

Austin High School

Campus Improvement Plan

2020/2021

"Everybody is Somebody at Austin High"



AUSTIN HIGH SCHOOL
AUSTIN Independent School District

Amy Taylor
1715 W. Cesar Chavez St., Austin, TX 78703
(512) 414-2505
amy.taylor@austinisd.org

Date Reviewed:

DMAC Solutions ®

Page 1 of 30

Date Approved:

7/12/2021

Campus Mission

The Austin High School faculty, staff, parents and community must work together to ensure each student the opportunity to develop academic, social, and workplace skills for a productive and positive contribution in a diverse and changing world.

Campus Vision

Austin High's long tradition of excellence aims to recreate the urban school experience and assure that all students gain the skills and experience to be successful after high school. By embracing our small learning community academy programming, diversity of our students and faculty, and Social Emotional Learning, we will educate the whole child and espouse that "everybody is somebody" at Austin High.

Campus Values

- Relationships matter
- Connecting academic content with experiences outside of the classroom fosters curiosity and lifelong learning.
- Deeper learning experiences should be offered to students in all academics to ensure equity.
- Extracurriculars play a significant role in the academic success of students.
- Students who feel a part of something do better in school: Academies, Athletics, CTE, Fine Arts, World Languages, Clubs/Organizations
- Planning for the future is part of the high school experience: college visits, college readiness testing, college applications, internships, and college presentations.
- Teacher collaboration in PLCs, with a focus on aligning and improving curriculum, instruction, and assessments, results in greater student achievement.

Texas Public Education Mission Statement

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child. (TEC Title 2, Ch 4, Sec.4.001)

Austin Independent School District Mission

Austin ISD educates more than 80,000 students and embraces 129 diverse school communities in one of the fastest-growing metroplexes in the country. In partnership with our families and our community, AISD's mission is to provide a comprehensive educational experience that is high-quality, challenging and inspires all students to make a positive contribution to society. We partner with world-class universities, innovative businesses, nonprofit organizations and engaged community leaders to prepare our students for college, career and life.

Comprehensive Needs Assessment

Austin High School

Goal 1. (Strong School Leadership and Planning (ESF Lever 1)) Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Objective 1. (ESF Essential Action 1.1) Develop campus instructional leaders (principal, assistant principal, counselors, teacher leaders) with clear roles and responsibilities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administrators and campus instructional leaders will work together to review responsibilities and share with the staff through the Teacher Handbook	Administration	on going yearly		Criteria: Administrator Responsibilities and areas of influence published in Teacher Handbook
2. Administrators and counselors will meet weekly to discuss action steps for students who are credit deficient and/or have high RITS scores. (Target Group: H,AA,ECD,ESL,SPED,AtRisk,9th,10th,11th,12th)	Administration	ongoing yearly		Criteria: Meeting Notes from Cabinet Meeting; Notes in eCST

Austin High School

Goal 1. (Strong School Leadership and Planning (ESF Lever 1)) Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Objective 2. (ESF Essential Action 1.2) Focused plan development and regular monitoring of implementation and outcomes

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement a consistent walk-through form system that will be used by administration and instructional coaches.	AVID Team	Fall 2020		Criteria: Walk-through form shared in our daily newsletter
2. Math department chair will work with all algebra 1 teachers, including inclusion and resources SpEd teachers, to monitor progress on readiness TEKS. (Target Group: H,AA,ECD,ESL,SPED,9th)	Instructional Leadership Team	ongoing		Criteria: Improvement on EOC Algebra 1 Math scores in all sub-categories

Austin High School

Goal 1. (Strong School Leadership and Planning (ESF Lever 1)) Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Objective 3. (AVID Domain II: Schoolwide Systems) AVID is Schoolwide when systems are in place that support governance, curriculum and instruction, data collection and analysis, professional learning, and student and parent outreach to ensure college readiness for AVID Elective student and improved academic performance for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Recruit and retain students in AVID program and implement school-wide strategies.	Academic Leadership Team			Criteria: % of teacher using school-wide AVID strategies.

Austin High School

Goal 1. (Strong School Leadership and Planning (ESF Lever 1)) Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Objective 4. (AVID Domain III: Schoolwide Leadership) AVID Schoolwide leadership sets the vision and tone that promote college readiness and high expectations for all students in the school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. School Leadership Team (SLT) members review, implement, and promote school-wide AVID strategies.	Leadership Team			Criteria: % of teachers using school-wide AVID strategies.

Austin High School

Goal 2. (Effective, Well-Supported Teachers (ESF Lever 2)) Campus leadership retains effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.

Objective 1. (ESF Essential Action 2.1) Recruit, select, assign, induct, and retain a full staff of highly qualified educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administration will develop a consistent protocol for hiring, including interview questions that align with our instructional campus goals.	Principal	ongoing yearly		Criteria: Hiring Protocol and Interview Questions

Austin High School

Goal 2. (Effective, Well-Supported Teachers (ESF Lever 2)) Campus leadership retains effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.

Objective 2. (ESF Essential Action 2.2) Build teacher capacity through observation and feedback cycles.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers who are struggling to meet the needs of students will have more frequent observations with feedback and coaching	Administration, Instructional Coaches	ongoing		Criteria: Walk-through Forms

Austin High School

Goal 3. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 1. (ESF Essential Action 3.1) Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Include a discussion of our common understandings, mission, and vision as a focus of a Staff Circle of Care.	Academy Director, Teachers	2020-2021		Criteria: Staff Circle of Care Script

Austin High School

Goal 3. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 2. (ESF Essential Action 3.2) Explicit behavioral expectations and management systems for students and staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Discipline and attendance will be monitored on an ongoing basis during Admin and Cabinet Monday meetings and action plans will be set up accordingly	Administration	2020-2021		Criteria: Meeting Notes from Admin and Cabinet Meetings

Austin High School

Goal 3. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 3. (ESF Essential Action 3.3) Proactive and responsive student support services

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Advisory Team will create lessons that address mental health and wellness skills	Leadership Team	2020-2021		Criteria: Advisory Lessons

Austin High School

Goal 4. (High Quality Curriculum (ESF Lever 4)) All students have access to a TEKS-aligned, guaranteed and viable curriculum, assessments, and resources to engage in learning at appropriate levels of rigor.

Objective 1. (ESF Essential Action 4.1) Curriculum and assessments aligned to TEKS with a year-long scope and sequence

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Set aside time for teachers to design interdisciplinary PBL experiences for all 9-12 graders (including SpEd and ELL students) in each academy.	Academy Director	ongoing		Criteria: PLC Notes and PBL Projects and Showcased in each academy
2. PLC Notes and PBL Projects and Showcased in each academy	Campus Leadership Team	Ongoing		Criteria: PD and Late Start Agendas and Content PLC Notes

Austin High School

Goal 5. (Effective Instruction (ESF Lever 5)) All students have rigorous learning experiences because the school ensures objective-driven daily lessons, classroom routines, and formative assessments that yield the data necessary for teachers to reflect, adjust, and deliver instruction that meets the needs of each student.

Objective 1. (ESF Essential Action 5.1) Objective-driven daily lesson plans with formative assessments

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. PLCs will work to analyze lesson plans to ensure appropriate rigor and alignment to state standards.	CST Chair, Instructional Leadership Team, PLC Leaders, Science Dept Chair	ongoing		Criteria: PLC Notes
2. English Language Learners students will receive extra scaffolding and supports where possible.	PLC Leaders	ongoing		Criteria: PLC Notes that show intentional planning for ELL support

Austin High School

Goal 5. (Effective Instruction (ESF Lever 5)) All students have rigorous learning experiences because the school ensures objective-driven daily lessons, classroom routines, and formative assessments that yield the data necessary for teachers to reflect, adjust, and deliver instruction that meets the needs of each student.

Objective 2. (ESF Essential Action 5.2) Effective classroom routines and instructional strategies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Academy teaching teams, including the SpEd liaison, will communicate with and include all students in PBL and virtual experiences.	Academy Director, Instructional Coaches	ongoing		Criteria: Attendance on field trips and involvement in PBL
2. Double-blocked math will be implemented for all students who show a math deficit from the 8th grade STAAR test	Administration, Math Committee	Aug2019-May2020		Criteria: Improvement on TEA Math Data
3. Teachers will create accommodations to support language acquisition for English Language Learners and utilize 6-weeks monitoring to determine next steps to support student growth	Campus Leadership Team	ongoing		Criteria: 6-weeks monitoring in LPAS

Austin High School

Goal 5. (Effective Instruction (ESF Lever 5)) All students have rigorous learning experiences because the school ensures objective-driven daily lessons, classroom routines, and formative assessments that yield the data necessary for teachers to reflect, adjust, and deliver instruction that meets the needs of each student.

Objective 3. (ESF Essential Action 5.3) Data-driven instruction

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. ELA and math teachers will identify those students in need of extra support in each class period by looking at data (prior year testing, benchmark testing, in-class formative and summative assessments). (Target Group: H,AA,ECD,ESL,SPED,9th,10th,11th,12th)	ELA Department Head, Instructional Leadership Team, Instructional Specialists/Coaches, Instructional Team, Math Committee	Aug2020-EOC test date		Criteria: Increase in EOC scores for ELL and SpEd students

Austin High School

Goal 5. (Effective Instruction (ESF Lever 5)) All students have rigorous learning experiences because the school ensures objective-driven daily lessons, classroom routines, and formative assessments that yield the data necessary for teachers to reflect, adjust, and deliver instruction that meets the needs of each student.

Objective 4. (ESF Essential Action 5.4) RTI for students with learning gaps

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Creation of an intervention group in eCST including students who are credit-deficient.	Counselor	ongoing		Criteria: Service Documents in eCST

Austin High School

Goal 6. (PreK - 12+ College, Career, and Life Readiness) We are focused on ensuring that our students are prepared for a changing and increasingly complex future; to cultivate the knowledge, skills, mindset of a lifelong learner in order to be successful beyond high school.

Objective 1. (AVID Domain IV: Schoolwide Culture) AVID Schoolwide culture is evident when the AVID philosophy progressively shifts beliefs and behaviors resulting in an increase of students meeting college readiness requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All classroom teachers will receive instructional AVID Wicor strategies training through campus-level professional development.	Academy Director	In progress		Criteria: PD Plans including required AVID Strategy sessions

Austin High School

Goal 6. (PreK - 12+ College, Career, and Life Readiness) We are focused on ensuring that our students are prepared for a changing and increasingly complex future; to cultivate the knowledge, skills, mindset of a lifelong learner in order to be successful beyond high school.

Objective 2. (Career and Technical Education (CTE)) Career and Technical Education provides students with the academic knowledge and technical skills needed for secondary and post-secondary opportunities, skilled employment and active citizenship. Programs of study represent a recommended sequence of courses based on a student's interests, goals and aptitudes. Combined with a four-year plan of course work, students can utilize the programs of study in creating the framework for success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. College and Career Counselors will create and implement a plan for students to complete the FASFA during Advisory or other time.	Counselor, EC Coordinator	ongoing		Criteria: 60% of Students will complete the FASFA
2. Teachers use BLEND in classrooms: PageView goals at 4000	Technology Team	ongoing		Criteria: % of teachers using BLEND: HS 80% of goal measured thru Blend PageView Spreadsheet
3. Use BLEND Campus Community Course to share announcements, events, and deadlines with parents	Technology Team	Ongoing		
4. Academic counselors, administration, graduation counselor, and Delta teacher will meet monthly to problem-solve SpEd and English Language Learner students who are credit deficient.	Principal	ONgoing		Criteria: Notes in eCST that reflect intervention plans for students who are credit deficient

Austin High School

Goal 7. (Vibrant, Welcoming, 21st Century Learning Environments) Modernization Projects, School Changes, Targeted Utilization Plans, and AISD CARES

Objective 1. (Customer Service) AISD CARES

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create a welcoming and service-oriented environment for all.				Criteria: AISD Cares RAVES, Increase in AISD Cares scores.

Austin High School

Goal 7. (Vibrant, Welcoming, 21st Century Learning Environments) Modernization Projects, School Changes, Targeted Utilization Plans, and AISD CARES

Objective 2. (Modernization Projects (2017 Bond)) Modernization Projects (2017 Bond)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Communicate with community updates to bond construction.	Principal	2020-2021		

Austin High School

Goal 8. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 1. (Whole Child, Every Child) Whole Child, Every Child

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement CP&I committee of students, staff, and parents to review equitable practices through the AISD Equity Framework.	Administrative Team			Criteria: % of CP&I committee recommendations reviewed and considered for change.
2. CP&I staff training - Speak Up Training August 2020, Ongoing PD during school year, Courageous Conversations: fall 2020 cabinet members (virtual training), spring 2020 whole staff (in person, if allowed via COVID)	Leadership Team			Criteria: % of staff trained in CP&I strategies.

Austin High School

Goal 8. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 2. (Health and Wellness) Health and Wellness

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SEL team will create a school-wide advisory lesson on the risks (known and unknown) of vaping	SEL Committee	Aug. 2019 - May 2020		Criteria: Advisory Calendar will show vaping lesson

Austin High School

Goal 8. (Whole Child, Every Child) Health Education, Physical Education & Physical Activity, Nutrition Environment & Services, Health Services, Counseling, Psychological & Social Services, Social & Emotional Climate, Physical Environment, Employee Wellness, Family Engagement, and Community Engagement

Objective 3. (SEL Seed Model Plan) SEL Seed Model Plan

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. PD Plans including required AVID Strategy sessions	Administration	2020-2021		Criteria: Master Schedule
2. Create opportunities to incorporate SEL strategies into staff meetings and professional development opportunities.	SEL Committee	2020-2021		Criteria: Staff Meeting and PD agendas

Austin High School

Goal 9. (Advanced Academics) Advanced academics are educational programs designed to move students with high ability at a pace appropriate to their rate of learning through studies that go beyond the age-level or grade-level expectations which include depth and complexity, provide academic acceleration, and address the cognitive, social, and emotional needs of the students. Smart without compromise. Potential without limits.

Objective 1. (Advanced Academics) GT-CAMP and representation in GT for historically underserved student groups

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students in underserved populations will be reviewed using AP Potential Report, PSAT, and STAAR Advanced data to recommend for GT testing.				Criteria: % increase in underrepresented student populations in GT services.

Austin High School

Goal 10. (Supporting Special Populations) The Special Education team exists to support the Austin ISD mission of ensuring children who receive special education services are provided with access to Free and Appropriate Public Education in the Least Restrictive Environment to ensure they receive a quality education that enables them to achieve their potential and participate fully in future social, economic and educational opportunities.

Objective 1. (Supporting Special Populations) Ensure compliance with all 504 and Special Education requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Compliance with 504 and Sped requirements and deadlines.				Criteria: 100% compliance with 504 and Sped paperwork.

Austin High School

Goal 10. (Supporting Special Populations) The Special Education team exists to support the Austin ISD mission of ensuring children who receive special education services are provided with access to Free and Appropriate Public Education in the Least Restrictive Environment to ensure they receive a quality education that enables them to achieve their potential and participate fully in future social, economic and educational opportunities.

Objective 2. (CCMR) Improve CCMR for all student groups by set targets.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Juniors who do not meet CCMR standards (SAT, TSI, other) by May 2021 will be placed in College Readiness ELA and/or Math course for 2021-22. (Target Group: All)				Criteria: CCMR 2021 data on School Report Card

Austin High School

Goal 11. (Sustainability) Guided by the Environmental Stewardship Advisory Committee, the district is working to balance the needs of the environment; the diverse community we serve; and available financial resources across the three foundational pillars and eight sustainability action areas: Engery, Water, Transportation, Air Quality, Purchasing, Waste, Food, and Nature. austinisd.org/sustainability

Objective 1. (Sustainability) Green Team, Energy, Food, Nature, Water, and Zero Waste

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Environmental studies classes, gardening club, senior capstone, and StuCo green team will maintain and be supported by the school with garden/grounds beautification and environmental sustainability projects.				

Austin High School

Goal 12. (Social and Emotional Learning (SEL)) Reunite, Renew, and Thrive: Social and Emotional Learning (SEL) Roadmap for Reopening School

Objective 1. (SEL Critical Practice 2) Design opportunities where adults can connect, heal, and build their capacity to support students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Staff circles will continue to be implemented into PD Days. Topics will include SEL mindfulness and growth.				Criteria: % of staff who actively participate and engage in staff circles.

SY 20-21 CIP Developers List

Name	Position
Taylor, Amy	Principal
Mast, Tanya	Admin
Maddox, Steve	Academies Director