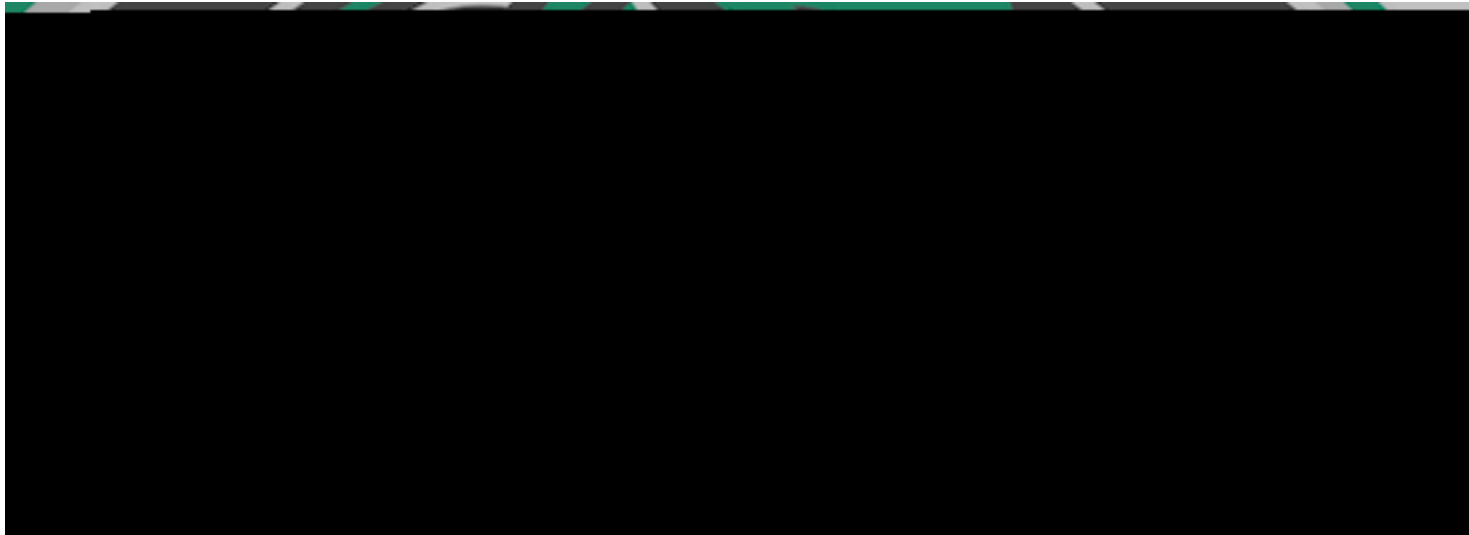


CLIFTON CAREER DEVELOPMENT SCHOOL

Clifton Career Development School

2022/2023



Tony Dishner

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CLIFTON CAREER DEVELOPMENT SCHOOL

Mission

Our mission is to provide purposeful engaging instruction, in a supportive and safe environment, to ensure students are college, career, and life ready

Nondiscrimination Notice

CLIFTON CAREER DEVELOPMENT SCHOOL does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Data Sources

Staff Quality, Recruitment and Retention Strengths

Staff Quality, Recruitment and Retention Weaknesses

Staff Quality, Recruitment and Retention Summary

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Summary (Continued)

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Goal 1. (Coordinated School Health) Coordinated School Health (CSH) is a cooperative approach to improve the physical, mental, and emotional health of all students, staff, and members of the educational community. A Whole Child approach is an effort to transition from a focus on narrowly defined academic achievement to one that promotes the long-term development and success of all children. A whole child is healthy, safe, engaged, supported, and challenged every day in every environment.

Objective 1. (CSH Implementation) Clifton CDS does not complete its own annual Coordinated School Health information report. By the end of SY 22-23, the Clifton CDS will respond to 100% of requests from Austin ISD Comprehensive High Schools to provide support in achieving their respective Coordinated School Health goals.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|-----------------------|----------|-----------|------------|
| 1. Support Whole Child, Every Child committees that meet across Austin ISD Comprehensive High School Campuses, as requested. (Target Group: All) | Administrators | | | |
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- Objective 2.** (Social and Emotional School Climate) Clifton CDS will provide at least 3 professional learning opportunities for all staff to develop their cultural awareness and action. As a result, the percentage of staff who express confidence in having honest conversations about race will increase from 50% in SY 21-22 to 70% in SY 22-23 (as measured by the AISD Staff Survey item: "How confident are you that adults at your school can have honest

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Objective 3. (Community Engagement) By the end of SY 22-23, each Clifton CDS CTE program will document at least 5 community engagement opportunities (including but not limited to guest speakers, site visits, business partnerships, etc.).

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|--------------|-----------|---|
| 1. Plan and implement at least one community event (e.g., plant sale, luncheon, blood drive, etc.) per CTE program. (Target Group: All) | Administrators, Teacher Assistants, Teachers | 2022-2023 SY | | Criteria: Flyers, calendar events on campus website, social media posts |
| 2. Partner with local businesses, non-profit organizations, and institutes of higher education to facilitate guest speakers, site visits, and other career exploration opportunities for Clifton students. (Target Group: All) | Administrators, Teacher Assistants, Teachers | 2022-2023 SY | | Criteria: Lesson plans, social media posts |
| 3. A representative from Clifton CDS will serve on the various district bodies and participate in various district events (e.g., CTE Advisory Committee, Long Range Planning Committee, Equity Advisory Committee, AISD UpClose, Principal-for-a-Day, etc.) to increase community and industry relationships. (Target Group: All) | Administrators | 2022-2023 SY | | Criteria: District advisory and committee membership lists, attendance for district meetings and events, social media posts |

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Goal 2. (ESF Lever 5: Effective, Culturally Relevant and Sustaining Instruction) Campus leaders provide teachers with job-embedded professional development and access to time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students. Teachers implement consistent and culturally relevant instruction that is rigorous and rooted in relationships and the community for every child, every day.

Objective 1. (Support for Students with Special Needs) By the end of SY 22-23, Clifton CDS will develop systems to ensure that all students are accessing instruction in the classroom and other learning environments, as measured by administrator observation of at least 80% rigorous student engagement averaged across instructional walkthroughs.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|--------------|-----------|---|
| 1. Provide guidance documents and ongoing training to Clifton CDS instructional staff and special education staff across Austin ISD Comprehensive High Schools to ensure that Clifton programming and needed supports are documented accurately in the new Easy IEP system. (Target Group: SPED) | Administrators | 2022-2023 SY | | Criteria: IEP guidance document, email communication with special education staff, professional learning agenda/minutes |
| 2. Provide targeted feedback during instructional walkthroughs focused on differentiation and the provision of needed accommodations to ensure all students have access to instruction at the appropriate level of rigor. (Target Group: All,SPED) | Administrators | 2022-2023 SY | | Criteria: Walkthrough documentation in Frontline and HCP systems |
| 3. Develop common rubrics during campus PLC based on student growth related to instructional standards, which will allow instructional staff to provide targeted feedback and also allow students to track and understand their own progress towards mastery. (Target Group: All,SPED) | Administrators, Teacher Assistants, Teachers | 2022-2023 SY | | Criteria: Rubrics, PLC minutes |

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Goal 3. (Increased Enrollment) Insert SMART enrollment goal here

Objective 1. (Increased Enrollment) As of September 16, 2022, Clifton CDS has a 12% population of general education students (25 out of 202 total enrollment to date). By the end of SY 22-23, Clifton will increase the percentage of general education students participating in a Clifton program to 20% (as measured by projected numbers for the 2023-2024 school year).

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--------------------------|--------------|-----------|--|
| 1. Schedule an open house to showcase different Clifton programs and provide prospective students the opportunity to gain a better understanding of the details and expectations of each program. (Target Group: 9th,10th) | Administrators, Teachers | 2022-2023 SY | | Criteria: Flyer, newsletter and other family communication, social media posts, calendar event on campus website |
| 2. Schedule meetings/presentations with staff (e.g., counselors, AVID coordinators, Gear Up Facilitators, 504 coordinators, etc.) across Austin ISD Comprehensive High Schools to explain Clifton CTE programming and solicit potential students. (Target Group: 9th,10th) | Administrators | 2022-2023 SY | | Criteria: Email communication with staff across Austin ISD Comprehensive High Schools, slides/minutes from presentations |
| | | | | |

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Goal 4. (Exemplary Customer Service) Insert description of CARES here

Objective 1. (Exemplary Customer Service) By the end of SY 22-23, Clifton CDS will move from Developing to Meets Expectations on the Campus Culture of Respect section of the Campus Assessment Rubric.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|--------------|-----------|---|
| 1. Increase relational communication by intentionally scheduling time for positive phone calls between instructional staff and families (including phone calls from campus administrators), utilizing language support as needed. (Target Group: All) | Administrators, Teacher Assistants, Teachers | 2022-2023 SY | | Criteria: Documentation of family communication (in eCST & communication logs) |
| 2. Increase opportunities for family engagement by planning in-person/virtual/hybrid campus events (e.g., open house, "transition talks") utilizing language and accessibility supports as needed. (Target Group: All) | Administrators, Teacher Assistants, Teachers | 2022-2023 SY | | Criteria: Flyers, social media posts, calendar of events on campus website |
| 3. Implement a regular family newsletter available with embedded translation supports to share campus updates, information about resources, and opportunities to for further family/community engagement. (Target Group: All) | Administrators | 2022-2023 SY | | Criteria: Family newsletter (using S'more, which includes embedded translation) |

CLIFTON CAREER DEVELOPMENT SCHOOL Site Base

| Name | Position |
|---------------|---------------------|
| Dishner, Tony | Principal |
| Edson, Sachi | Assistant Principal |

