage Sharonda Tims Jennifer Wynne Roberto Diaz  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details		Reviews			
<p><b>Strategy 7:</b> Host Accelerated Learning Plan meetings for all 10th grade students who were unsuccessful on the previous years EOC exams. Additionally, all content areas will institute a comprehensive accelerated tutoring plan to include targeted areas based upon formative and summative data throughout the year, and HB4545 tutoring requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents and students will develop a plan of action for minimizing learning loss. Improved EOC scores and nine-week grade period grades</p> <p><b>Staff Responsible for Monitoring:</b> Kristy Cage Sharonda Tims Jennifer Wynne Roberto Diaz</p> <p><b>Title I:</b> 2.4, 2.6, 4.2</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 8 Details		Reviews			
<p><b>Strategy 8:</b> Teachers will engage in professional development for English 1, English 2, Algebra, US History, and Biology teachers on STAAR 2.0 utilizing TEA resources and Lead4Forward.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have a better understanding of the new STAAR test and will be able to better prepare their students for the test.</p> <p><b>Staff Responsible for Monitoring:</b> BHS Academic PLC (Roberto Diaz, Jennifer Wynne, Sharonda Tims, Kristy Cage, Stephanie DeLuna, Jennifer Kim).</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 9 Details		Reviews			
<b>Strategy 9:</b> Through targeted professional development, BHS focus on inquiry-based learning to increase critical thinking and problem solving and engaging students to increase student engagement. <b>Strategy's Expected Result/Impact:</b> Walkthrough data will show TTESS Dimension 1.4 (Activities) and Domain 2 (all Dimensions) will increase from developing to proficient to proficient to accomplished. <b>Staff Responsible for Monitoring:</b> BHS Academic PLC (Jennifer Wynne, Roberto Diaz, Sharonda Tims, Kristy Cage)  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
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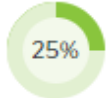













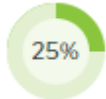

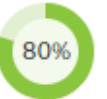



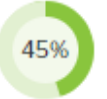

**Goal 2:** We will guarantee that all students will perform at or above grade level.









**Performance Objective 3:** Graduation rate from Berkner High School will increase to and remain consistently over 95%.

**Evaluation Data Sources:** -MPA graduation rate will increase for Berkner High School  
 -Rams Academy's student online enrollment  
 -4 year , 5 year, and 6 year graduation rate.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hold regular grad team meetings to keep abreast of seniors in danger of not graduating. <b>Strategy's Expected Result/Impact:</b> Graduation rates will increase. <b>Staff Responsible for Monitoring:</b> Sharonda Tims Veronica Cole-Yeo Counselors  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold Freshman Grad Team Meetings to keep abreast of freshman students who are unsuccessful academically or with regard to attendance. <b>Strategy's Expected Result/Impact:</b> The number of freshman students who are retained will decline. <b>Staff Responsible for Monitoring:</b> Daniel McKay Kris Williams Sharonda Tims  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Identify students that meet the criteria and promote MPA program when applicable. <b>Strategy's Expected Result/Impact:</b> Graduation rate will increase <b>Staff Responsible for Monitoring:</b> Counselors  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> APPfest will be hosted in the fall to have students focus on the future after Berkner HS. <b>Strategy's Expected Result/Impact:</b> Graduation Rate CCRM will increase. <b>Staff Responsible for Monitoring:</b> Dementra Durham, Sharonda Tims	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Ram Academy will target specific students Mondays- Saturdays for 14 weeks to help assist students to regain credit. <b>Strategy's Expected Result/Impact:</b> Students will regain credit. <b>Staff Responsible for Monitoring:</b> Jennifer Wynne, Counselors  <b>TEA Priorities:</b> Build a foundation of reading and math <b>Funding Sources:</b> Staff to work RAMs Academy - 199 - State Compensatory Education - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Utilize Edgenuity (specifically MyPath) in ISS to ensure learning does not cease due to behavioral consequences <b>Strategy's Expected Result/Impact:</b> The number of students who are not successful on math and English state assessment due to behavioral issues will decrease. <b>Staff Responsible for Monitoring:</b> Sharonda Tims, Bryson Lewis, Cleo Love, Veronica Cole  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Utilize ESSER funds to hire a full time Edgenuity teacher to work with students on recovering and earning academic credit. <b>Strategy's Expected Result/Impact:</b> Graduation rates will improve <b>Staff Responsible for Monitoring:</b> Rachel Burnett and Sharonda Tims  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> - 199 - State Compensatory Education - ESSER FUNDS - \$60,000	Formative			Summative
	Nov	Jan	Mar	June
				
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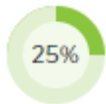

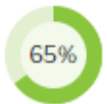






**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 4:** Students in OnRamps, AP Courses, and Dual Credit enrollment, retention and performance will increase by 5% in all areas and subjects.

**Evaluation Data Sources:** -PreAP enrollment via Focus  
 -AP registration on Collegeboard will increase  
 -AP performance across all subjects will increase  
 -Dual Credit enrollment from Swaner  
 -OnRamps enrollment from Swaner.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Require all AP teachers attend Collegeboard approved trainings. <b>Strategy's Expected Result/Impact:</b> Increase in PD  Increase in performance Growth Goals <b>Staff Responsible for Monitoring:</b> Roberto Diaz Demetra Durham Kristy Cage	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Counselors will conduct classroom guidance sessions and individual conferences for all junior level students. Parents will be invited to attend the individual conferences. <b>Strategy's Expected Result/Impact:</b> Parents and students survey results will reflect that they have a better understanding of CTE course offerings, academic endorsements, and certifications. <b>Staff Responsible for Monitoring:</b> Florence Woods and Sharonda Tims	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Specific information on how to best utilize Naviance and X2VOL will be included in the E-Newletter, the counselor's webpage, and at Spring/Fall Teacher night <b>Strategy's Expected Result/Impact:</b> Increase student usage of Naviance and increase in student communication. <b>Staff Responsible for Monitoring:</b> Sharonda Tims, Demetra Durham.	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Encourage, monitor, and keep track of GT professional development hours (foundational -30 hours/ update-6hours) to increase engagement and rigor in the classroom. <b>Strategy's Expected Result/Impact:</b> AP goal sheets and exam scores Annual updated certificates <b>Staff Responsible for Monitoring:</b> Kristy Cage Roberto Diaz  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 5 Details		Reviews			
<b>Strategy 5:</b> Hold AP teacher conferences to discuss new AP updates for 22-23 followed by individual teacher reflection meetings on AP data. Teachers will develop plans for growth moving forward in both the participation and passing rates. Teachers will also create Tier lists of students and develop strategies for how to address and improve performance. <b>Strategy's Expected Result/Impact:</b> Increase in the AP passing percentage <b>Staff Responsible for Monitoring:</b> Roberto Diaz Kristy Cage  <b>Title I:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning		Formative			Summative
		Nov	Jan	Mar	June
		N/A	N/A	N/A	
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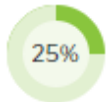







**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 5:** The attendance rate at Berkner High School will increase and consistency maintain over 90%.

**High Priority**

**Evaluation Data Sources:** State Attendance and Graduation Rates.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor and utilize A2A (Attendance 2 Attendance) to keep track of and hold attendance conferences with students (and their parents) with attendance concerns.  <b>Strategy's Expected Result/Impact:</b> Parents and students will be aware of their attendance deficiencies and will work with the staff to address. As a result, attendance will improve and consistently be over 90%.  <b>Staff Responsible for Monitoring:</b> Daniel McKay  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





**Goal 2:** We will guarantee that all students will perform at or above grade level.

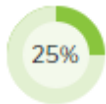

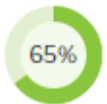

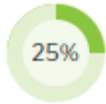

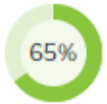





**Performance Objective 6:** BHS will align and maintain written, taught, and assessed curriculum at all grade levels in all subject areas.

**High Priority**

**Evaluation Data Sources:** BHS will Meet Standard on EOCs and increase by 2- 5%.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Offer objective based tutorials with strategies appropriate to SPED, ELL, and Asian students to ensure master of learning in English, Biology, Algebra 1, and US History. Teachers will provide remediation which are utilized to target students for tutoring. All content areas will analyze STAAR and Lead 4 Ward heat map data from 21-22 to determine what concepts will be difficult for students and provide strategies on how to teach those concepts. <b>Strategy's Expected Result/Impact:</b> Targeted students will improve in all tested areas. <b>Staff Responsible for Monitoring:</b> Kristy Cage Sharonda Tims Jennifer Wynne Roberto Diaz  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Education - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide pull out tutoring for students who are struggling with expository and persuasive writing. <b>Strategy's Expected Result/Impact:</b> EOC scores will increase by 5% on English 1 and 2; specifically on the writing portion <b>Staff Responsible for Monitoring:</b> Roberto Diaz  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Staff for tutoring - 199 - State Compensatory Education - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Institute a comprehensive tutoring plan to include targeted areas based upon formative and summative data throughout the year (purposeful grouping, before/after school tutoring, Saturday schools and RAMS Academy). <b>Strategy's Expected Result/Impact:</b> EOC scores will improve by 2- 5% in all tested areas  EOC scores will show at least a 2-5% improve from approaches to meets and meets to masters in all tested areas. <b>Staff Responsible for Monitoring:</b> Kristy Cage Sharonda Tims Jennifer Wynne Roberto Diaz  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Education - \$10,000	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				









**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 7:** BHS AVID will maintain National Demonstration Site status.

**Evaluation Data Sources:** National AVID

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 1:</b> Increase number of faculty trained in AVID strategies to above 85%. <b>Strategy's Expected Result/Impact:</b> 85% or more of BHS faculty will be AVID trained  The number of discipline referrals for our minority and at-risk students will decline  EOC scores for our minority and at-risk students will increase <b>Staff Responsible for Monitoring:</b> Veronica Cole-Yeo Diana Larsen  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> AVID Institute Registration Fees - 199 - State Compensatory Education - \$5,000	N/A			
Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 2:</b> Hold AVID WICOR Carnival in the Fall and Spring to present staff with AVID strategies for in-class implementation. <b>Strategy's Expected Result/Impact:</b> Increase in AVID strategy implementation in classes. Maintain AVID Demo status <b>Staff Responsible for Monitoring:</b> Veronica Cole-Yeo Diana Larsen  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	N/A			



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 8:** BHS will increase the number of National Merit Finalists and Semifinalists.

**Evaluation Data Sources:** National Merit lists

**Summative Evaluation:** Some progress made toward meeting Objective


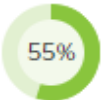
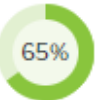





Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 1:</b> Utilize Advisory to provide interventions and enrichments for all freshman and sophomore students and test prep for PSAT, SAT, Pre-ACT and TSI for juniors and seniors.</p> <p><b>Strategy's Expected Result/Impact:</b> An increase in the number of National Merit Finalists and Semifinalists.</p> <p><b>Staff Responsible for Monitoring:</b> Roberto Diaz Jennifer Wynne</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 9:** BHS will implement MAP testing three times a year for 9th and 10th grade students in ELAR, Math, and Biology.

**Evaluation Data Sources:** MAP assessment

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement MAP testing in September, January, and April to assess students level of progress in an effort to create differentiated tutoring and instruction based on students individual needs. <b>Strategy's Expected Result/Impact:</b> Students academic success will improve in ELAR, Biology, Math. <b>Staff Responsible for Monitoring:</b> Jennifer Wynne Roberto Diaz  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> BHS will send MAP Family Reports home with report cards after each administration. Additionally, we will conduct group meetings via Zoom with parent and students to explain the MAP report with an opportunity for individual conferences. <b>Strategy's Expected Result/Impact:</b> Parents and students will understand the purpose of MAP testing and how to read their MAP Family report. They will also have the opportunity to goal set for the upcoming MAP testing window. <b>Staff Responsible for Monitoring:</b> Roberto Diaz Jennifer Wynne  <b>Title I:</b> 2.4, 2.6, 4.2 - <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Teachers will be trained on how to utilize Branching Minds to create individual learning plans with interventions for each student. <b>Strategy's Expected Result/Impact:</b> Teachers will understand the importance of an individual learning plan and be able to help students set goals for academic growth. <b>Staff Responsible for Monitoring:</b> Roberto Diaz Jennifer Wynne  <b>Title I:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 10:** Throughout the year, Berkner's Special Student population will increase in the following areas:

- Special Education Graduation rate, math, English EOC scores
- ELL students Math EOC scores

Throughout the year, Berkner's Special Student population will decrease in the following areas:






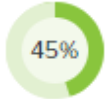


- Discipline referrals






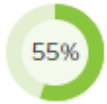






**Evaluation Data Sources:** -STAAR Math breakdown for Special Populations









-MAP data

-Focus discipline referrals

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Berkner High School will utilize Branching Minds and provide MAP testing to close the achievement gap <b>Strategy's Expected Result/Impact:</b> -Increased identification of students in Tier 1,2,3 grouping -Student specific plans with behavior contracts and academic contracts. <b>Staff Responsible for Monitoring:</b> Jennifer Wynne, Roberto Diaz  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Re-evaluate Special Education students' testing levels based on progress and growth on 2022 EOC Administrations. <b>Strategy's Expected Result/Impact:</b> There will be an increase in English I, English II, Biology, Alg I, and US History EOC scores. <b>Staff Responsible for Monitoring:</b> Instructional Coaches, English I teachers, English II teachers, Alg I Teachers, Biology Teachers, US History Teachers  <b>Title I:</b> 2.4, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Through professional development, offer targeted instructional strategies that will assist all staff to better serve students through Dyslexia modules, PBIS training, SEL training, cultural awareness and bias training, ELLevation reports and weekly 504 monitor plans. <b>Strategy's Expected Result/Impact:</b> STAAR/EOC scores for students at-risk will increase.  Region 10 training for all teachers  Level II Performance for students identified with dyslexia and with a 504 plan. <b>Staff Responsible for Monitoring:</b> All instructional staff  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Through MAP testing and Branching Minds, we will identify students that are struggling with behavior and academics and provide them with additional supports through Advisory, Texas College Bridge, RAMS Academy, and Edgenuity. <b>Strategy's Expected Result/Impact:</b> Increased attendance and improved grades for identified students. <b>Staff Responsible for Monitoring:</b> Dr. Cole, Jennifer Wynne, Rachel Burnett, Advisory committee  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> RTI tracking program at Berkner High School will use Branching Minds that includes assessment information, course grades, teacher referrals, and attendance to monitor individual student progress and intensity and schedule of interventions. <b>Strategy's Expected Result/Impact:</b> Discipline referrals will decrease. Students will move from Tier 3 to Tier 2 or 1. <b>Staff Responsible for Monitoring:</b> Jennifer Wynne, Roberto Diaz  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Utilize IXL in EL Advisory to ensure ELLs will meet all passing standards in Reading, Writing, and Speaking. <b>Strategy's Expected Result/Impact:</b> Increased dismissal of ELs from EL Monitoring Improvement of EOC scores for ELs <b>Staff Responsible for Monitoring:</b> Roberto Diaz Kim Curran  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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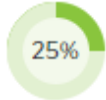











**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 1:** Berkner Teacher Retention will be above or at the district average and develop an "employer of choice" climate and culture.

**Evaluation Data Sources:** Teacher EOY Survey  
Teacher Turnover/Retention rate (as provided by the district)

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> BHS will implement and supplement the district mentoring program to support new staff through the Berkner Buddy Mentoring program.  All new staff members will transition into Berkner High school and be provided support throughout the school year through regular meetings with their Berkner Buddy. <b>Strategy's Expected Result/Impact:</b> Teacher/Staff turnover rate will decrease. New Teachers will feel supported and connected to BHS. <b>Staff Responsible for Monitoring:</b> Jennifer Kim Roberto Diaz  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold quarterly Tea Time with Cage and monthly Faculty Advisory Committee (FAC) meetings to receive regular feedback on teacher morale, areas of concern, or receive suggestions for improvement from staff. <b>Strategy's Expected Result/Impact:</b> Increase in teacher morale and staff satisfaction. <b>Staff Responsible for Monitoring:</b> Kristy Cage Brian Harper  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Award House Points to staff as a reward for a variety of reasons. Houses are based on the first four principals of Berkner HS (Markham, Parks, Skaggs, Casey). <b>Strategy's Expected Result/Impact:</b> Increase in staff participation Increase in staff morale Decrease in staff turnover rate <b>Staff Responsible for Monitoring:</b> All administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Award Rammys to Staff of the Month <b>Strategy's Expected Result/Impact:</b> Improve staff morale Decrease turnover rate <b>Staff Responsible for Monitoring:</b> Jennifer Kim  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				













**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 2:** We will retain and train our 0-2 year teachers with specific instructional strategies and professional development that will sustain their employment at BHS.

**Evaluation Data Sources:** Teacher turnover/retention rate for <2 year teachers.  
Teacher walk throughs and TNL feedback

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers with zero-two years experience will participate in RISD mentoring program. This will allow for ongoing coaching and support for new teachers. <b>Strategy's Expected Result/Impact:</b> Increase in teacher retention <b>Staff Responsible for Monitoring:</b> Roberto Diaz Jennifer Kim  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> New Teacher Coordinator will lead New Teacher Academy to address classroom management, technology integration, and instructional concerns of new teachers, RAMS New Teachers Academies will be held Wednesdays during lunches to assist new teachers in an array of topics. <b>Strategy's Expected Result/Impact:</b> Increase in teacher retention  Increase in teacher job satisfaction according to staff survey <b>Staff Responsible for Monitoring:</b> Jennifer Kim Stephanie Deluna Roberto Diaz  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 3 Details		Reviews			
<b>Strategy 3:</b> BHS will provide monthly professional development for all curricular areas to support TRS/Lead4ward, AVID strategies integration, cultural competency, differentiation, collaboration, intentional grouping, critical thinking, and questioning. <b>Strategy's Expected Result/Impact:</b> Teachers at all levels will feel more equipped to increase the rigor instructionally in their content area. <b>Staff Responsible for Monitoring:</b> Kristy Cage, Roberto Diaz  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> BHS will provide staff development for staff to support students with disabilities. <b>Strategy's Expected Result/Impact:</b> Teachers will have the tools needed to work with case managers and scaffold instruction for students with special needs. <b>Staff Responsible for Monitoring:</b> Sharonda Tims  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 3:** BHS will utilize the district walk through form to give intentional, specific feedback for teacher growth.

**Evaluation Data Sources:** Eduphoria Strive

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Administrators will intentionally schedule time to complete at least 5 walk throughs a week in Eduphoria Strive of the teachers on their evaluation list and provide high quality, specific instructional feedback. <b>Strategy's Expected Result/Impact:</b> The quality of instruction will improve. <b>Staff Responsible for Monitoring:</b> Kristy Cage  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All tested areas will implement instructional rounds and Watch and Wins will be implemented by the campus at large. <b>Strategy's Expected Result/Impact:</b> Teachers will get the opportunity to view other teachers and identify best instructional practices to implement into their own classrooms. <b>Staff Responsible for Monitoring:</b> Jennifer Wynne and Roberto Diaz  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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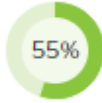


**Goal 4:** We will ensure that all families, business and community partners are fully engaged in the mission of district.







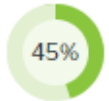





**Performance Objective 1:** We will have an increase of students, parents, community members, and stakeholders involved in our Berkner Related Events, including PTA.

**Evaluation Data Sources:** Ticket Sales to games

Number of parents/students coming to the Fall Ram Camp, Ramily Reunion, and PTA meetings

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Berkner will celebrate diversity through Hispanic Heritage Month, Black History Month, and Red Ribbon Week and other celebratory events. Student cultures and heritages will be highlighted and celebrated. <b>Strategy's Expected Result/Impact:</b> Student EOY survey will increase engagement.  Cultural awareness will increase.  Discipline/Bullying will decrease. <b>Staff Responsible for Monitoring:</b> Veronica Cole-Yeo Kris Williams  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold and advertise regularly scheduled monthly PTA meetings. <b>Strategy's Expected Result/Impact:</b> Staff and Parents will be more involved in Berkner Events and be more aware of the goings-on at Berkner High School. There will be an increase in the number of parents who are actively engaged in the Berkner PTA. <b>Staff Responsible for Monitoring:</b> Elizabeth Robertson and Kristy Cage  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				



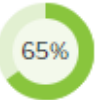





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Staff will be regularly encouraged to participate in campus activities and partnerships with PTA through the establishment of the Berkner Houses (named after the first 4 principals of BHS: Markham, Parks, Skaggs, and Casey). <b>Strategy's Expected Result/Impact:</b> 100% faculty participation in PTA Increased staff at campus functions and activities <b>Staff Responsible for Monitoring:</b> All admin  <b>Title I:</b> 4.1, 4.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Through CTE, BHS will expect that all programs will secure a partnership with local business or professionals to offer more collaborative opportunities in the classroom and career path. <b>Strategy's Expected Result/Impact:</b> All students will be able to connect with a community partner. All programs will will have successful partnerships for the 22-23 school year. <b>Staff Responsible for Monitoring:</b> Austin Gunter Brian Harper  <b>Title I:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 4:** We will ensure that all families, business and community partners are fully engaged in the mission of district.













**Performance Objective 2:** We will have an increase of stakeholders feeling satisfied with the communication at Berkner High School.









**Evaluation Data Sources:** Parent EOY Climate Survey

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Frequently update Berkner High School Facebook, Twitter Page, Instagram and Berkner Bulletin. <b>Strategy's Expected Result/Impact:</b> Increase in the number of followers of BHS on social media platforms  Parent EOY Climate Survey will show an increase with regard to communication <b>Staff Responsible for Monitoring:</b> Kristy Cage Deadrea Mullin  <b>Title I:</b> 4.1, 4.2 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold quarterly Principal/Community town hall meetings (Tea Time with Cage) to express ideas/concerns on September 22, November 10, February 9, and April 27. <b>Strategy's Expected Result/Impact:</b> Parent EOY Climate survey will show an increase with regard to communication Staff survey will show an increase with regard to communication and overall satisfaction <b>Staff Responsible for Monitoring:</b> Kristy Cage Elizabeth Robertson Sharonda Tims  <b>Title I:</b> 4.1, 4.2 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund - \$500	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Send out the weekly Berkner Bulletin and Berkner Buzz Newsletter to disseminate information to staff, parents and the community. <b>Strategy's Expected Result/Impact:</b> Parent EOY Climate survey will show an increase with regard to communication. <b>Staff Responsible for Monitoring:</b> Kristy Cage  <b>Title I:</b> 4.1, 4.2 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Utilize BANDAPP and Naviance to communicate with Parents and Students. Seniors will be invited into a Google Classroom for communication. <b>Strategy's Expected Result/Impact:</b> Parent EOY Climate survey will show an increase in engagement and communication. <b>Staff Responsible for Monitoring:</b> Sharonda Tims Grade level principals  <b>Title I:</b> 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> The Berkner Social Media Manager will promote Berkner and RISD communities in a positive way through the Berkner Facebook, Twitter, and Instagram pages. The Social Media Manager will also work with RISD Director of Family Engagement to help formulate ideas and strategies to engage the parents, community, and area businesses in all things Berkner. <b>Strategy's Expected Result/Impact:</b> Parent EOY Climate survey will show an increase in engagement and communication. <b>Staff Responsible for Monitoring:</b> Kristy Cage and Deadrea Mullen  <b>Title I:</b> 4.1, 4.2 <b>Funding Sources:</b> Stipend for CEC - 199 - General Fund - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 6 Details	Reviews			
<b>Strategy 6:</b> ILT will meet regularly to evaluate BOY and MOY teacher climate survey results. <b>Strategy's Expected Result/Impact:</b> ILT will create and implement strategies based on campus, student, and parent feedback.  <b>Title I:</b> 2.6, 4.1 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 1:** We will increase our partnership with outside organizations to increase student well-being and improve conflict resolution.

**Evaluation Data Sources:** -Peer mediation logs  
-Discipline Referrals  
-Counseling logs

**Summative Evaluation:** Significant progress made toward meeting Objective



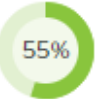





Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Partner with Communities in Schools (CIS) and Power Team (Mentoring) to work with students on conflict resolution, social media usage, anger management, and how to deal with disappointment, frustration, and anxiety. <b>Strategy's Expected Result/Impact:</b> ISS rates will decrease <b>Staff Responsible for Monitoring:</b> Sharonda Tims and Veronica Cole-Yeo  <b>Title I:</b> 2.6		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			









**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 2:** BHS will pursue opportunities for students and staff to further academic success, participate in professional development activities and campus beautification projects.

**Evaluation Data Sources:** Increase positive response from internal and external stakeholders in focus groups and survey responses.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Solicit donations for the Berkner RAM Fund from on North Texas Giving Day and throughout the year from Berkner Graduates and community partners. <b>Strategy's Expected Result/Impact:</b> Increased funds in the Berkner RAM Fund account to support all things BHS. <b>Staff Responsible for Monitoring:</b> Kristy Cage Veronica Cole-Yeo  <b>Title I:</b> 4.1 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide district (throughout the year and as needed) and campus training (August) and support for staff processing POs, sub payments, etc, to ensure staff is following proper policies and procedures. <b>Strategy's Expected Result/Impact:</b> Clean record-keeping and smooth process through Munis for the 22-23 school year. <b>Staff Responsible for Monitoring:</b> Kristy Cage Elizabeth Robertson Julia Monroe  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> All staff who directly order/receive goods and who collect funds will receive proper money handling training and proper procurement procedure training (August and throughout the year as needed). <b>Strategy's Expected Result/Impact:</b> Clean record-keeping and smooth Munis process for the 22-23 school year. <b>Staff Responsible for Monitoring:</b> Kristy Cage Julia Monroe Elizabeth Robertson  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Goal 6:** We will ensure that our facilities and infrastructure adapt to support our mission

**Performance Objective 1:** Berkner High School will ensure that 100% of our facilities and safety procedures support our mission of student safety and success.

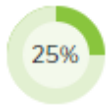




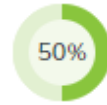






**Evaluation Data Sources:** -10 Firedrills













-Lockdowns













-I know what to do days

-CIP Progression

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will hold the district required "I Know What To Do Days" (Live Wise, Live Healthy) in October, December, January, and April. <b>Strategy's Expected Result/Impact:</b> Students knowing what to do in a fire drill/emergency situation will increase according to the student survey <b>Staff Responsible for Monitoring:</b> Daniel McKay, Kris Williams	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> We will communicate through Blackboard, Focus and Outlook email, Berkner Bulletin and Berkner Buzz, and the BHS Staff Band APP to staff, students, and parents about on-going fire drills and safety protocols. <b>Strategy's Expected Result/Impact:</b> Increase in parent engagement and understanding of school safety. <b>Staff Responsible for Monitoring:</b> Daniel McKay, Kristy Cage	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> BHS will implement monthly fire and safety drills and utilize InformaCast to notify staff and parents. <b>Strategy's Expected Result/Impact:</b> More effective and efficient safe exit procedures. <b>Staff Responsible for Monitoring:</b> Daniel McKay Kris Williams  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Update CIP quarterly (November 18, January 27, March 31, and June 9) to show completion towards objectives and goals for Berkner High School <b>Strategy's Expected Result/Impact:</b> Fidelity towards goals and objectives. <b>Staff Responsible for Monitoring:</b> Sharonda Tims, Kristy Cage	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> During Safety Week (August 29-September 2), campuses will participate in Evacuate, Hold and Secure, Lockdown, Shelter-in-Place, and Fire Drills. <b>Strategy's Expected Result/Impact:</b> A comprehensive and successful curriculum that educates all students on and safety protocols. <b>Staff Responsible for Monitoring:</b> Daniel McKay Kris Williams  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Ram Central staff will be trained through a comprehensive method to ensure all visitors who enter the building without an RISD badge are Raptor'd. <b>Strategy's Expected Result/Impact:</b> All exterior doors will remain locked and visitors will be directed to the from main entrance. No one without a badge will be buzzed in without first stating their purpose. <b>Staff Responsible for Monitoring:</b> Ram Central Staff Kristy Cage  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> BHS will adhere to a district wide cellphone and dress code policies that will ensure cell phones and clothing will not interfere with instructional time or learning. <b>Strategy's Expected Result/Impact:</b> Instructional time will be protected. <b>Staff Responsible for Monitoring:</b> All staff  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> BHS will hold Voter Registration Drives on September 20th and January 19th for students 18 or older or who will be 18 on election day. <b>Strategy's Expected Result/Impact:</b> BHS will have an increase in the number of BHS students who are registered to vote. <b>Staff Responsible for Monitoring:</b> Veronica Cole-Yeo  <b>Title I:</b> 2.5 <b>- TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



# State Compensatory

## Budget for Berkner High School

**Total SCE Funds:** \$37,000.00

**Total FTEs Funded by SCE:** 1

**Brief Description of SCE Services and/or Programs**

BHS will use SCE funds for RAMS Academy, Saturday Schools, and HB4545 tutoring.

## Personnel for Berkner High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Rachel Burnett	Edgenuity Teacher	1