

BOARD GOALS (BGs) 1- Challenge All Students 2- Safe & Supportive Atmosphere 3- Community Involvement 4- Character Development 5- Management of District Resources	NORTH EAST INDEPENDENT SCHOOL DISTRICT CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN 2008-2009 HUEBNER ELEMENTARY <i>Equity and Excellence: Everybody Counts</i> <i>"It is the nature of man to rise to greatness if greatness is expected of him." John Steinbeck</i>	RESULTS: In preparing all students for college readiness, North East ISD schools will be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work towards a minimum of ten National Merit Semifinalists.
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1	X	X	X	District Initiatives	X				CIP GSF 3TL	Continue to train and implement the District Initiatives as listed under Rigor, Relevance and Relationships to ensure interactive teaching and learning in classrooms.	TAKS 100%, TAKS or M 75% Commended Performance	August 2008 – May 2009	Classroom Teachers Administrators	
1	X		X	Reading	X				CIP CRW ITL	Teachers, students and administration will meet across grade levels in Reading Packs once a semester. Books on Character Traits will be shared along with a related activity.	K-5 Reading Packs will meet once a semester.	August 2008- May 2009	Teachers Administrators Librarian	
1	X		X	Reading	X				ITL CIP CRW	Continue the "Read Kids Read" program to enhance reading skills. Read Around the School	75%Commended Performance in reading.	August 2008 – May 2009	Librarian Administrators Classroom Teachers Parents	
1, 3	X		X	Reading	X				CIP CRW ITL	Teachers will collaborate to plan and implement a Literacy Night.	75% of students and parents will attend as evidenced by sign in sheets.	November 13, 2008	Librarian Administrators Classroom Teachers	
1	X			Reading	X				CRW CIP	The Librarian will teach research strategies to each grade level, K-5.	Increased Commended Writing scores	August 2008 – May 2009	Librarian Technology Classroom Teachers	
1	X	X	X	Reading	X				CIP CRW GSF	Involve students in educational goal setting with teacher feedback after benchmarks and TPRI results.	100% of students will set goals for improvement in reading.	September 2008, January 2009 May 2009	Classroom Teachers	

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1		X	X	Reading	X				CIP GSF	All students in grades 3 & 4 who failed to meet the minimum passing standards on the TAKS will meet with the counselors within the first 3 weeks of school to discuss strengths and weaknesses.	100% of students will share goals for improvement with the counselors.	August-September 2008.	Counselors Classroom Teachers	
1	X	X		Reading	X				GSF 3TL ITL	Provide teachers with continued training in developing meaningful literacy stations and guided reading groups.	Walk throughs will indicate use of literacy stations and guided reading TAKS 100%	August 2008 – May 2009	Classroom Teachers Reading Specialists Administrators	
1	X		X	Writing	X				CIP CRW ITL	Writing Staff Development will be provided in Vertical Alignment with additional training in 6 Traits and Writing Workshop in all content areas. "4" papers will be discussed, reviewed and compared to "3s".	More 3's and 4's papers	September 2008	Instructional Specialists Classroom Teachers Administrators	
1	X			Writing					CRW CIP ITL	Embed writing in all content areas to increase college readiness.*Math journals *Science note booking *Publishing stories *Summarizing and note taking *Reading Response Journals	Commended Performance in TAKS Writing will be at 75%.	August 2008 – May 2009	Classroom Teachers	
1	X	X		Writing	X				CIP CRW	Provide new teachers training in Writer's Workshop or 6 traits Writing.	100% of new teachers will be provided training.	Fall 2008	Language Arts Specialist	

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1	X	X		Writing	X				CIP CRW	Provide continuous training for teachers in Writing. Teachers will share student work at Vertical Team Meetings.	100% of teachers will be provided training	Fall - ongoing	Language Arts Specialist	
1	X		X	Mathematics	X				CIP GSF	Continue the use of Exemplars in Math. Implement the program in K-5 to foster higher level thinking and as an assessment tool.	Teachers will meet with their grade level to discuss the results from their students' work on Exemplars. 100% of walk throughs will indicate the use of Exemplars.	August 2008 June 2009	Julie Rychlik Administrators Classroom Teachers	
1	X			Science	X				CIP	Continue utilization and development of Science Lab with experiments and supplies.	Science Committee Representatives and Parent Volunteers	August 2008 - May 2009	Science Specialist Science Committee Members Parent Volunteers	
1	X			Science	X				ITL	Teachers will sign up every nine weeks to utilize Lab for 80% hands-on science or field experiences.	Lesson plans and walk throughs reflect hands-on learning. 100% TAKS Commended Performance 75%	August 2008 - May 2009	Classroom Teachers	

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1	X			Math Reading Science	X				CIP ITL	Provide staff development that consists of Kilgo TAKS strategies and G. T. strategies.	TAKS 100% 75% Commended Performance	August 2008 - May 2009	Administrators GT Specialists	
1	X		X		X				CIP ITL	Continue Differentiated Instruction using activities presented by Kay Stotts Follow up share sessions will occur one Wednesday a month. *5 Star Model *Socratic Dialogue *Vocabulary Strategies *Note booking *Exemplars *Writing Samples	TAKS 100% 75% Commended Performance	August 2008 - May 2009	Classroom Teachers Administrators	
1	X			Math Reading Science	X				CIP GSF 3TL	Teachers will utilize 6 step vocabulary process across the curriculum.	All walk throughs and lesson planning will include appropriate vocabulary strategies.	August 2008 - May 2009	Administrators Classroom Teachers IIT	
1	X	X	X	Math Reading Science					CIP GSF	Monthly meetings will be conducted for goal setting and to discuss strategies to assist at risk students.	100% of students will pass TAKS	August 2008 - May 2009	Principal Data Team	

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		X		Math Reading Science Writing	X				CIP GSF 3TL	Huebners' Data/Leadership Team will meet twice per month to evaluate Triand data, students' progress and to set student objectives for learning.	100% TAKS 75% Commended	August 2008 - May 2009	Administrators Counselors IIT	
	X	X			X					After each Benchmark, Grade level teams will meet with the Data/Leadership Team to review results. The 3 Tier Levels of Instructional Intervention will be implemented with all 3, 4 and 5th grade students, especially targeting our sub-groups including Special Ed. and LEP.	100% TAKS 75% Commended	August 2008 - May 2009	Classroom Teachers Data/Leadership Team IIT Special Ed. Team	
			X		X					Students with failing grades after each 9 week period will meet with the principal to discuss their goals as needed. Parents will be contacted.		August 2008- May 2009	Principal Classroom Teachers	
		X			X					Triand training will continue for new teachers that involves recording student interventions and parent involvement in the intervention process.		September 2008	Technology Specialist Counselors	
1	X		X	Professional Development	X				ITL CIP	Train/Review practices related to Differentiated Classroom to reach all ability groups, special ed. students, and our At-Risk population, GT.	100% TAKS, TAKS I or M 75% Commended Performance	August 2008 - May 2009	Classroom teachers Specialist	

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				HUEBNER Initiatives										
1	X			Effective Instructional Practices	X				CIP GSP 3TL ITL	Teachers will use strategies for engagement. Say something and think pair share will be used on a regular basis	TAKS 100%	August 2008 – May 2009	Teachers Counselors	
1	X			Effective Instructional Practices	X				CIP GSP	Review "The Marzano Five" Similarities & Differences Summarizing & Notetaking Questions, Cues, & Organizing Interactive Teaching & Learning Goal setting & Providing student feedback.	100% of walk throughs will show evidence of strategies.	August 2008 – May 2009	Teachers Administrators Kay Stotts	
1	X			Effective Instructional Practices	X				CIP ITL	Teachers will review and engage in Socratic Dialogue seminars.	100% TAKS Reading	August 2008 – May 2009	Teachers	
1	X			Effective Instructional Practices	X				3TL GSP CIP CRW	The math, reading, and science specialist will meet with grade level teams at least 2 times during the school year.	100% of walk throughs will demonstrate evidence of strategies.	August 2008 – May 2009	Teachers Specialists Administrators	

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				HUEBNER Initiatives										
	X	X		Provide support and training for ESL teachers	X				CIP CRW ITL	Teachers will implement SIOP strategies to enhance ELL students' learning. Teachers and Administrators will monitor the ELL students' progress closely. Meet with ELL teachers after every grading period to discuss progress. Administrators will use the SIOP walk-through Protocol.	100% passing TAKS Increase TELPAS ratings to Advanced High for all ELL students. Data from Benchmarks and classroom assessments will show improvement towards Mastery and Commended Performance.	August 2008 - May 2009 August 2008- May 2009	Marie Mendoza Classroom Teachers Administrators ELL Teachers	
	X													

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1		X	X	Student Goal Setting	X				GSF	3rd, 4th and 5th grade teachers will meet with individual students to set "TEKS" goals after each Benchmark administration using a TEKS STUDENTS GOAL SETTING form. Goals will be monitored and adjusted after each Benchmark. Students will discuss their progress privately in teacher/student conferences.	100% TAKS	August 2008 - May 2009		
		X	X		X					Administrators will meet with students who are having difficulties to review their TEKS goals and Benchmarks. Parents may be notified.	100% TAKS	August 2008- May 2009		
1			X	Student led conferences	X				GSF	Teachers will have the option to have 4 th and 5 th grade students participate in student led conferences. 3 rd graders will be present in spring conferences.		Teachers Dates of Conferences		

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1,2,3,4		X	X	Basic School	X				CIP GSF	Continue the Basic School model with classroom teachers, students and parents' connection to a shared vision and the 4 C's (community, curriculum, climate and character) Incorporate/review the 7 Character Traits. Each grade level will highlight one character trait from their reading and writing curriculum and post them in the hallways. Morning announcements by grade levels will target the appropriate character trait.	100% TAKS 75% Commended Performance	August 2008 - May 2009	Classroom Teachers Administrators Parents	
3	X			Technology	X				CIP ITL	Support and provide staff development in the mastery of technology proficiencies as outlined in the North East Education Technology Standards.	100% teachers and administrators will master the technology proficiency test on the 8th grade level.	August 2008 - May 2009	District Technology Technology Committee Classroom Teachers Leslie Gaither Cindy Goss	
1, 3			X	Technology	X				CIP	Increase communication between school/home and school/community by enhancing school/teachers' Webpage and Parent Portal.	100% of teachers will implement and update their Webpage each 9-weeks.	August 2008 - May 2009	Technology Committee Classroom Teachers	

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DISTRICT GOAL: Improve instruction for all students, including the sub-populations of Anglo, African-American, Hispanic, Asian & Economically Disadvantaged, Special Education, and English Language Learners by creating engaging activities, programs, tasks, assignments and opportunities that result in student learning.	EXPECTATIONS RIGOR - All students will have access to a challenging curriculum that engages students and reflects college readiness standards. * 3 Tier Instructional Model * Student Engagement Strategies * Content Reading and Writing Strategies * Vocabulary Development * Similarities and Differences * Interactive Teaching and Learning (i.e. THINK-INK-PAIR-SHARE) RELEVANCE - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery. * Student Goal Setting and frequent feedback with individual students * Personal Graduations Plans (PGPs) RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support. * Collegial Instructional Learning and Planning	STUDENT ENGAGEMENT STRATEGIES CIP - Collegial Instructional Learning and Planning GSF - Goal Setting & Frequent Feedback with individual students 3TL - 3 Tier Levels of Instructional Intervention CRW - Content Reading & Writing ITL - Interactive Teaching/Learning
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BGs	RESEARCH BASED STRATEGIES			TARGET AREA	LEVEL			CODE	STUDENT ENGAGEMENT STRATEGIES	ACTION STRATEGY / EXPECTATIONS	RESULTS	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
	Rigor	Relevance	Relationship		HUEBNER Initiatives	E	M							
1	X		X	Technology Reading	X				CIP CRW ITL	Integrate technology and research with units of study.	Classroom teachers will integrate one unit of study through collaboration with the technology specialists and Librarian 100% TAKS Reading & Writing	August 2008- May 2009	Classroom Teachers Librarians Technology Specialist	
1,2,3,4			X	Safe and Drug Free Schools	X				GSF	At risk students will be assigned a mentor who will make weekly contact through visits, notes, lunch etc. as a way to encourage and build confidence in students.	Increased self-esteem and knowledge of their future.	August 2008 - May 2009	Classroom Teachers PALS Grandparents Volunteers	
1,3	X			NEISD College and Career Readiness Initiative	X				CIP GSF	Educate parents and students about the Pre-AP and AP programs through parent education programs and counseling sessions.	Increase number of students in Pre-AP courses.	August 2008- May 2009	Campus Leadership Team Counselors Classroom Teachers	
1			X	NEISD College & Career Readiness	X				GSF ITL	Teach strong organizational and study skills in grades 3, 4 & 5.	Increased scores	September 2008	Administrators, Teachers, Counselors	
1			X	NEISD College & Career Readiness	X				GSF	Conference with 5th grade students to review elementary school progress and plan for secondary education	Planning and Preparation for Middle school transition and course work.	January 2009	Counselors	

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	Rigor	Relevance	Relationship		E	M	H							
				HUEBNER Initiatives										
1,3		X	X	NEISD College and Career Readiness Initiative	X				GSF	Provide education and support regarding college readiness through Career Day (grades 3-5) and guidance lessons.		November 2008	Counselors Parent Ed. Committee	
	X	X	X	Effective Instructional Support	X				GSF	College/University t-shirt day. Provides extra support for students with learning gaps through the Husky Academy		Oct. 2008 – May 2009	Teachers	
2,3	X		X	Watch DOGS	X				3TL	Fathers of students will be scheduled, as volunteers, every day throughout the year to tutor students, support, etc. Morning drop off, cafeteria duty, etc.		Oct., 2008 – May, 2009	PTA Dad's Club	