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**NORTHEAST SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN  
WETMORE ELEMENTARY SCHOOL  
2004-2005**

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Board Goals					TARGET AREA	LEVEL				ACTION STRATEGY	FORMATIVE MEASURE	ASSESSMENT TIMELINE	RESPONSIBLE PERSON(S)	COST/ RESOURCES
1	2	3	4	5		E	M	H	D					
X					Reading	X				Encourage teachers to focus on vocabulary development through a variety of strategies	100% of teachers will implement strategies for vocabulary development	September, 2004- April, 2005	Nancy Brischke, Specialist	Staff Development Funds
x					Reading	x				Every teacher will teach the core vocabulary in their discipline using a six step vocabulary development process	100% of walkthroughs and common assessments will show evidence of vocabulary development	December 2004; April 2005	Nancy Brischke, Specialist and coordinators	
x					Reading	x				Maintain training and implementation of Building Blocks and Four Blocks	100% of formative walkthroughs will demonstrate evidence of strategy instruction	Fall 2004 Spring 2005	Nancy Brischke, Specialist	
x					Reading	x				Develop and implement a benchmark assessment program to guide reading instruction in 2 - 5	100% of students at grades 2-5 will be administered periodic benchmarks to determine reading progress	Summer-Winter 2004 Spring 2005	Nancy Brischke, Specialist	
x					Reading	x				Provide teachers instruction and support in implementation of Best Reading Practices.	100% of teachers will receive instruction in Best Reading Practices for TAKS	Summer 2004 Fall and Winter 2004, Spring 2005	Nancy Brischke, Specialist	
					Reading	x				Support before, during and after reading strategies such as say something in the core content areas	100% of teachers will implement before, during, and after content reading strategies.	Fall and Winter 2004 Spring 2005	Nancy Brischke, Specialist	
X					Writing	X				Improve student writing by aligning instruction through a K - 12 scope and sequence for writing.	100% of 4 grade students will meet expectations on the TAKS writing test	March, 2005	Teachers, Reading Specialist, Wilbert Morgan, Susan Del Toro	
X					Writing	X				Develop and sustain common instructional language and structure for the process of writing in all writing classrooms	100% of new elementary teachers will attend training in the use of writing workshop and 6- Trait writing	August 2004; November 2004; June 2005	Virginia Guerrero, Language Arts Specialists	District Funds

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X					Writing	X				Develop and implement a benchmark assessment program to guide writing instruction in K - 5	100% of students at grades 2-5 will be administered periodic benchmark tests to determine progress in writing.	Fall, 2004 and Winter, 2005	Virginia Guerrero, Language Arts Specialists	District Funds
x					Mathematics	x				Every teacher will use the strategies Say Something and Think, Pair, Share on a regular basis	100% of walkthroughs and lesson plans will show evidence of strategies Say Something and Think, Pair, Share	December 2004; April 2005	Carol Harle; Wilbert Morgan, Susan Del Toro, Curriculum Specialists	
X					Mathematics	X				Utilize the revised North East Scope and Sequence for Grades K through 8	100% of students will score a minimum of 70 on each benchmark assessment.  100% of formative walkthroughs will indicate adherence to district sequence.	October, 2004 February, 2005  Monthly	Wilbert Morgan, Susan Del Toro, Lu Ann Weynand, Math Specialists	District Funds
X					Mathematics	X				Integrate the use of the following Best Practices into the math program: * inquiry, * class discourse, and * use of appropriate tools.	100% of formative walkthroughs will indicate appropriate use of these instructional strategies.	November, 2004 March, 2005	Wilbert Morgan, Susan del Toro, Lu Ann Weynand, Math Specialists	District Funds
x					Mathematics	x				Provide 5th grade teachers with focused professional development and support in the implementation of best practices and standard based mathematics curriculum	100% of formative walkthroughs will indicate implementation of content and strategies of the professional development	October, 2004 January, 2005	Lu Ann Weynand, Math Specialists, Wilbert Morgan, Susan Del Toro	District Funds
x					Mathematics	x				Monitor common assessments.	C.O. will review common assessment data with Wilbert Morgan	November, 2004 February, 2005		

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x					Science	x				Every teacher will use the strategy of classifying on a regular basis	100% of walkthroughs and assessments will show evidence of students working on classifying.	December 2004- May 2005	Curriculum Coordinators, Carol Harlel	
X					Science	X				Integrate the use of effective teaching practices into the science program including the 5E's Lesson Cycle, KWL, Word Walls, and Concept Mapping, classifying concept, critical thinking, and think, pair, share	100% of the formative walkthroughs will indicate use of effective teaching strategies.  Every teacher will score a 2 or higher on the Science Configuration	Monthly	Wilbert Morgan, Susan Del Toro, Patti Castellano, and Science Instructional Specialists	
X					Science	X				Conduct training to develop the use of alternative assessment strategies including authentic, performance, portfolio and embedded assessments	100% of students will have 3 examples of authentic assessments in their portfolio.	Fall 2003 Training Weekly Monthly	Wilbert Morgan, Susan Del Toro, Department Chairmen, Science Instructional Specialists	District Funds
x					Science	x				Develop and implement common semester assessments.	5th grade students will receive assessments	December 2004 May 2005	Patti Castellano, Science Instructional Specialists, Wilbert Morgan, Teachers	
X					Science	X				Teachers will attend training to assist in developing competency in science	100% of formative walkthroughs will reflect teacher competency in science instruction	September - May	Wilbert Morgan, Susan Del Toro, Science Instructional Specialists	District Funds
					Science	x				Wetmore students will have the opportunity to participate in a Science Fair to give them a better understanding of 5E's Lesson Cycle	Students will have a better understanding of the 5E'S Lesson Cycle	Spring 2005	Wilbert Morgan, Susan Del Toro, Teachers	\$1,000

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X					Science	X				Science will be taught using the 5 E's Lesson Cycle.	Every science student will develop a portfolio with a minimum of six products that reflect the 5E's.	Weekly, Monthly	Wilbert Morgan, Susan Del Toro, Science Instructional Specialists	None
x					Science	x				Provide all students with a safe environment in which to learn science	100% of walkthroughs will demonstrate compliance	September- May	Wilbert Morgan, Susan Del Toro	
x					Social Studies	x				Implementation of differentiated instruction through Social studies Alive! To include strategies and the development of District Social Studies Alive	Formative observations will show indication of curriculum	December, 2004 June, 2005	Teachers, Social Studies Contact	District Funds
X	X		X		Gifted/Talented	X				Integrate Systems Thinking in the four core G/T curriculum areas.	All curriculum units will incorporate systems thinking strategies.  100% of G/T students will produce a minimum of one systems thinking product in each core area.	Each nine weeks  Each nine weeks	Kay Stotts, Sylvia Sauter	District Funds
X	X				Gifted/Talented	X				Create or refine all rubrics for all <u>Understanding by Design (UBD)</u> curriculum units.	100% of the curriculum units will reflect UBD design elements.  On a rubric designed for UBD, 100% of students will score three or above.	Each nine weeks  4th nine weeks	Kay Stotts, Sylvia Sauter	District Funds
X					Library Services	X				Use Big Six Research Strategy, Grades 2 - 5	Librarian will guide research project in Lang. Arts, Science, and Social Studies.	One lesson plan submitted and approved to Database per year	Cynthia Baker, Diane Hopkins	
X					Library Services	X				Provide training in SIRSI software.	Librarian will use SIRSI as indicated in monthly circulation statistics.	July, 2003 through June, 2004	Processing Coordinators, Diane Hopkins	District Funds

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X					Library Services	X				Provide training in Gale Resources and electronic databases.	Librarian will use Gale Resources and electronic databases.	July, 2004 through June, 2005	Technology Coordinator, Diane Hopkins	District Funds
X					Library Services	X				Maintain focus on TEKS and curriculum integration.	Librarian will create integrated TEKS unit to be posted online in shared library folder.	Every semester	Cynthia Baker, Diane Hopkins	None
X					Dyslexia	X				Continue implementation of dyslexia program that meets state mandated requirements	100% of identified dyslexia students will be provided service as evidenced by cluster campus rolls and reflected in STAT meeting notes as well as parent letters.	2004-2005 school year	Beverly Kinsey, Wilbert Morgan, Susan Del Toro, Jeanne Schaefer, STAT	District Funds
X					Professional Development	X				Continue North East Academy for Excellence in Teaching (NEAET), a mentoring and district permit program.	Evaluations of 3 or above will be obtained in all sixteen sessions.  Quarterly surveys will indicate 100% of teachers have used information from the sessions in their current position.  Semester surveys will indicate exceeds expectations on the content and process of the program.	Calendar of sessions provided in addendum	Carol Harle, Judy Gamble, Susan Del Toro	District Funds
X					Professional Development	X				Participate in principals' cohort meetings	All principals will attend monthly cohort meetings.	January, 2004 June, 2005	Alicia Thomas Carol Harlel	District Funds
X					Professional Development	X				Implement training design for Academic Deans.	Sessions will receive a rating of 3 or above. Follow-up surveys will report use of skills used in sessions.	October, 2004 December, 2004 February, 2005	Curriculum Coordinators Carol Harle	

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X					Professional Development	X				Provide additional leadership experiences for principals and assistant principals.	All school administrators will participant in at least five professional development opportunities	Monthly	Mark Scheffler, Frances Heath	District Funds
X					Professional Development	X				Paraprofessionals will participate in staff development	Sessions will receive a rating of 3 or above. Follow-up surveys will report use of skills used in sessions.	Monthly	Frances Heath, Diana Bennet, Supervisors	District Funds
X					Professional Development	X				Participate in monthly leadership meetings	Sessions will receive a rating of 3 or above. Follow-up surveys will report use of skills used in sessions.	Monthly	Frances Heath, Carol Harle	District Funds
X					Special Education	X				Provide staff development regarding appropriate referrals and service delivery options	10% reduction of referrals to special education.	Monthly	Wilbert Morgan, Susan Del Toro, Judith Higgins, Judy Telese	Funds from managed accounts
X					Special Education	X				Provide an individualized program for students with disabilities in various curriculum areas in the least restrictive environment, with emphasis on increased participation in the general education curriculum.	Increase the number of students with disabilities served in general education settings to a level below the TEA 125% standards as reported on the data analysis system.	Monthly	Judith Higgins, Marcia Naveson, Wilbert Morgan, Susan Del Toro	Funds from managed accounts
X					Special Education	X				Monitor compliance with timelines for initial evaluations and annual ARDs (CAP-Timelines, Initial Evaluations).	ARDs and initial evaluations for all students will occur on time.	Monthly	Judith Higgins, Murray Worsham, Lynn Matherne, Wilbert Morgan, Susan Del Toro, Campus Coordinators	Funds from managed accounts

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	X				Accelerated Education At Risk	X				Provide staff development designed to implement, assess, and evaluate the effectiveness of services provided to students at risk of dropping out of school.	100% of the personnel working with At Risk students will attend staff development related to teaching the At Risk student and Drop Out Prevention.	August, 2004 through May, 2005	Wilbert Morgan, Susan Del Toro, Mary Lou Roemer, Pam Bagley, Carol Harle, Don Dalton	SCE Funds
		X			Accelerated Education At Risk	X				Implement effective parental involvement activities to improve student academic achievement, school performance and attendance.	1% increase in student attendance at Wetmore	June, 2005	Wilbert Morgan, Susan Del Toro, Mary Lou Roemer, Pam Bagley	SCE Funds 9.7 FTE
X					Accelerated Education At Risk	X				Provide educationally related support services to homeless students who do not attend participating Title I schools.	Reduce disparity in rates of high school completion between students at risk of dropping out of school and all other district students in the four core curriculum areas.	July, 2003 through June, 2004	Wilbert Morgan, Sue Moran, Barbara Bading	Title I Funds
X					Accelerated Education At Risk	X				Implement, research based accelerated education programs to address the needs of all special population students, including but not limited to, limited English proficient, migrant, students with disabilities and disadvantaged students.	100% of students with special needs will pass TAKS.	Sept, 2003	Wilbert Morgan, Don Dalton, Curriculum Coordinators	Title I Funds

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X	X			X	Technology Applications	X				<p>Campus Technology Committees will meet a minimum of once a month with Educational Technology Staff to identify technology staff development needs, technology trainers, and campus infrastructure needs</p>	<p>Using a technology survey, 100% of teachers will gain proficiency in at least one technology knowledge and skill area.</p> <p>100% of teachers will participate in at least nine hours of staff development that has a technology component as measured by the Professional Development Planner.</p> <p>Instructional Technology Specialists will monitor to insure 100% of the Campus Technology Readiness Checklist items are addressed as needed.</p>	<p>Yearly</p> <p>Semester</p> <p>Monthly</p>	<p>Wilbert Morgan, Campus Technology Committee Representatives (one per grade level, team, department), Instructional Technology Specialists and Coordinators, Tim Miller</p>	District Funds
		X		X	Technology Applications	X				<p>Educational Technology staff will support teachers in the utilization of GradeSpeed and TeacherWeb software to manage grades and improve communication with staff, students, and parents</p>	<p>100% of teachers who report numerical grades will use GradeSpeed to record grades.</p> <p>100% of teachers who report numerical grades will use GradeSpeed to upload nine-weeks grades.</p> <p>100% of teachers will post essential classroom information as outlined in the Teacher Web template.</p>	<p>Yearly</p> <p>Semester</p> <p>Monthly</p>	<p>Wilbert Morgan, Susan Del Toro, Teachers, Brenda Padalecki, Sandy Paul, Jerry Baldrige, Steve Young</p>	District Funds

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X					Technology Applications	X				Educational Technology staff will provide teachers and students with keyboarding software, equipment and staff development to deliver keyboarding instruction and practice	100% of students will demonstrate mastery of grade level keyboarding proficiencies as assessed by proficiency tests provided with software and developed by Career and Technology Education.	Twelve-weeks	Wilbert Morgan, Susan Del Toro, Teachers, Instructional Technology Specialists and Coordinators, Jerry Baldridge, Becky Adams, Tim Miller	District Funds
X					Technology Applications	X				Educational Technology staff will support teachers in the utilization of the North East Technology Applications Standards for Students to assess mastery of essential knowledge and skills	100% of students will demonstrate mastery of grade level technology standards as measured by district proficiency tests, rubrics, and a student portfolio stored on a CD.	Nine-weeks	Wilbert Morgan, Susan Del Toro, Teachers, Instructional Technology Specialists and Coordinators, Tim Miller	

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X		X			Technology Applications	X				<p>Educational Technology staff will support teachers and students in the utilization of classroom computers, wired computer labs, and wireless computer labs on a regular basis to integrate technology standards into the content areas</p>	<p>100% of administrators and classroom teachers will use the Technology Innovation Configuration for walkthroughs, observations, and reflective practice. 100% of classroom teachers will score a two or above on the Technology Innovation Configuration.</p> <p>100% of classroom teachers will work with students in the <b>wired</b> or wireless computer labs a minimum of six hours each nine-weeks grading period as evidenced by lesson plans.</p>	<p>Semester</p> <p>Nine-weeks</p> <p>Bi-Weekly</p>	<p>Wilbert Morgan, Susan Del Toro, teachers, Curriculum and Instructional Technology Specialists, Instructional Technology Coordinators, Tim Miller</p>	District Funds

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X	X		X		Safe and Drug-Free	X				All campus plans will include Safe and Drug-Free Schools program efforts including goals and strategies for violence prevention and intervention on campus addressing the following four areas: 1. Reduce the use of tobacco, alcohol and other drugs among students 2. Reduce incidents of violence/Improve school safety 3. Increase parental and community involvement in violence- and drug prevention activities 4. Increase student involvement in school activities	Review of campus plans will indicate 100% compliance with Safe and Drug-Free mandates, including the four areas: 1. Reduction in the use of tobacco, alcohol and other drugs among students 2. Reduction in incidents of violence/Improve school safety 3. Increased parental and community involvement in violence- and drug prevention activities 4. Increased student involvement in school activities	August, 2004 through May, 2005	Wilbert Morgan, Susan Del Toro, Mary Lou Roemer, Pam Bagley, Pat Sanford	

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X	X	X	X		Safe and Drug-Free	X					Plan and implement a comprehensive SDFS program that includes: - Advisory Boards (H Level) - Programs based on needs assessment -Prevention strategies that include family and community involvement as a key element in achieving program goals - Student Teacher Assistance Network (STAN) - Peer Assistance and Leadership program (PAL) - Mediation/Conflict Resolution - Professional Development	Advisory Boards will meet and function according to Safe and Drug free schools standards and benchmarks.  Needs assessment data interpreted and utilized to customize programs at local campuses.  100% of campuses will involve community in safe and drug-free activities.  Surveys monitoring STAN Program will reflect exceeds expectations in 80% of responses.  Surveys of PAL students will reflect exceeds expectations in 95% of responses.  100% of campuses will have mediation/conflict resolution program.	Monthly Mediation Reports  Monthly STAN Quantifiable Measures Report  PAL Six Weeks Training and Service Report	Wilbert Morgan, Mary Lou Roemer, Pam Bagley, STAN Counselors, PAL Teachers, SDFS Campus Contacts, Pat Sanford	District Funds

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				X	Safe and Drug-Free	X				Complete the Annual Title IV, Safe and Drug-Free Schools and Communities Evaluation Report	5% district reduction in incidents of violence and drug use as indicated in the following: (using yearly data) - PEIMS Data - Drug, Alcohol, and Violence Report from Pupil Personnel Services - STAN Quantifiable Measures Report - Mediation Reports by campus - PAL Six Weeks Training and Service Reports	September, 2004 May, 2005	Pat Sanford, Annette Millard, Bruce Schneider, STAN Counselors, PAL Teachers, Wilbert Morgan, Susan Del Toro	
				x										
X	X		X		Guidance	X				Implement the state-mandated comprehensive developmental guidance program.	100% of guidance counselors will receive part two of guidance program to include evaluation processes.	May, 2005	Mary Lou Roemer, Pam Bagley, Guidance Leadership Team, Guidance Director	
												Quarterly		
X					Guidance	X				Organization, planning and evaluation of Campus Guidance Programs	Counselors will develop yearly plans which incorporate level-appropriate percentages of time spent in the four guidance components	May-05	Mary Lou Roemer, Pam Bagley Leadership Team, Guidance Director	District Funds

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X		X			Guidance	X				All elementary counselors will meet with students and parents prior to the end of 5th grade to discuss taking a rigorous curriculum and the Gear-Up Program for the Texas Grant. (HB713, SB158)	Parent sign-in sheets will show 100% compliance.	April, 2004	Mary Lou Roemer, Pam Bagley, Wilbert Morgan, Susan Del Toro	
	X		X		Discipline Management	X				Make modifications to campus BMP based upon data	Written modifications to the Campus BMP will be incorporated	Yearly	Wilbert Morgan, Susan Del Toro	None
	X		X		Discipline Management	X				Training and motivation of school personnel for BMP implementation	Each campus will have completed initial training of staff members allowing for initial implementation of the BMP and character education module.	August, 2004 through May, 2005	Wilbert Morgan, Susan Del Toro	District Funds