



2024-2025 Action Plan

HAIS

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School Action Plan – Needs Assessment

District Philosophy and Guiding Framework

Core Beliefs

Vision

Theory of Action

Needs related to student achievement data:

- 100% of students passed English II, Biology and History STAAR exams in the 2023-2024 school year. We continue to push for a higher percentage of masters.
- 96% of students passed the Algebra I STARR exam in the 2023-2024 school year.
- Only 1 student did not pass English I STAAR exam in the 2023-2024 school year.
- All but one junior in 2023-2024 was TSI Reading and Writing Complete for enrollment in HCC classes. 99% TSI ELAR and Essay Complete
- Increasing TSI completion in math for juniors to make more students eligible to take the required college math for their Associates Degree
- Currently TSI Data:
 - 9th Grade pass rate of: Essay 53%, Reading, 52% and Math 22%
 - 10th Grade pass rate of: Essay 88%, Reading, 75% and Math 43%
 - 11th Grade pass rate of: Essay 99%, Reading, 99% and Math 65.4%

Needs related to improving the quality of instruction:

- Create campus systems for posting and making visible the alignment of our LO/DOLs to the TEKS for observers unfamiliar with the subject area standards (re: IRT)
- Increase the rigor of student discourse during discussions and MRS (re: IRT)
- Increase scaffolding and differentiation in courses that are transitioning students from high school level to college level coursework so that all students can be successful.

System evaluation:

- Improve attendance from approximately 96.2% current ADA
- Reduce # of students whose absences result in an NG
- HAIS is currently designated a 2023-24 Diamond Campus for Family Engagement (FACE)

School Action Plan

KEY ACTION ONE

KEY ACTION:

Increasing teacher capacity to provide high quality instruction and increase student engagement.

INDICATORS OF SUCCESS:

- 80% of teachers will have scored at least 11 on a Spot Observation Form between October 1 and December 20, 2024. In the Spring, 80% will score a 12 or higher between January 1 and May 20, 2025. [\[TRACKER\]](#). This will help us to improve on last year's IRT average of our two highest visits of 11.75.
- On their Engage and Deliver Domain of the spot form, collectively the average of our staff scores would be 4.5 or higher in the six months where spot observations count for T-TESS. [\[TRACKER\]](#)
- 80% of the teachers will be proficient or higher in the delivery of high-quality instruction as measured by Dimension 2.1 through 2.5 (Instruction) of the T-TESS rubric on their formal observation. [\[TRACKER\]](#)
- 90% of the teachers will be proficient or higher in the delivery of high-quality instruction as measured by the evaluation rubric by the End of Year Conference. [\[TRACKER\]](#)

SPECIFIC ACTIONS - School Leaders:

- Provide professional development on the following topics:
 - Turn & Talks
 - Socratic Seminars & other collegiate discussion formats
 - Monitoring student conversation for rigor
- Appraisers will meet SPOT observation goal of six per week and provide actionable feedback to teachers in the form
- Meet Weekly as a leadership team to discuss trends seen in SPOT observations and plan PLC around trends
- Conduct learning walks with the leadership team and construct PLC agendas around areas of growth.
- Review Lesson plans and provide feedback on multiple response strategies and student participation and engagement in lesson planning.

SPECIFIC ACTIONS - Staff Actions:

- Teachers will participate in professional development in engagement strategies.
- Conduct learning walks and provide reflection to colleagues through a structured protocol.
- Tier III/new teachers will observe highly effective instructional practices of accomplished teachers.
- Implementing multiple response strategies and increased student participation and engagement in lesson planning.
- Weekly lesson plan submission and implementation of lesson plan for review by appraisers.

KEY ACTION ONE:			
Staff Development	Who: All HAIS teachers		
	What: Professional Development in engagement and academic discourse		
	When: Designated Professional Development Days and PLC Meetings		
	Where: HAIS Campus		
Budget	Proposed Item	Description:	Amount
	Staff Development:	Professional Development in engagement and academic discourse	3500
	Materials/Resources:	Kagan Books for all Teacher White boards and Markers	5000 5000
	Purchased Services:	Kagan Strategies	10000
	Other:		
		TOTAL:	23500
	Funding Source: General Fund or Small School Subsidy		

**KEY ACTION
TWO****KEY ACTION**

Increase our percentage of associate degree earners in the graduating class to 75% and continue to ensure 100% of students reach standards of College, Career and Military Readiness.

INDICATORS OF SUCCESS

- Increase the percentage of students that are eligible to take college level courses (through TSI waiver or TSI Reading Writing Completion) by the end of their Sophomore year from 43% BOY to 63% EOY. [\[Tracker\]](#)
- Increased percentage of students that are eligible to take college level Algebra course (through TSI waiver or TSI Math Completion) by the end of Junior Year from 65% to 75%. [\[Tracker\]](#)
- Increase the percentage of students in each class who are meeting college readiness benchmarks on the PSAT/SAT assessments with a particular focus on advanced math skills. [\[Tracker\]](#)
 - Class of 2025 (SAT was 75% RW and 26% Math, PSAT/NMSQT was 72% RW and 29% Math)
 - Class of 2026 (PSAT/NMSQT was 72% RW and 39% Math)
 - Class of 2027 (PSAT 10 was 77% RW and 44% Math)
- Increase the number of students who earn their associates' degrees to 75% [\[Tracker\]](#)
- Increase the number of students who receive college credit for MATH 1314 to make them eligible for an associate's degree. [\[Tracker\]](#)
 - 41 of 41 passed Math 1314 with HCC in 2023-2024
 - 28 of 78 passed OnRamps College Algebra in 2023-2024 (with credit)
 - Total, 58% of students who attempted to get credit for Math 1314 were successful in 2023-2024
- Increase the number of students ELIGIBLE to accept their credit a for college course through OnRamps to 85%. [\[Tracker\]](#)
 - Overall, 82.5% of students were ELIGIBLE to accept their credit in 2023-2024.
 - Physics 1 Lecture - 96% were eligible and 81.3% accepted the credit
 - Physics 1 lab - 96% were eligible and 92.5% accepted the credit
 - College Algebra 1 - 41% were eligible and 36.84% accepted it

SPECIFIC ACTIONS - School Leaders

- Strengthen partnership with HCC to provide TSI readiness by;
 - Conducting monthly HCC/HAIS Partnership meeting to review current data
 - Promoting and conducting boot camps
 - Establishing a weekly schedule of TSI Testing opportunities
- Design an AVID plan that incorporates Khan Academy to provide personalized SAT practice to Sophomores and Juniors
- Use AVID and RTI time to ensure Freshmen and Sophomores are preparing for TSI
- Maintain TSI Tracker and Provide Data to teachers to inform tutorials
- Partner with HCC to Create a Freshmen Bridge Camp to prepare students for TSI and take TSI Initial test
- Create a tracker to monitor Math 1314 success rate.
- Create Strategic Learning Math sections for all freshmen enrolled in Algebra II OnRamps
- Assign math department teachers to teacher specialist for appraisal and for extra observation / planning support

SPECIFIC ACTIONS - Staff Actions

- Maintain accurate records of TSI completion and update frequently for data monitoring throughout the year
- English and Math teachers provide targeted tutorials through AVID and Intervention periods
- AVID teachers maintain a College Readiness Tracker with students and review progress every 6 weeks
- Attend all OnRamps Trainings and PLC meetings

KEY ACTION TWO:			
Staff Development	Who: All HAIS Teachers		
	What: Professional development on TSI and college readiness standards		
	When: Designated Professional Development Days and PLC Meetings		
	Where: HAIS and HCC Campuses		
Budget	Proposed Item	Description:	Amount
	Staff Development:	Professional development on TSI and college readiness standards	1000
	Materials/Resources:	Practice TSI Ed Ready TSI Practice Khan Academy IXL Math	5000
	Purchased Services:	Cambridge TSI Books Digital Resource for TSI Practice IXL Platform NewsLEA	50000
	Other:	Extra Duty Pay for tutorials	10000
		TOTAL:	75000
	Funding Source: General Fund and Small School		

KEY ACTION THREE	<p>KEY ACTION</p> <p>Increase attendance overall for the 2024-2025 year so students have more time in class learning from high quality instruction.</p>
	<p>INDICATORS OF SUCCESS</p> <ul style="list-style-type: none"> ● Improve the final ADA attendance rate for 2024-2025 to 96.5% ● Improved attendance in the second semester compared to the first semester for students whose attendance is a concern ● Decrease the number of students needing an NG Plan by 10% for the 24-25 School year.
	<p>SPECIFIC ACTIONS - School Leaders</p> <ul style="list-style-type: none"> ● Provide a clear pathway for students to clear NGs through school tutorials, Saturday tutorials and additional interventions ● Regular Review of Student Attendance in Weekly Leadership Meetings ● Lead PLC Meetings focused on student success including supports for regular and consistent attendance ● Conduct Wrap Around/Counselor/Parent meeting with students of Concern ● Establish a “Collegiate Privilege” reward for students who are in good standing and have perfect attendance each 6 weeks. ● Review student attendance in grade level PLC Meetings and agree to an action plan.
	<p>SPECIFIC ACTIONS - Staff Actions</p> <ul style="list-style-type: none"> ● Provide high quality and engaging lessons that students want to be involved in ● Create an AVID attendance tracker and consistently follow up with absent students in partnership with wraparound services to reduce barriers to attendance ● Front office staff will obtain 1st Period Absence List and make individual phone calls to each students’ home before 9:45 AM each day ● Front office staff will maintain record of calls and refer students of concern to Counselor and Wrap-around

KEY ACTION THREE:			
Staff Development	Who: All HAIS Teachers and staff		
	What: Training on on daily procedures for parent outreach		
	When: Designated Professional Development Days and PLC Meetings		
	Where: HAIS Campus and HCC Campus		
Budget	Proposed Item	Description:	Amount
	Staff Development:	Train front office staff on daily procedures for parent outreach	
	Materials/Resources:	Excel Sheet for recording Incentives	5000
	Purchased Services:		
	Other:		
		TOTAL:	5000
	Funding Source: General Fund		

**KEY ACTION
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KEY ACTION:

Weave our International Studies theme into elective courses, school programming, and special events to broaden the world view and perspective of our students.

INDICATORS OF SUCCESS

- Increase the Percentage of students with plans to study internationally with partner study/travel programs (not EF tours) from 8 in 2024 to 12 in 2025.
- Approximately 10% of the student body (~45 students) have plans to study or travel abroad in Summer 2025
- 100% of students in Grade 11 will create and present a Global Capstone project that has meaningful community impact.
- 100% of 12th Grade students will participate in a Senior Internship and present a capstone project on its impact on their future College and Career goals
- Conduct 3 School-wide community events that highlight international cultures, perspectives and opportunities

SPECIFIC ACTIONS - School Leaders

- **Calendar and Organize Relevant Events before the year begins**
 - International Studies Week
 - Study Abroad Night
 - Phoenix Fest - International Festival
 - Heritage Month Celebrations
- Increase the number of study abroad partner programs who recruit at our Study Abroad night
- **Support Curricular Initiatives related to global studies**
 - Model UN
 - Strong speaking skills & cultural components in World Language classrooms
 - AVID portfolio aligned to 4 Pillars of International Studies
 - World Governments and Politics emphasis in CTE track
- **Partner with Discover U**, a non-profit HISD vendor, to Provide opportunities to HAIS students for Summer Study Abroad Learning Opportunities.
- **Review and provide support** for teachers in incorporating global themes and essential questions into lesson plans.

SPECIFIC ACTIONS - Staff Actions

- Encourage and promote student participation in extracurricular opportunities related to international studies
- Facilitate learning about another country or culture in AVID for Phoenix Fest
- Participate in school-wide initiatives and events
- Organize and implement grade level experiences including speakers and field trips.
- Incorporate global themes and essential questions into lesson plans.
- Collaborate in PLC to develop and refine best practices to bring the world into the classroom.
- Collaborate with community organizations to implement Capstone projects.
- Collaborate with students, families, and business partners to plan and implement internships.

KEY ACTION FOUR:			
Staff Development	Who: All HAIS Faculty		
	What: Staff Planning and Development time		
	When: Professional Development days and PLC Time		
	Where: HAIS Campus, Asia Society, HCC Campus, Field Trip Locations		
Budget	Proposed Item	Description:	Amount
	Staff Development:	Staff Development on 4 Pillars Planning time by grade level for Projects and Portfolios	5000
	Materials/Resources:	Materials and refreshments	1000
	Purchased Services:	Discover U Contract	20000
	Other:		
		TOTAL:	26,000
	Funding Source: Small School Subsidy		