

Academy Of Creative Education



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North East Independent School District
San Antonio, Texas



North East Independent School District's

Academy of Creative Education

**will be a new American School
providing diverse
educational opportunities**



Lighting the Way!

- **School Mascot:**
 - Old Glory
 - **School Colors:**
 - Red, White, & Blue
 - **School Song:**
 - The National Anthem
 - **School Motto:**
 - Lighting the Way
 - **School Newsletter:**
 - TorchBearer
-



Introduction

- Non-traditional, non-punitive high school started September 16, 1991
 - Targets youth at-risk of dropping out of school
 - Established with an Innovative Grant from TEA
 - Collaboration of a design team of educators and business/community leaders
 - Provides strong leadership to empower potential dropouts to become tomorrow's thinkers, problem solvers and leaders
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Student Populations Served

Year	Enrollment	Graduates
2001-02	300	109
2002-03	334	151
2003-04	377	232
2004-05	350	242
2005-06	382	286
2006-07	428	301
2007-08	321	265



Unique Program Features

- extended academic calendar
 - open entry and exit dates
 - 4 half-day new student orientation
 - flexible schedule
 - attendance, performance & behavior (APB) Cards
 - integration of learning styles
 - self-paced, individualized curriculum
 - credit recovery, acceleration
 - community service
 - Academy Advisory Corporate Council
-



Awards & Recognitions

- ACE TEACHERS HAVE RECEIVED THE FOLLOWING AWARDS/HONORS:
 - Three ACE teachers awarded Trinity Prize for Excellence in Teaching
 - Five ACE teachers awarded District Teacher of the Year, two regional winners, one state finalist
 - One ACE teacher received the Texas Exes Rising Star in Education Award
 - One ACE teacher named Texas Excellence Award for Outstanding High School Teachers- University of Texas 2004
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Recognitions

- **ACE PRINCIPAL**

- Inductee, San Antonio Women's Hall of Fame – 2009
- Finalist, Time Warner Cable's National Champion Principal Award – 2009, 2008
- Regional Finalist, H-E-B Excellence in Education Award – 2005
- Recipient, National Dropout Prevention Center/Network's Crystal Star Award for Excellence in Dropout Recovery, Intervention and Prevention – 2003

- **ACE PROGRAM**

- Recognized by the Texas Education Agency and the National Dropout Prevention Center/ Network as a Model School
 - Recipient National Dropout Prevention Center/Network's Crystal Star Award for Excellence in Dropout Recovery, Intervention and Prevention – 2006
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Professional Development

- Lifeblood of the Academy Program
 - Self-directed study team focused on
 - Positive Interdependence
 - Collaborative Learning
 - Site based decision-making training
 - Stephen R. Covey, The Seven Habits of Highly Effective People
 - Sean Covey, The Seven Habits of Highly Effective Teens
-



Professional Development –cont.

- Study theories and models of business leaders and educational thinkers:
 - McCarthy, Erickson, Glasser, Gregoric, Myers-Briggs
 - Senge, Deal, DePree, Sergiovanni, Hord and Deming
-



Staffing

- Selection of personnel is critical
 - Multi-certified
 - Diverse learning styles
 - History of student success
 - Collaborative problem solving skills
 - Common education philosophy
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Staff Retreats

- Annual Educators' Retreat
 - in the solace of the Texas Hill Country
 - teacher-driven agenda
 - Examine goals, analyze data, and evaluate progress
 - Result is a Campus Instructional Improvement plan that evaluates teacher effectiveness and student learning
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Staff Retreats (continued)

- Fall Retreat, Academy Advisory Corporate Council joins the ACE staff to develop strategies for
 - Career and vocational opportunities
 - Academic assistance
 - Conduct needs surveys
 - Increase funding
 - Interview and award student scholarships
-



Conferences and Workshops

- Texas Association for Alternative Education Annual Conference
 - National Dropout Prevention Center/Network Conferences
 - Reclaiming Youth International Conference
 - San Antonio Youth Summit
-



2007-2008 Diploma Graduates

321 Graduates, with 37 Texas Scholars

Age	Number	Ethnicity	Percent
16	1	White	50
17	17	Hispanic	40
18	130	African American	7
19	112	Asian	2
20	61	Native American	1
TOTAL	321		



Graduation History

Nineteen Years of Educational Leadership
– The Academy Way

- Total Enrollment 2007-2008: 321
 - Total Graduates 1991-2008: 3,518
-



New Student Orientation

- Students attend a 16 hour orientation week
 - Held approximately every 4 to 6 weeks
 - Must be completed before admittance to the Academy
 - Beginning with the “End in Mind”
 - Students have their picture taken with a cap and gown at the start of the program
 - Students prepare a personal mission statement
-



New Student Orientation

- All staff members participate
 - Develops bonds within orientation group
 - Develops a “second home” feel
 - Establishes school culture and climate
 - Builds communication and pride in the student’s education and community
-



New Student Orientation

- Introduces students to
 - flexible scheduling
 - school policies
 - resume writing
 - various courses of study
 - learning styles
 - self-paced curriculum
 - graduation requirements
 - mission statement
 - assessments

“Every learner is a teacher; every teacher is a learner.”



Graduation Requirements

- In addition to State and District requirements ACE graduation requirements include:
 - Cap and Gown Portrait taken first day
 - Personal Mission Statement
 - AACCC Scholarship Application
 - Personal Student Testimonial
 - Community Service Hours
 - Resumé
 - Portfolio (for college and workforce readiness)
 - Student-Led Conference
 - Student Exit Survey
-



Attendance, Performance, & Behavior Card

- Unique cards that track all aspects of students':
 - Academic progress/daily performance
 - Hours made on a daily basis
 - Courses that are currently being taken by the student
 - Points that allow benefits for students
-



Community Service

- Vehicle to strengthen students' learning
 - Reconnect to communities
 - Graduation requirement
 - Transforms students from passive to active learners
 - Opportunities for public speaking and sharing personal testimonies
-



Community Service

- **San Antonio City Projects**
 - Alamo Heights Rotary Club meeting presentations
 - Animal Defense League
 - Elf Louise Christmas Project
 - Habitat for Humanity
 - Optimist Clubs of San Antonio meeting presentations
 - Alamo Association of Student Councils Food Drive
 - Senior Games (Community Service Week)
-



Community Service

- **North East Independent School District Projects:**
 - Adopt a Family Christmas Project
 - District Reception volunteers
 - Elementary School Bike Rodeos
 - Food Drives
 - McKinney Homeless Project volunteers
 - North East Foundation Gala Ambassadors
 - Special Olympics
 - Veteran's Day/Patriot's Day/Flag Day Ceremony Ambassadors
-



Community Service

- **ACE Projects:**

- ACE Family Thanksgiving Gathering
 - Administrative/Counselor/Support Staff Appreciation Week
 - Graduation Hosts/Hostesses, Readers, Greeters and Ushers
 - Military Care packages
 - New Student Orientation
 - Red Ribbon Week
 - Teacher Appreciation Week
 - Tour guides for Academy site visitors and guests
-



Student-Led Conference

- Part of graduation process
 - Students select and invite teachers to attend
 - Used for self-evaluation of student progress
 - Evaluates future plans of the student
 - Students lead the conference to highlight their accomplishments, successes, personal growth, and future plans
-



Student-Led Conference

- Students present a portfolio of work during the conference:
 - Personal Mission Statement
 - Resumé
 - Testimonial
 - Students reflect upon academic achievements, strengths, goals
 - Gives positive closure to students who overcame barriers and challenges
-



Student Council

- Leadership and citizenship opportunities are provided.
 - Students are nominated by their advisory teacher.
 - Students serve as Academy Ambassadors at conferences and provide tours for local, state and national visitors.
 - Council members coordinate service opportunities.
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Life After ACE

- Provides experiences for students to explore plan, and set goals for after graduation
 - Introduces students to various opportunities for career, education, government and military experiences
 - All students leave with a Plan A and a Plan B for future success
-



Curriculum

- The driving force of the Academy's non-traditional program.
 - ACE staff uses research-based information to determine individual student needs.
 - Curriculum is self-paced, accelerated, and individualized, helping to promote critical thinking skills and problem solving techniques that apply to real life experiences.
 - Interdisciplinary concepts are utilized to emphasize the Texas Essential Knowledge and Skills objectives (TEKS).
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Curriculum (continued)

- Integrated, in-depth curriculum based on student learning styles
 - Features performance and project-based activities while addressing how each student learns best
 - Students are treated as gifted
 - 80% mastery on all assignments
 - Life-long learning experiences
-



Curriculum

- LANGUAGE ARTS
 - Creative Writing
 - English I, II, III, IV
 - Independent Study of English
 - Practical Writing
 - SPEECH
 - Communication Applications
 - MATHEMATICS
 - Algebra I, II
 - Geometry
 - Math Models
 - Pre-Calculus A
-



Curriculum

- SCIENCE
 - Aquatic Science (Sea World)
 - Biology
 - Chemistry
 - Environmental Science
 - Integrated Physics & Chemistry
 - Lab Management
 - Physics
 - SOCIAL STUDIES
 - Economics
 - Psychology
 - Sociology
 - U.S. Government
 - U.S. History
 - World Geography
 - World History
-



Curriculum

- HEALTH
 - Health Education
 - PHYSICAL EDUCATION
 - Foundations of Personal Fitness
 - Physical Education I, II
 - FOREIGN LANGUAGE
 - Spanish I, II, III, IV
 - Conversational Spanish
 - Exploring Spanish Language
 - Spanish Language & Culture
 - Latin American Culture
 - Exploratory Language & Culture
-



Curriculum

- FINE ARTS

- Art I
- Ceramics
- Drawing I, II, III, IV
- Painting
- Sculpture
- Theater Arts I, II

- TECHNOLOGY APPLICATIONS

- Independent Study in Technology Applications
 - Multimedia
 - Video Technology
 - Web Mastering
-



Curriculum

- CAREER & TECHNOLOGY EDUCATION
 - Business Computer Information Systems (Microsoft Office)
 - Career Prep (Co-Op)
 - Marketing Yourself
 - Principles of Marketing
-



Assessment & Acceleration

- Placements and acceleration of the students' individual Academy academic plan is accomplished through a variety of methods:
 - **Placements for acceleration**
 - **Credit-By-Exam from Texas Tech and UT**
 - **Criterion Placement**
-



Assessment for Acceleration

- A teacher may evaluate a student's knowledge and competency by determining mastery of the TEKS through accelerated assessment strategies such as:
 - dialogue
 - observing skill level
 - final exams
 - portfolios
 - end-of-course exams
 - standardized test scores
 - student input
-



Credit-By-Exam

- A student may opt to challenge a course by taking a Texas Tech or University of Texas Credit-By-Examination.
 - If the student demonstrates proficiency, credit is awarded.
-



Criterion Placement

- After reviewing a student's profile, a teacher individualizes the program according to past student performance.
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Instructional Technology

- ACE educators prepare students for a future in which technology is not a luxury but an essential tool in the workplace, at home, and in the marketplace.
 - Students learn to access information and operate a variety of computer software and hardware components.
 - Computers make students adventurers and avid learners, taking them beyond the traditional walls of the schoolhouse.
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The Internet

- ACE has no library
 - The Internet has become an indispensable tool
 - Students use the Internet for a variety of purposes such as:
 - Researching information
 - Completing projects and Web Quest lessons
 - Taking virtual field trips
 - Securing college and vocational opportunities
 - Communicating with educators
 - Watching online educational videos through KLRN (*Public Television*)
 - Accessing books and periodicals
 - Obtaining and submitting assignments via network shared folders
 - Compiling student portfolios
-



Technology Infrastructure Funds Grant

- A Technology Infrastructure Funds Board (TIF) grant was secured in 1999 that established the Academy's internet connectivity.
 - Educators received extensive training as a result of the TIF grant.
 - TIF grants continue to support ACE with the funding and training that enabled ACE to establish a wireless lab.
 - The TIF grants and the unwavering backing of the district have made ACE truly a school of the future.
 - Campus web site: <http://www.neisd.net/ace>
-



Alternative Accountability

- ACE is registered with the Texas Education Agency (TEA) as an alternative program campus that serves students who have dropped out of school or who are at-risk of dropping out of school.
 - Base indicators used for alternative accountability ratings include:
 - Texas Assessment of Knowledge and Skills (TAKS) passing rate
 - dropout rate
 - student attendance
 - graduation rate
-



TEA 2008 Accountability

- **TAKS met 2008 standard**
 - **English Language Arts** **99%**
 - **Math** **99%**
 - **Science** **99%**
 - **Social Studies** **99%**
 - **Credits completed of those attempted** **100%**
 - **Dropout rate** **0.3%**
 - **Daily attendance** **92.5%**
-



Team Goals for Attendance

- Increase the attendance rate of at risk-youth
 - Continue flexible scheduling to meet special needs of students
 - Refine the new student orientation program
 - Maintain a student recognition program for good attendance
 - Develop student support groups to establish a sense of belonging
 - Strengthen the mentorship program with the Academy Advisory Corporate Council (AACCC)
 - Provide a safe and nurturing environment where students can reach their full potential
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Team Goals for Curriculum

- to prepare thoughtful students who understand the importance of patriotism, civic responsibility and ethics
 - to provide community service opportunities for students to develop leadership skills
 - to write integrated, interdisciplinary, self-paced curriculum
 - to align the current curriculum with the Texas Essential Knowledge and Skills (TEKS) and the North East Standards
-



Team Goals for Curriculum

- to develop enriched curriculum units which address student's individual learning styles
 - to accelerate student progress bringing it up to grade level
 - to re-teach unit concepts until students achieve 80% or higher mastery levels
 - to incorporate diverse student assessment measures which evaluate students' growth and progress
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Team Goals for Technology

- to develop a working knowledge of the essentials of electronic communication and information
 - to integrate technological based learning activities into all courses
 - to refine student and staff technological knowledge
 - to become proficient and be able to research using the world wide web
 - to maintain and update a first class school web page
 - to develop TeacherWeb web sites for enhanced communication with parents and student
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Scholarships Awarded (1991 - Present)

- Academy Advisory Corporate Council
 - Alamo Community College District
 - Career and Vocational Colleges
 - Chicago College of Performing Arts
 - Conservatory Scholarship
 - Surita Wyatt Career & Technology Scholarship
 - Career Training Foundation
 - Brian Haney Scholarship
 - Optimist Clubs of San Antonio
 - President's Challenge National Community Service
 - Texas Education Agency Academic Excellence
 - Texas Higher Education Scholarship
 - Texas Trial Lawyers Association
 - Military Enlistment Scholarships
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Advisory Council (AACCC)

- Community-supported organization that serves ACE by assisting with program, student, and staff needs by **A**dvising, **C**ontributing, and **E**ncouraging.
 - Co-founded in 1992 by businesswoman and parent Ms. Diana Sneckner, and Dr. Mary Jo McLaughlin, Principal and Director of the Academy.
 - Supports the basic mission of ACE - teaching character development, civic responsibility and community involvement.
 - Members include community and business leaders, parents, ACE staff, district staff, current students and/or alumni.
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AACC Committees

- Community Relations
 - Endowment and Fund Raising
 - Membership
 - Student/Staff Student Support
 - Scholarship
-



AACC Contributions

- Providing sites for graduation ceremonies
 - Obtaining business sponsors for graduation and other activities
 - Organizing and funding the scholarship program
 - Securing publicity for the Academy program and students
 - Tutoring and mentoring individual students
 - Promoting at-risk students as the gifts they are to the world
-



AACC Contributions

- Accompanying students to the Texas legislature, commissioners' court and city council where they testified
 - Finding volunteer activities for students
 - Sponsoring students to attend the North East Foundation Gala
 - Helping students with Life After ACE activities – visiting businesses, university/college campuses, military bases, governmental offices
 - Modeling positive, caring, professional behavior
 - Encouraging young people and bringing visibility to school programs
-



Lessons Learned

- STUDENTS
 - Attend Academy by invitation
 - Begin by writing Personal Mission Statement that is goal-oriented and focuses on plans for the future
 - Attend 16-hour orientation program
 - Provided information on learning styles
 - Benefit from small classes, self-paced curriculum, individualized lessons, and assignment of a graduation coach
 - Must complete rigorous coursework that is aligned to the TEKS
 - Time management
 - Demonstrate abilities outside of classroom through community service
-



Lessons Learned

- TEACHERS

- Committed to working with at-risk populations
 - Creative in their approach to educating non-traditional students
 - Highly diverse creative master teachers
 - Participate in staff development planning and implementation with 4Mat lesson planning techniques and innovative technology use
 - Embrace the diversity of learning styles among their students, as well as differences in teaching styles
-



Lessons Learned

- TEACHERS

- Help students develop regular attendance through personal contact and phone calls to home/work site
 - Empowered to create 4Matted curriculum which addresses TEKS but is also integrated and interdisciplinary and addresses learning preferences of students
 - Allowed to participate in projects best suited to their abilities that enhance student success
 - “New” teachers are mentored and supported by an Academy master teacher
-

ACE ATTENDANCE, PERFORMANCE, BEHAVIOR CARD

Name _____

Entry Date _____

Advisor _____

M _____	T _____	W _____	TH _____	F _____	Class Start/Due Book # _____
					Daily Hours Total
					Daily Progress Goal
					Starting Point Total _____

ACE Point System

_____ **Starting Point Total**

Mon	Tues	Wed	Thur	Fri	Points
					+5 Sem Course Completed
					+1 4 hours each day
					+1 Showing progress
					+1 Showing responsibility
					+1 Extra half hour each day
					+1 Dress for success
					-1 Less than four hours
					-1 Lack of responsibility
					-1 Dress Code, Cell Phone, Computer misuse, etc.
					-1 Absent – Called in by
					-3 Absent – Teacher called
					-5 Absent – No call/No show

_____ **Weekly Point Total**

_____ **Ending Point Total**

ACE APB Cards

Blue Card: 40 or more pts

Red Card: 20 to 39 pts **Yellow (Caution) Card:** Less than 0 pts

White Card: 0 to 19 pts

Each 50 points earn a **50 POINT STAR!**



ACE ATTENDANCE, PERFORMANCE, BEHAVIOR CARD

Name _____

Entry Date _____

Advisor _____

M _____	T _____	W _____	TH _____	F _____	Class Start/Due Book # _____
					Daily Hours Total
					Daily Progress Goal
					Starting Point Total _____

ACE ATTENDANCE, PERFORMANCE, BEHAVIOR CARD

Name _____

Entry Date _____

Advisor _____

M _____	T _____	W _____	TH _____	F _____	Class Start/Due Book # _____
					Daily Hours Total
					Daily Progress Goal
					Starting Point Total _____

APB Color Coding

BLUE Card Privileges: 20 to 40 points

- Travel
- Drawings
- Tour Guide
- 40-point star at 40 points!
- ALL RED & WHITE CARD PRIVILEGES

RED Card Privileges: 10 to 19 points

- Choice of room to work in
- ACE Ambassador-functions
- ALL WHITE CARD PRIVILEGES

WHITE Card Privileges: 0 to 9 points

- Only work in advisor's OR subject teacher's classrooms
-

YELLOW Card Consequences: -1 to -9 points

- Meeting with student/advisor/subject teacher
- Only work in subject teacher

ACADEMY OF CREATIVE EDUCATION

Personal Graduation Plan

Recommended Plan/7

Name

Dent, Stuart

ID

3331333

NEISD Home School

Madison

Grade

11

OOD

Entered 9th

Date enrolled at ACE

August 30, 2008

TAKS:

ELA:

X

Math:

Sci:

Language Arts

Social Studies

English 1

75

78

World Geography

90

95

English 2

85

90

World History

75

90

English 3

90

90

US History

98

88

English 4

Speech

Economics

Mathematics

Health

Algebra 1

70

70

P.E.

100

100

Geometry

Foreign Language

Algebra 2

Spanish 1

75

78

ACE 50 Point Star

This certificate is awarded to

Stu Dent

October 30, 2009

The Academy of Creative Education



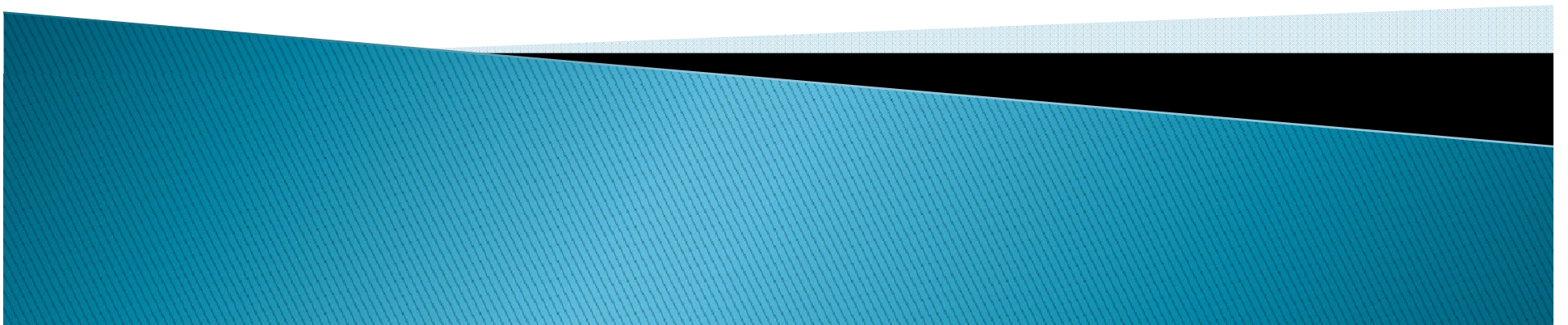
Dr. Mary Jo McLaughlin, Principal

Dr. Christopher Throm, Assistant Principal

Paulette Halvorson, Dean

The Academy of Creative Education

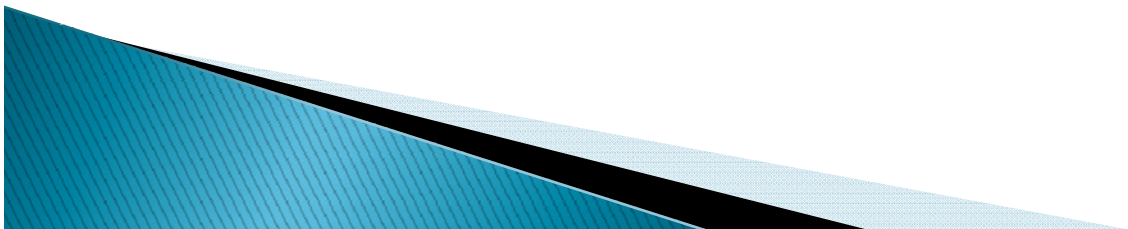
Orientation



Day One: Why ACE?

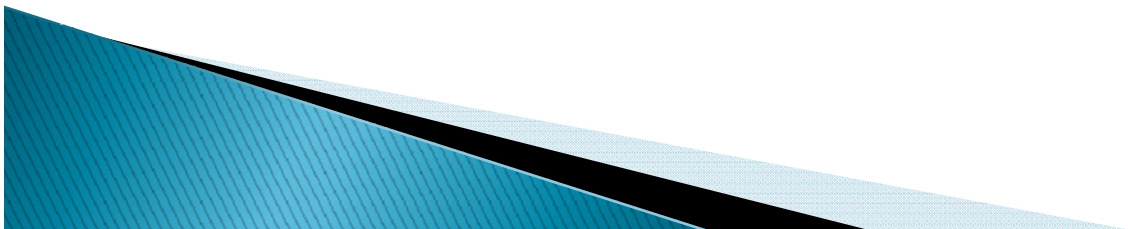
Topics Covered:

- History of ACE
- Mission Statement: Taking Ownership (Portfolio)
- Your Learning Style: 4MAT (Bernice McCarthy) (Portfolio)
- To Be Opened: Testimonial (Portfolio)
- Seven Habits of Highly Effective Teens (Covey)
 - Spotlight on Habit One: Be Proactive
 - Spotlight on Habit Two: Begin with the End in Mind
 - Spotlight on Habit Three: Put First Things First



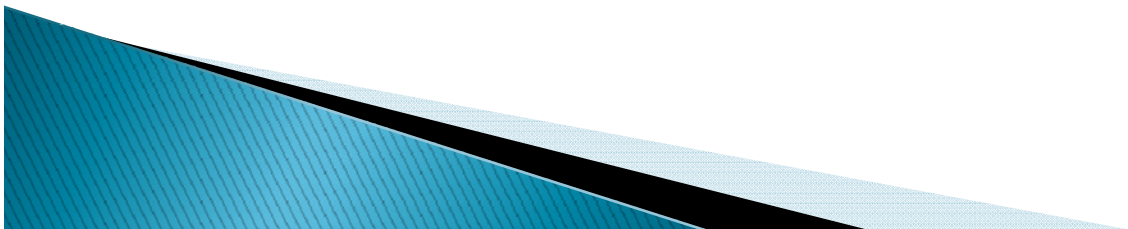
Day Two: Success at ACE

- Topics Covered:
 - ACE Expectations, including:
 - Attendance, Progress, Behavior (APB) Cards
 - Dress Code, Acceptable Use of Technology, Cell Phones
 - Community Service
 - TAKS Initiative
 - Continuation of Seven Habits:
 - Spotlight on Habit Four: Think Win-Win
 - Spotlight on Habit Five: Seek First to Understand, then to be Understood



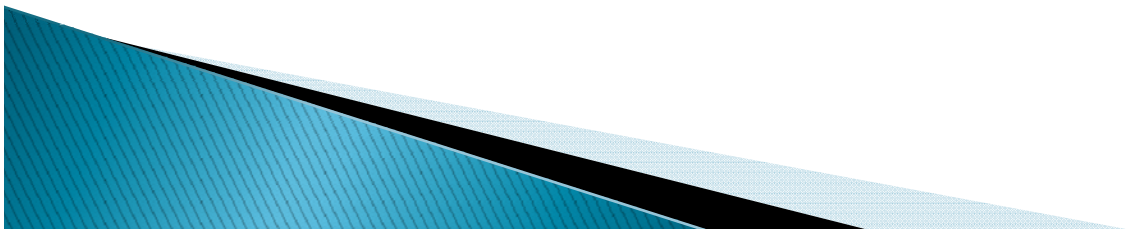
Day Two Continued...

- ▶ Topics Covered:
 - ACE Reward System
 - White, Red, Blue Cards
 - Yellow Caution Card ☹️
 - 50 Point Star
 - Attendance Accolades
 - Travel Privileges



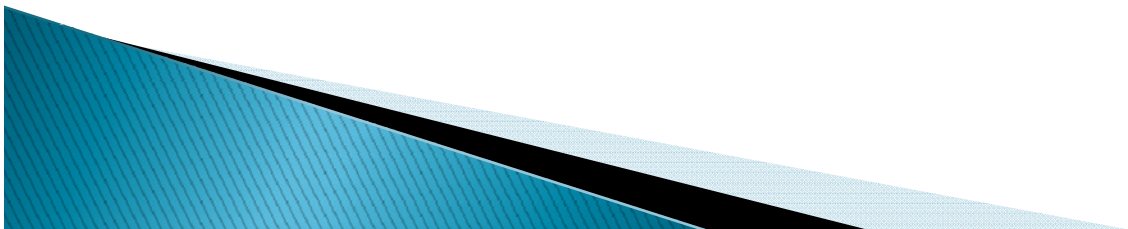
Day Three: Life After ACE

- Topics Covered:
 - Teamwork/Ask for Help: Low Ropes Course
 - Portfolio Creation/Rubric
 - College and Career Preparation:
 - Interest Inventory (Portfolio)
 - College Application Process (Portfolio)
 - Scholarship Application (Portfolio)
 - Completion of Seven Habits
 - Spotlight on Habit Six: Synergize
 - Spotlight on Habit Seven: Sharpen the Saw




Day Four: Welcome to ACE

- Dr. Thom, Assistant Principal
- Official Enrollment Day!
- Topics Covered:
 - NEISD Student Handbook
 - ACE Student Handbook
 - Policy and Release Forms
- Assigned to Advisors
 - Issued Transcript forms (Portfolio)
 - Begin Coursework

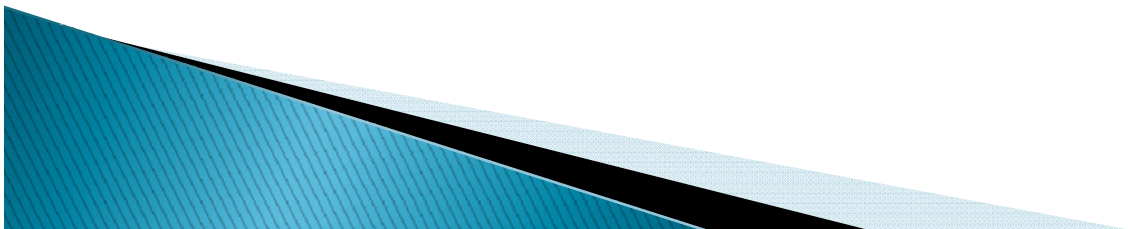


When Orientation Ends, Students Understand:

- ▶ ACE and NEISD attendance and behavioral expectations
 - ▶ the parameters for dress code and cell phone use
 - ▶ what ACE offers for support in preparing for TAKS
 - ▶ the Appropriate Use Policy as it applies to technology
 - ▶ the Faculty/Student paradigm
 - ▶ That the goal is to GRADUATE
- 

When Orientation Ends, Students Know:

- ▶ The history and founders of ACE
- ▶ Their learning style and how it influences their academic progress
- ▶ The community service initiative at ACE, and how many hours are required
- ▶ the principles of The Seven Habits of Highly Effective Teens



When Orientation Ends, Students Have:

- ▶ Reviewed their transcript and graduation plan
- ▶ Written a resume
- ▶ Applied to college
- ▶ Applied for scholarships
- ▶ Completed an Interest Inventory
- ▶ Written a Mission Statement
- ▶ **A PLAN, NOT JUST FOR GRADUATING, BUT FOR THEIR FUTURE!**

