

**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  
WILDERNESS OAK ELEMENTARY 2008-2009**

*"The goal makes the team." Mark Rolewski*  
*"Teams get results." Katzenback and Smith*

**RESULTS**

North East ISD schools will prepare all students for college and careers, be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work toward a minimum of ten National Merit Semifinalists per comprehensive high school.

**DISTRICT GOAL**

To enhance the professional practice of all North East educators in order to improve learning for all students and to keep all students on track for high school graduation and post secondary success, focusing on the student-populations of African-American, Anglo, Asian, Hispanic, Economically Disadvantaged, Special Education, and English Language Learners through a common, high-quality curriculum, focused teacher collaboration, and formative assessment that guides differentiated instruction creating flexibility and responsiveness to best serve learners and to increase student achievement.

**CODES FOR STUDENT-CENTERED STRATEGIES**

- RIGOR - All students will have access to a challenging, TEKS focused curriculum that is engaging and reflects college/career readiness.
- 3TL 3 Tier Instructional Model
  - CRW Content Reading and Writing Strategies
  - AV Development of Academic Vocabulary
  - AL Active Learning
  - CT Critical Thinking and Problem Solving
  - DI Differentiated Instruction, Flexibility and Responsiveness
- RELEVANCE - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery.
- GSF Goal-Setting and Frequent Feedback with Individual Students
  - AFL Assessment For Learning--Strategies to Guide Instruction
  - PGP Personal Graduations Plans
  - CCR College / Career Readiness
- RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.
- CLP Collegial Learning and Planning (i.e. professional learning communities)
  - MCP Managing Classroom Procedures
  - IA Improved Student Attendance
  - PI Parent & Community Involvement

BGs	TARGET AREAS (Specific goals based on campus and students' needs)	ACTION STRATEGIES (Actions needed to accomplish target areas)	EVALUATION INDICATORS (How will progress be monitored? What feedback will determine progress?)	Student-Centered Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
1	Reading/ELA	Teachers will implement Literacy Stations to include science and social studies activities and small group Guided Reading (K-5).	All snapshot visits, formative walkthroughs, and lesson planning in reading will indicate use of literacy stations and small group guided reading. 100% of students in grades 3-5 will meet expectations in TAKS Reading and Commended Performance will be 70% or greater.	GSF,3TL, CRW, DI	Fall 2008-Spring 2009	Reading specialist, IIT (Angela Heyde), Classroom teachers, Jane Jensen, Jeffrey Owens, and Harold Massey	\$500
1,5	Reading/ELA	Kinder and first grade teachers will send home supplemental readers weekly for students to read at home in order to increase their reading skills.	Home reading log will indicate student participation, and TPRI scores will show gains for all students.	3TL,GSF,CRW	Fall 2008-Spring 2009	K-1 teachers	\$1,000
1	Reading/ELA	Continue vocabulary development for all students across content areas using the district provided vocabulary lists, the Six Step Vocabulary process, and other strategies.	All snapshot visits, formative walkthroughs, and lesson planning in reading will indicate use of literacy stations and small group guided reading. 100% of students in grades 3-5 will meet expectations in TAKS Reading and Commended Performance will be 70% or greater.	CRW, AV, 3TL, CT	Fall 2008 - Spring 2009	classroom teachers	
1	Reading/ELA	Support differentiated writing instruction by providing training and support in the implementation of writing workshop, six trait writing, and strategies for all steps in the writing processes. Students will write across the curriculum in Science/Social Studies, Math Journals, etc.	Formative walkthroughs, snapshot visits, and lesson planning for writing will indicate appropriate application of six trait writing principles and best practices of writing instruction. 100% of fourth grade students will meet expectations of Writing TAKS and Commended Performance will be 70% or greater.	CRW, 3TL, CT, DI	Fall 2008 - Spring 2009	Reading Specialist Gina Graham, Classroom teachers, Jane Jensen, Jeffrey Owens, and Harold Massey	\$500
1	Reading/ELA	Students in grades K-5 will complete each step of the writing process, and publish at least once a quarter.	Evidence of the process will be kept in the student's writing folder, and 100% of students writing rubrics will show improvement in student success as measured from fall to spring. Administrators will read writing samples.	3TL, CRW, AL, AFL	Fall 2008 - Spring 2009	Classroom teachers, Jane Jensen, Jeffrey Owens, and Harold Massey	

1	Reading/ELA	Teachers in grade K-5 will continue to participate in an ELA book study to support the language arts curriculum. The K-2 book is Making the Most of Small Groups and 3-5 is Mentor Text.	Formative walkthroughs, snapshot visits, and lesson planning for writing will indicate appropriate application of six trait writing principles and best practices of reading/writing instruction. 100% of fourth grade students will meet expectations of Writing TAKS and Commended Performance will be 70% or greater.	3TL, CRW, AL, CT	Fall 2008	Classroom teachers, Jane Jensen, Jeffrey Owens, Harold Massey, Angela Heyde and Gina Graham	\$250
1, 2, 3	Mathematics	Plan and hold a Family Math Night which will include sessions to educate parents about strategies they can use with their children at home.	50% of the Wilderness Oak families will attend and gain a better understanding of grade level math strategies, resulting in increased Math TAKS scores.	AL, CT, DI, PI	Fall 2008	Math Committee, Classroom teachers, PTA Volunteers,	\$250
1	Mathematics	Plan and incorporate lessons as a grade level using trade books from the Marilyn Burns Connections kit once per nine weeks. Teachers will guide students to make math connections through the literature.	Students will gain a better understanding of the math skills/concepts being taught through the use of literature, resulting in increased Math TAKS scores.	AV, 3TL	One lesson per grading period	Classroom teachers	\$500
1, 2	Mathematics	Students in grades K-5 will participate in "Literature Computation" activities with Learning Buddies in correlation with the 100th day of school.	Students will gain a better understanding of the math skills/concepts being taught through the use of literature resulting in increased Math TAKS scores.	CRW, AV, 3TL	Spring 2009	Classroom teachers	\$250
1	Mathematics	Teachers in grades K-5 will participate in a math book study to enhance math instruction in the classroom.	Formative walkthroughs, snapshot visits, and lesson planning for math will indicate appropriate application of ideas learned, and best practices of math instruction.	AFL, AV, DI	Spring 2009	Classroom teachers	\$1,500
1	Mathematics	Utilize the vocabulary development process to teach all necessary vocabulary when introducing new mathematics concepts (Six Step Vocabulary Model). Use the district-wide grade level math vocabulary list.	Using the "What to Look for in the Mathematics Classroom Checklist", 100% of formative walkthroughs will indicate application of skills acquired.	AV, 3TL, AL	Fall 2008 - Spring 2009	Jane Jensen, Jeffrey Owens, Harold Massey, Cluster Math Specialist Julie Rychlik, K-5 Classroom teachers	
1	Mathematics	Throughout the utilization of North East Scope and Sequence, continue the Exemplars materials including student feedback, and the new Math adoption. Investigations lessons implemented using discovery-based learning. Teachers will connect a TAKS-based question using TAKS format to the appropriate mathematics concept, and 90 minute Math Plan will be utilized as will TEKS be displayed for students to view.	85% of students will score a minimum of 70 on each benchmark. 100% of formative walkthroughs will indicate appropriate use of these instructional strategies. 100% of students in grades 3-5 will meet expectations in Math TAKS, and Commended Performance will be 70% or greater.	AL, 3TL, GSF	Fall 2008 - Spring 2009	Cluster Math Specialist Julie Rychlik, K-5 Classroom teachers, Jane Jensen, Jeffrey Owens and Harold Massey	
1	Science	At least 1 teacher per grade level will attend all Scope meetings, and share information with team members to be evidenced in teachers' Science plans and lessons.	Students will have a wider variety of quality lessons when teaching the science concepts, as evidenced by snapshot visits, formative walkthroughs, and lesson planning. 100% of 5th grade students will show mastery on Science TAKS test, and Commended Performance will be 70% or greater.	CLP	Fall 2008 - Spring 2009	Classroom teachers	
1	Science	Engage students in 80% hands-on laboratory and field experiences utilizing centrally-located science materials.	Lessons, walkthroughs, and teacher implementation will reflect students' involvement in hands-on learning. 100% of students will meet expectations on TAKS Science in Grade 5, and Commended Performance will be 70% or greater.	3TL, AL, CT	Fall 2008 - Spring 2009	Classroom teachers, Jane Jensen, Jeffrey Owens and Harold Massey	\$500
1	Social Studies	In order to enrich the curriculum, Core Knowledge and History Alive! will be taught as well as Social Studies TEKS.	Lessons, walkthroughs, and teacher implementations will reflect students involvement in relevant learning of Social Studies content.	AL	Fall 2008 - Spring 2009	Classroom teachers, Jane Jensen, Harold Massey, Jeffrey Owens	\$1,250
1	Social Studies	Integrate "Dream" Theme across all academic areas throughout the year utilizing Core/Basic School Committees/Library Support for implementation. Activities can be accessed at <a href="http://www.legacyproject.org">www.legacyproject.org</a> .	Ongoing theme will be featured during announcements, Public School Week, and integrated into classroom curriculum. 100% of students will participate throughout the year.	AL	Fall 2008 - Spring 2009	Wilderness Oak Staff	\$750

1	Foreign Language	Implement an exploratory Spanish program taught by instructional assistant using the video program Espanol Para Ti, and supplemented with other spanish lessons	A trained instructional assistant will teach utilizing a video Spanish program. Every student will have a minimum of 45 minutes of instruction in Spanish biweekly.	3TL	Fall 2008 - Spring 2009	Jane Jensen, Instructional Assistant Janie Munoz	
1	Gifted/Talented	The enriched G/T curriculum along with G/T field trips will assure that G/T students will be commended on TAKS.	100% of G/T students will be commended on all TAKS tests taken in grades 3-5.	AL	Fall 2008 - Spring 2009	G/T coordinator, G/T teacher Kathy Middleton & Jane Jensen	\$750
1, 2	Gifted/Talented	Continue Differentiation training during faculty meetings.	All teachers will continue to receive, and implement differentiated training.	CRW,AV, AL, CT,DI, GSF,	Fall 2008 - Spring 2009	G/T coordinator Kay Stotts, G/T teacher, & Jane Jensen, & Classroom teachers	
1	Library Services	Campus librarian will continue the Read Around the School district-wide reading activity to promote reading.	100% of Wilderness Oak students will participate in the district "Read Around the School" activity each semester.	AV, AL, DI	Fall 2008 - Spring 2009	Librarian and Classroom teachers	
1,5	Library Services	The librarian will provide training in the use of the library portal to both students, staff, and parents. Teachers will model use in the classroom.	100% of the students and staff will utilize the resources available on the portal while at school. Students will be encouraged to use the resources at home when applicable.	CRW, AV, AL,CT, DI	Fall 2008 - Spring 2009	Librarian and Classroom teachers	
4,5	Library Services	The librarian will provide training to staff and students in the ethical use of materials which include copyright and intellectual property issues.	100% of staff will receive copyright training, and abide by the copyright rules.	CT	Fall 2008 - Spring 2009	Librarian and Classroom teachers	
1,5	Library Services	The librarian will teach information skills, and other research models, Grades K-5. Projects will be developed using inquiry techniques that support higher-level learning.	Librarian will guide at least one inquiry project each year that integrates with class-research projects in Language Arts, Science, and Social Studies.	AL, CT, DI, GSF	Fall 2008 - Spring 2009	Librarian and Classroom teachers	
1	Library Services	The librarian will launch "Been There, Read That (jr.), a web application to allow fourth and fifth grade students to review books they read.	Students in grade 4 & 5 will use this web application.	CRW, GSF, AL	Fall 2008 - Spring 2009	Librarian and Classroom teachers	
1	Bilingual/ESL	On each grade level, there will be 3-4 ESL certified teachers. Teachers will be trained in the following areas: SIOP, compliance support, and classroom support for LEP students. This training will be implemented in each ESL classroom as evidenced in lesson plans.	LEP students will make one level gain in English proficiency as measured annually.	CRW, ITL, CLP, V, ITL	Summer 2008	Kathy Johnson, ESL teachers	
1,3	Bilingual/ESL	ESL Parent Education Coffee will be held each semester to discuss ways parents can support their ELL learners.	50% of ELL parents will attend the Parent Education Coffees as evidenced by sign in sheets.	3TL, PI, AFL	Fall 2008 - Spring 2009	Kathy Johnson, ESL teachers	\$100
1,2	Professional Development: Teachers new to the school/profession.	Provide targeted/effective mentor program for teachers new to the profession which supports our school vision.	100% of our new teachers will meet weekly with their mentors in order to develop and sustain a positive/supportive professional relationship.	CLP	Fall 2008 - Spring 2009	Jane Jensen, Jeffrey Owens, Harold Massey, Mentors/ Mentees	
1,2	Professional Development: Teachers new to the school/profession.	Teachers new to profession will observe effective teaching practices twice a year.	Teachers will implement at least two effective practices within their classroom as documented by lesson plans.	CLP	Fall 2008 - Spring 2009	Jane Jensen, Jeffrey Owens, Harold Massey, Mentors/Mentees	\$750 for Subs
2,4	Accelerated Education At Risk	At-Risk students will be assigned a staff mentor to make regular contact through personalized notes, visits, lunch, etc. Individual goals will be formed and reviewed. This program will be called STARS: Sharing Time And Reaching Success.	Students will show increased self-esteem and success, as measured by report card grades (academic and behavioral).	GSF	Fall 2008 - Spring 2009	Kathy Johnson and Tracy Fazzone, All Staff	\$100

1	Accelerated Education At Risk	Teachers and students will use question stems to improve student comprehension.	100% of students in grades 3-5 will pass the Reading TAKS test and Commended levels will be 70% or greater	AL, AFL,3TL	Fall 2008 - Spring 2009	Angela Heyde, IIT, RAP and/or Voyager teachers	
1	Special Education	Identified special education and general education students will attend a Co-funded Content Mastery center as needed for support.	Content Mastery Center sign-in logs will document attendance, subject assistance, level of help, and duration of time spent in the center.	3TL,DI	Fall 2008 - Spring 2009	RTI Teams, ARDC, Special Education staff teachers, General Education staff members	
1	Special Education	Increase success of Special Ed. students on state assessments through continued inclusion/co teaching support.	100% of Special Ed. students will show mastery on TAKS, TAKS-A, or TAKS-M.	3TL, CT, AFL	Fall 2008 - Spring 2009	Special Ed. staff and General Ed. teachers	
1,5	Technology Applications	Teachers and students will utilize grade level trunks, computer lab, and other technologies on a regular basis to integrate Technology Application Standards into the content area. "Tech-Tips" will be included at regular faculty meetings.	100% of students will use computer lab or laptop trunks for a minimum of 9 hours during each nine week grading period as evidenced by lesson plans and student projects. Teachers will implement and adapt tips as appropriate.	AV, AL, CT	Weekly Fall 2008 - Spring 2009	Classroom teachers, Technology Committee, Jane Jensen, Jeffrey Owens, Harold Massey	
1,5	Technology Applications	Teachers will plan integrated technology lessons that will be shared and implemented by the grade level.	Students will become more proficient with the Technology TEKS at each grade level as evidenced by lesson plans and projects.	AV,AL,CT	Weekly Fall 2008 - Spring 2009	Librarian, Classroom teachers	
2,3,4	Safe and Drug Free Schools	Plan and implement a comprehensive SDFS program that includes Reagan Peer Assistance and Leadership Program (PAL).	Student surveys will reflect increased student success and self-esteem through relationships with PALs.	GSF	Fall 2008 - Spring 2009	Kathy Johnson and Tracy Fazzone, Reagan PAL sponsor	
2,4	Safe and Drug Free Schools	Plan and implement a Peer Mediation/Conflict Resolution program to aid in solving student conflicts on campus. Program will include training 4th and 5th grade students in conflict resolution skills.	Mediation/conflict resolution program will reduce office referrals by 10%. Students will demonstrate an ability to solve conflicts with peers. Mediation reports completed by campus to show successful conflict resolution.	GSF	Fall 2008 - Spring 2009	Kathy Johnson and Tracy Fazzone	
1,2,4	Guidance	Counselors will conduct monthly guidance lessons in each class focusing on virtues, test-taking strategies, self esteem, problem-solving, etc.	There will be improved student behavior as evidenced by fewer discipline issues and counselor/administrative referrals.	GSF	Fall 2008 - Spring 2009	Kathy Johnson and Tracy Fazzone, Classroom teachers	
1,2,4	Guidance	Counselors will meet with 5th grade parents and students prior to the end of 5th grade to discuss taking a rigorous curriculum, the Gear Up Program, and College/Career awareness.	100% of 5th grade students will meet with counselor, and majority of parents will attend the parent education offerings.	GSF, CCR,PI	Fall 2008 - Spring 2009	Kathy Johnson, Tracy Fazzone and Lopez Middle School counselors	\$50
1,3	Guidance	In order to stress college and career readiness, a Career Day with speakers will be scheduled for 4th and 5th graders and K-3 students will participate in career activities like dressing up as their "dream" career.	100% of students will increase their level of college and career interests as related to their future career-shown by a written student component related to the day.	GSF, CCR, CRW, PI	Fall 2008	Kathy Johnson, Tracy Fazzone, teachers	
2	Health Services	Professional development focusing on documentation/medication will be provided to all teachers.	There will be a 100% compliance with district mandate concerning medication and documentation.	N/A	Fall 2008 - Spring 2009	Nurse Deb Stull, Classroom teachers	
2	Discipline Management	Teachers will implement the CHAMPs, Self-Manager, Love & Logic, and Class Meeting programs across grade levels.	90% of student body will receive an E or S in conduct for each grading period.	MCP	Fall 2008 - Spring 2009	Jeffrey Owens, Harold Massey, Jane Jensen, Kathy Johnson, Tracy Fazzone, Discp. Comm, Classroom teachers	\$1,000

2	Discipline Management	Teachers will be trained to implement the CHAMPS process across all grade levels. CHAMPS training will be provided to teachers for 6 hours per 9 week period.	5% decrease in discipline referrals, and CHAMPS training will be provided to all teachers for 6 hours per nine week period.	MCP	Fall 2008 - Spring 2009	Jeffrey Owens, Harold Massey, Jane Jensen, Kathy Johnson, Tracy Fazzone, Discp. Comm, Classroom teachers	
2	Discipline Management	Staff will implement the Second Step Program within classrooms to assist with creating empathy, anger management, and decreasing impulsivity. This will also serve as an Anti-Bullying curriculum to reinforce positive relationships.	There will be at least a 5% decrease in discipline referrals at our campus from the previous year.	ITL	Fall 2008 - Spring 2009	K-5 Classroom teachers	\$500
1,3	Student Goal Setting	Using the student academic goal setting plan, teachers will communicate with parents about student achievement in fall. Student-led spring conferences will celebrate student achievements/goal mastery in grades K-5.	100% of parents and students will participate in Parent Conferences, addressing student goals and progress.	GSF	Fall 2008 - Spring 2009	Classroom teachers	\$250
	Student Attendance	Continue classroom and schoolwide incentives for reaching attendance goals of 97%.	Maintain at least 97% campus attendance rate.	IA	Fall 2008 - Spring 2009		\$250