

# South Texas Independent School District

## Academy For Medical Professions

### 2015-2016 Goals/Performance Objectives/Strategies

**Accountability Rating: Met Standard**

**Distinction Designations:**

Academic Achievement in Reading/English Language Arts

Academic Achievement in Mathematics

Academic Achievement in Science

Academic Achievement in Social Studies

Top 25% Student Progress

Top 25% Closing Performance Gaps

Postsecondary Readiness



**Board Approval Date:** December 1, 2015

**Public Presentation Date:** December 1, 2015

# Mission Statement

## Medical Academy Mission Statement

Our mission is to educate future medical professionals in the health sciences through the integration of rigorous academic, medical and technological education.

# Vision

## Medical Academy Vision Statement

Our vision is a dynamic partnership between schools, colleges, universities, and the private sector that addresses the need for highly skilled medical professionals.

# Value Statement

Beliefs

WE BELIEVE that

Each individual is unique and has intrinsic worth.  
All students have the potential to be successful learners.  
Hard work and perseverance are necessary to achieve full potential.

Learning happens best when it is exercised as a choice.  
Focused teaching and learning is paramount to growth and development.  
Change creates opportunity.  
Lifelong learning is vital in a changing world.  
Learning is both an individual and shared responsibility.  
Communities benefit when people willingly contribute to the well-being of others.  
A safe environment is essential for learning.  
Understanding and respecting diverse cultures, ideas and values is essential in a global society.  
Integrity is the foundation upon which to build trust.  
Education is an investment in community well-being.

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# Goals

**Goal 1: STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.**

**Performance Objective 1:** 90% of each Medical Academy incoming cohort will graduate successfully from Medical Academy.

**Summative Evaluation:** 90% of each Medical Academy incoming cohort will graduate successfully from Medical Academy as documented through cohort rosters and official transcripts.

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 2:** 98% or higher of Medical Academy students will successfully complete the foundation graduation requirements and obtain at least one graduation endorsement.

**Summative Evaluation:** 98% or higher of Medical Academy students will successfully complete the foundation graduation requirements and obtain at least one graduation endorsement as documented on their official transcript.






**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 3:** Student engagement in school will be evidenced by a 98% or higher overall aggregate annual attendance rate for Medical Academy.

**Summative Evaluation:** Student engagement in school will be evidenced by a 98% or higher overall aggregate annual attendance rate for Medical Academy as measured by end of year state reporting.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5</p> <p>1) Medical Academy is required by state law to assess the English language proficiency of all students whose Home Language Survey indicates that the home language is a language other than English. If a child demonstrates limited English proficiency on the assessment, s/he will be eligible for enrollment in the English as a Second Language (ESL) program. For the 2015-16 school year, we have 12 students in the ESL program and seven students that are being monitored (having exited the ESL program). The Medical Academy ESL program provides support for English Language Learners (ELLs) through the following: (1) focused instructional activities with ESL teacher daily Academic Mentoring (AM) period, (2) guided practice using bilingual peer mentors during AM period, (3) collaboration of ESL and English teachers in preparing engaging lessons to improve listening, speaking, reading, and writing skills, (4) interactive BlackBoard activities, (5) use of library databases like Mango Languages and Brain Pop to improve reading fluency and writing skills, (6) daily access to Laptop/iPad services, and (7) STAAR Reading and Writing practice during AM period and after school tutorials.</p>	3, 9, 10	Principal Assistant Principal Team Leaders Counselors Teachers	English language proficiency in listening, speaking, reading, and writing in all academic areas will engage these students and promote attendance goals.				
Funding Sources: 350 - English Language Learner - \$1343.00							
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5</p> <p>2) The purpose of the Migrant Education Program is to provide support and appropriate educational services to migrant children who may experience obstacles such as educational disruptions as a result of their mobile lifestyles. The supplemental services provide our migrant students the opportunity to meet the same challenging state content and student performance standards expected by all students. Medical Academy Migrant Education Program provides support services for migrant students through the following: Identification and Recruitment, New Generation System (NGS) for Migrant Student Record Transfer, Migrant Services Coordination, Graduation Enhancement, Secondary Credit Exchange and Accrual, Migrant Leadership/Enrichment Workshops, Laptop/Internet Services, Required Summer Reading Books &amp; Services, Assistance with testing fees, Parental Involvement, and the facilitating of the Migrant Parent Advisory Committee (MPAC).</p>	3, 9, 10	Principal Assistant Principal Social Worker Counselors Teachers	Provide support and appropriate educational services to migrant children who may experience obstacles and to engage these students and promote attendance goals.				
Funding Sources: 212 - Title I, Part C Migrant - \$21653.00							


<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>3) At-Risk students will attend daily supervised lunch tutorials to complete class assignments, projects, assessments. Additionally, students will have the opportunity to attend specific tutorial sessions with content teachers during lunch. Teachers will collaborate with other teachers, counselors, and administrators to help prioritize and and successfully complete work. Each student contract includes academic and behavioral strategies to ensure their academic success. Teachers, counselors, and administrators form a collaborative team that regularly follows up on the progress of students on academic contracts.</p>	2, 3, 9	Principal Assistant Principal Team Leaders Counselors Teachers	Improved academic performance, including improvements in course grades, earning credits, getting back on grade level, and maintaining track for graduation.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>4) School attendance is both a right and a responsibility. Medical Academy is an active partner with students and parents in the task of ensuring that all students meet or exceed learning standards. Because Medical Academy recognizes that consistent school attendance, academic success and school completion have a positive correlation, the campus will develop, review, and if necessary, revise a Comprehensive Student Attendance Policy. Specific strategies include, (1) daily absence calls to parent/guardian, (2) use of Information Management System for email and voice messaging of each absence, (3) weekly campus attendance reviews, (4) warning letter #1 sent at two unexcused absences within a three week period to include an attendance report and excuse templates, (5) home-visit, if no response to letter #1, (6) warning letter #2 sent at two or more unexcused absences with no response to telephone calls, letter #1, or home-visit, and (7) staffing with assistant principals to determine additional course of action to include: Assignment to Credit/attendance Tutorial Programs, Assignment to Saturday Credit Recovery Academy, Credit Reviews, Performance Contracts, Peer Mentoring (KOM), Volunteer Community Service, Counseling (In-school/Community), Community Referrals, and/or Petition for “Truancy Conduct”. Campus will also communicate to students, parents, staff, and teachers of monthly attendance percentages; as well as promote that “Every Day Counts” in announcement, flyer, and poster form.</p>	2, 9	Principal Assistant Principal Social Worker Teachers	When attendance rate improves with goal of meeting or exceeding 98 percent for all student groups				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							



**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 4:** 100% of Medical Academy students will meet the state standard for Level II Satisfactory Academic Performance for all state assessments.

**Summative Evaluation:** 100% of Medical Academy students will meet or exceed the Level II performance objective for each area of the state assessments.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) STAAR/EOC: Teachers will plan and implement a comprehensive process for improving student performance, review campus and individual performance data, and use formative assessments, course blueprints/assessed curriculum. Student-centered instructional strategies will be used to improve levels of engagement in all subjects. Use both affective and cognitive domains to motivate students. Utilize STAAR blueprints, performance level indicators, writing resources, and other materials on TEA website: <a href="http://www.tea.state.tx.us/student.assessment/staar/">http://www.tea.state.tx.us/student.assessment/staar/</a> Utilize district databases. Assess in EOC format. Exams and quizzes should reflect essential learning objectives. Focused tutorial offerings in all EOC subjects. Sep-Nov remediation for Dec 7-11 EOC testing window. Spring 2016 tutorials for March 29/31 and May EOCs. Target EOC performance scores: 100% Level 2 Satisfactory and 25-35% Level 3 Advanced performance.</p>	2, 3, 8, 9	Principal Assistant Principal Team Leaders Counselors Teachers	Number of students receiving Recommended and Advanced scores on EOC Exams				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>2) Collaboration, peer mentoring, and innovative and focused instruction will be utilized during AM period to improve STAAR/EOC scores in English 1 &amp; 2.</p>	9	Principal Assistant Principal Team Leaders Counselors Teachers	Number of students receiving Recommended and Advanced scores on EOC Exams				
							

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 5:** 25-35% of Medical Academy students will meet the state standard for Level III Advanced Academic Performance for all state assessments.

**Summative Evaluation:** 25-35% of Medical Academy students will meet or exceed the Level III performance objective for each area of the state assessments.

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 6:** Every Medical Academy student will successfully complete with a passing course grade at least on Advanced Placement or Dual Credit course before their graduation.

**Summative Evaluation:** Every Medical Academy student will successfully complete with a passing course grade at least on Advanced Placement or Dual Credit course before their graduation as documented on their official transcript.






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 7</p> <p>1) Advanced Placement (AP): Teachers, counselors, and administrators will inform students that AP exams are required for the course. Course descriptions will include the AP exam requirement. We will provide the students with online information and procedures for signing up and taking exams. Students can prepay for the exams using Total Registration, an online service provider. AP fee waivers will be completed for all students that qualify. Increase the number of our graduates who will sit for five or more AP exams required for AP Scholar With Distinction to 85%. Assess regularly in College Board format (chapter exams should reflect portions of the AP exam). Practice test questions on AP Central, Gale, Peterson, etc. Stress importance of making qualifying scores (college readiness and career opportunities); NMSI incentive program (\$100 per qualifying scores in M, S, E) for students and AP teachers. Collaboration within district (share instructional strategies, exam questions, etc.). Focused tutorials (one AP tutorial every other week). Cooperative learning and study groups with student leaders (technology).</p>	3, 8	Principal Assistant Principal Team Leaders Counselors Teachers	Number of students taking AP Exams				

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 7:** Advanced Placement assessment results will indicate: 1) that student participation rates on AP test will remain the same or increase annually, and 2) that AP qualifying scores will increase annually.

**Summative Evaluation:** Advanced Placement assessment results will indicate: 1) that student participation rates on AP test will remain the same or increase annually, and 2) that AP qualifying scores will increase annually.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 7</p> <p>1) Six Saturday AP prep sessions and AP mock exams. Student motivation: AP student-led assemblies will focus on effective tips and strategies to improve student performance, and AP benefits. Increase the number of students with qualifying scores of 3, 4, 5 by 10% (From 182 to 200 qualifying scores).</p>	3, 8	Principal Assistant Principal Team Leaders Counselors Teachers	<p>Number of students taking AP Exams</p> <p>Number of students receiving 3, 4, 5 scores on AP Exams</p>				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 8:** 98% of STISD students will attain a qualifying score on at least one Advanced Placement examination, or a qualifying score on an International Baccalaureate examination, or attain a B or higher grade in a dual or concurrent credit course before graduation.

**Summative Evaluation:** 98% of STISD students will attain a qualifying score on at least one Advanced Placement examination, or a qualifying score on an International Baccalaureate examination, or attain a B or higher grade in a dual or concurrent credit course before graduation as documented on their official transcript.

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 9:** Every Medical Academy student will take a college entrance examination before the end of the first semester of the school year in which they plan to graduate.

**Summative Evaluation:** Every Medical Academy student will take a college entrance examination before the end of the first semester of the school year in which they plan to graduate as documented on their official transcript.

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 10:** 50% of Medical Academy students will attain a college entrance SAT score of 1110 or higher or an ACT score of 24 or higher.

**Summative Evaluation:** 50% of Medical Academy students will attain a college entrance SAT score of 1110 or higher or an ACT score of 24 or higher as documented on their official transcript.

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 11:** 100% of students with Individual Education Plans (IEP's) have an IEP which includes appropriate measurable postsecondary goals that are annually updated. The IEP includes appropriate transition assessment, transition services, course of study, and annual goals related to the student's transition to meet post secondary goals.

**Summative Evaluation:** 100% of students with Individual Education Plans (IEP's) have an IEP which includes appropriate measurable postsecondary goals that are annually updated. The IEP includes appropriate transition assessment, transition services, course of study, and annual goals related to the student's transition to meet post secondary goals as measured by the students IEP's and IEP progress reports.

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 12:** State Performance Based Monitoring (PBM) indicators will be successfully accomplished by the district and every campus on

an annual basis.

**Summative Evaluation:** State Performance Based Monitoring (PBM) indicators will be successfully accomplished by the district and every campus on an annual basis as indicated by the PBM report and the intervention level assigned annually.

**Goal 1:** STISD Goal 1: Student performance will be exemplary as demonstrated through multiple measures.

**Performance Objective 13:** Federal Adequate Yearly Progress (AYP) accountability shall be successfully attained each year by the district and every campus.

**Summative Evaluation:** Federal Adequate Yearly Progress (AYP) accountability shall be successfully attained each year by the district and every campus as indicated by the annual AYP report.

**Goal 2: Strategy 1: We will continuously evaluate and enhance support systems to ensure each student achieves success and completes graduation requirements.**

**Performance Objective 1:** SPECIFIC RESULT: [STISD 1] Ensure that all identified students meet with their mentor teacher, peer mentors, tutors, and/or counselor on a regular basis.

**Summative Evaluation:** Create small group scheduled counseling sessions during academic mentoring/tutorials to provide information on credits, graduation plans, advanced placement, dual enrollment, and graduation requirements.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>1) Conduct goal-setting meetings at 9th grade. Assist students in setting post secondary and career choice decisions. Review college and career goals. Follow-up support to ensure that students maintain goals needed for success at high school and beyond. Implement student-led, grade-level assemblies that discuss the importance of goal-setting, organization, preparation, grade-appropriate information, and graduation credits, etc.</p>	9	Principal Assistant Principal Team Leaders Counselors Teachers Students	Ninth Grade students and parents will be better informed about college and careers.				


<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>2) Build and support nurturing relationships with students through regular positive discourse with AM teachers and peer mentors.</p>	9	Principal Assistant Principal Team Leaders Counselors Teachers Students	Students meet with their mentor teacher daily, peer mentors, tutors and/or counselor as needed. Improved school learning climate.				
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 = Accomplished
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue

**Goal 2:** Strategy 1: We will continuously evaluate and enhance support systems to ensure each student achieves success and completes graduation requirements.

**Performance Objective 2:** SPECIFIC RESULT: [STISD 3] Continue a Principals Advisory Council in which all students can have a voice in decision-making and provide leadership in the academic success of their school.

**Summative Evaluation:** Principal Advisory Council develops student leaders who contribute to the decision-making process of the school.


Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6</p> <p>1) The Principals Advisory Council purpose will be to represent the entire student body when making decisions that affect the educational climate of the school.</p>		Principal Teacher (student council sponsor) Students	Students have a voice in the decision-making and contribute to the academic success of their school.				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6</p> <p>2) Student Leadership development is the process of involving students in meaningful ways both in and beyond the classroom. It is providing opportunities for students to demonstrate their talents, skills, and interests while continuing to develop new skills. It is also about giving students more ownership of the program they attend. First and foremost, student input can improve and strengthen programs in ways that the administration could not do alone. Student leadership provides opportunities for students to get involved and to learn skills that can be transferable to the workplace or community. The best atmosphere for fostering student leadership is one that is accessible and values student's input.</p>		Principal  Assistant Principal  Team Leaders  Counselors  Teachers  Students	Increased participation by students to improve and strengthen our Medical Academy program.				
							



**Goal 3: Strategy 2: We will improve our external communications to strengthen family involvement, as well as cultivate and expand our network of community partnerships.**

**Performance Objective 1:** Increase the community affiliations and summer medical programs for our students.


**Summative Evaluation:** More opportunities for site training and summer programs for our students.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>1) Increase the number of agreements between the medical community and Medical Academy. The affiliations will include local medical centers, clinics, hospitals, doctor offices, nursing homes, rehabilitation centers and veterinarian clinics.</p>	10	Principal Team Leader Teachers	More opportunities for site training for our students.				
Funding Sources: 244 - Career Technical Education - \$7734.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>2) Increase the number of summer medical programs with state university medical programs. These programs will provide our students the real world experiences that they will need to make career decisions in the medical field.</p>	10	Principal Team Leaders Teachers	Additional summer programs for our students.				
							

**Goal 3:** Strategy 2: We will improve our external communications to strengthen family involvement, as well as cultivate and expand our network of community partnerships.

**Performance Objective 2:** Establish a Half-Day Health Science Program to educate students with special needs in a real work environment so they gain a marketable edge in the workforce.

**Summative Evaluation:** Program development for the fall of 2015.






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>1) The Half-Day Health Science Program will be designed for career bound and college (post-secondary) bound students. Classroom theory and instruction, extensive labs, projects and community-based activities combine to give students real life experiences. Students will have the opportunity to sit for Patient Care Assistant certification.</p>	10	Principal Assistant Principal Team Leader Counselors Teachers Students	Students enrolled in Half-Day Health Science Program 2015.				
							

**Goal 3:** Strategy 2: We will improve our external communications to strengthen family involvement, as well as cultivate and expand our network of community partnerships.

**Performance Objective 3:** Develop coordinated external communication opportunities that will strengthen family involvement and expand community partnership.

**Summative Evaluation:** Provide opportunities for parents to participate in the education of their child.






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>1) The Parent Connection program encourages parents to participate in the educational, social and emotional development of their son or daughter. Further, it helps parents create a support and networking system with each other. All meetings are held in English and Spanish, with topics that relate to adolescents and/or families. The STISD Parent Connection Meeting are held at Medical Academy. Topics for the meeting are presented by STISD Staff and guest speakers.</p>	6	Principal Assistant Principal Social Worker Counselors Teachers Students	Increase in parent participation at meetings.				
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>2) Medical Academy conducts a fall and spring Open House for parents and community members. Indications from the sign-in sheets shows that we have good parent participation. The parents are pleased by what they saw and heard from our staff. Parents were able to complete the AdvancED survey providing valuable feedback of school programs and culture.</p>	6	Principal Assistant Principal Social Worker Counselors Teachers Students	Increase in parent participation at open house.				

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>3) South Texas ISD provides a Parent/Student Portal. With this connection to the district, they will be able to monitor their student's progress. The portal will provide access to current information on attendance, schedule, grades and student's Personal Success Plan. The goal of providing internet access to students information is to increase communication among teachers, parents and students. The purpose of increasing communication is to improve student academic performance.</p>	6	Principal Assistant Principal Social Worker Counselors Teachers Students	Number of parents and students using the parent/student portal.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>4) Medical Academy website provides parents, students and the community information about campus and district resources. With this connection to the campus, they will be able to view information related to the educational opportunities at Medical Academy. Internet access improves communication among teachers, parents and students leading to greater academic performance.</p>	6	Principal Assistant Principal Social Worker Counselors Teachers Students	Parents, students and the community will be provided real time information about Medical Academy.				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 3:** Strategy 2: We will improve our external communications to strengthen family involvement, as well as cultivate and expand our network of community partnerships.

**Performance Objective 4:** STISD School Board, Administration and campus staff will continue to monitor the transition to the new Medical Academy campus in Olmito.

**Summative Evaluation:** Move all instructional programs and services to in the new campus in Brownsville prior to the start of school in the fall of 2015.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>1) Develop and implement a plan for establishing and opening Medical Academy to the new site that will include district administration, campus staff, teachers, parents and students.</p>		<p>District Administration</p> <p>Principal</p> <p>Assistant Principal</p> <p>Campus Staff</p>	<p>All instructional programs and services will be in place for the start of school at the new campus in Brownsville prior to the start of school in the fall of 2015.</p>				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 4: Strategy 3: We will ensure all teachers use effective instructional strategies to engage students in meaningful learning activities.**

**Performance Objective 1:** All Medical Academy teachers will use innovative instructional strategies to engage students in meaningful learning activities as evidenced by improved yearly attendance and the integration of student-led instructional strategies, technology and library resources throughout the curriculum.

**Summative Evaluation:** Evidenced by improved yearly attendance and the integration of student-led instructional strategies, technology and library resources throughout the curriculum.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Meet in collaborative groups to discuss the integration of student-centered instruction, individual student learning plan, technology, and library resources into daily lessons. Online databases like Mango, Brain Pop, and BBC Languages will be utilized to improve engagement in with special populations to improve language acquisition and improve student performance on STAAR English 1 &amp; 2 exams.</p>	3, 8	Principal Assistant Principal Team Leaders Teachers Librarian Technology Specialist	Monthly Collaborative Team reports and weekly Snapshot and Walkthrough observation data.				
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Attend professional development sessions on campus and off to address these instructional activities. Ensure that students have access to technology. Establish a schedule for department based library resource trainings (by teacher or department).</p>	4, 8	Principal Assistant Principal Team Leaders Teachers Librarian Technology Specialist	Implementation of Medical Academy Instructional Technology Plan.				

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) Use formative assessment and graded assessment results to modify lessons in order to improve deficient skills. Use classroom interactions to make curricular/instructional adjustments. Present lessons in a variety of formats to address different learning styles. Modify formats to meet student needs based on past performance.</p>	8	Principal Assistant Principal Team Leaders Counselors Teachers Students	Improvement in student performance and retention using formative assessments.				
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 = Accomplished
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue

**Goal 4:** Strategy 3: We will ensure all teachers use effective instructional strategies to engage students in meaningful learning activities.

**Performance Objective 2:** Provide real world experiential learning activities in instruction that include 21st century skills, such as critical thinking, creativity, problem-solving, teamwork, digital learning, and simulations that are based on real-world situations.

**Summative Evaluation:** Improve teacher's ability to effectively incorporate real world experiential learning activities into instruction.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5</p> <p>1) Have students complete case studies that will allow them to implement the knowledge and skills they have acquired in solving real-world critical care situations. Clinical rotations for Medical Assisting, Phlebotomy, Forensics, and Emergency Medical Services (and CPR training programs). All incorporate learning based on real-world situations.</p>	8	HST Teachers Students	Increased number of certifications achieved.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5</p> <p>2) HST teachers will be trained on mannequin simulations, including technology and related equipment. In-district training with experienced Med High teachers will enable a more efficient utilization of simulation technology laboratory.</p> <p>HST teachers will collaborate with Med High HST teachers on the designing and execution of engaging lessons and case study scenarios. The realistic scenarios and equipment allows for practice of skills and procedures until mastery. The simulation lab will allow for teamwork training while enhancing existing instruction. Simulation mannequins assist students in the development of knowledge and skills in a variety of medical procedures. Additionally, creative applications of simulation technology will allow for critical thinking that will serve students well as they embark on health career paths.</p>	8	HST Teachers Students	Increased number of certifications achieved.				






 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue



**Goal 5: Strategy 4: We will capitalize on emerging technologies and integrate them throughout the district to best achieve our mission and objectives.**

**Performance Objective 1:** Develop a student and teacher technology plan that will include emerging technologies and integrate them into classroom assignments.

**Summative Evaluation:** All staff and students will demonstrate proficiency in the utilization of emerging technologies.






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7</p> <p>1) Principal and technology specialist will design and implement a campus technology plan.</p> <p>Use the Wi-Fi available for the Bring Your Own Device (BYOD) policy to have students provide homework or reviews on specific topics. Students share with others in class. Search for alternative methods of learning utilizing websites, and databases.</p>	4	Teachers Students Technology specialist Librarian	Staff and student's proficiency in the utilization of emerging technologies.				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 6: Strategy 5: We will design and implement a system to assist students in setting and achieving meaningful and challenging goals preparing them for future education and careers of choice.**

**Performance Objective 1:** By the end of the 2015-16 school, Medical Academy staff will assist all ninth grade students in developing their Personal Success Plans that will guide them in completing their graduation requirements and prepare them for future education and careers of choice.

**Summative Evaluation:** Initiate a Personal Success Plan (PSP) for each student as they enter into high school. The objective being for the student to understand their academic and career goals and path to achievement with the support of faculty mentors.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 5</p> <p>1) Conduct goal-setting meetings at 9th grade. Assist students in setting post secondary and career choice decisions. Review college and career goals. Follow-up support to ensure that students maintain goals needed for success at high school and beyond. Implement student-led, grade-level assemblies that discuss the importance of goal-setting, organization, preparation, grade-appropriate information, and graduation credits, etc.</p>	6, 9	Principal Assistant Principal Team Leaders Counselors Teachers Students	Ninth Grade students and parents will be better informed about college and careers.				
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>2) Create small group scheduled counseling sessions during academic mentoring/tutorials to provide information on credits, graduation plans, advanced placement, dual enrollment, and graduation requirements (PSP).</p>	9	Principal Assistant Principal Team Leaders Counselors Teachers Students	Ninth Grade students and parents will be better informed about college and careers.				
<p><b>Critical Success Factors</b> CSF 5</p> <p>3) New Scholars Academy students research occupations for future careers.</p>		Team Leaders Teachers Students	Ninth Grade students and parents will be better informed about college and careers. Improved retention and focus on medical professions.				

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue