

**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  
 2009-2010  
 Bulverde Creek**  
*"The goal makes the team." Mark Rolewski*  
*"Teams get results." Katzenback and Smith*

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**CODES FOR STUDENT-CENTERED STRATEGIES**  
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 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
1,2	Campus initiatives will focus on the district instructional goals. Student achievement will be enhanced through the 3 Rs.	Share Power Point that highlights the district/campus instructional initiatives for 2009-2010. All instructional goals will focus on one or more of the following CLP, GSF, AV, AL, CRW, 3TL, CT, DI, AFL.	The Bulverde Creek instructional team will have a clear understanding of the district/campus goals and initiatives. Agendas from Wednesday rotation meetings, lesson plans, grade level planning agendas, classroom walk throughs, and periodic evaluations of data will produce evidence of student learning.	CLP GSF 3TL CRW AV AL CT DI AFL	August 2009 Power Point Initiatives 2009-2010	Bulverde Creek Administrative Team and Instructional Staff	
5	Continue to focus on maintaining a high level of student attendance (ADA) in order to maximize student academic success.	Students will be recognized for perfect attendance every 9 weeks. Each semester student attendance will be recognized by the administrative team.	Student attendance records will be closely monitored by : * teachers will call home *attendance letters will be sent *good attendance will be celebrated *high attendance rates will be celebrated in individual classrooms * student recognition by the administrative team each semester	IA GSF	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	
1	Strategies for Engagement	Teachers and students will use graphic organizers, Goal setting, think-pair-share, higher order questioning skills, 6 step vocabulary, TEK display and discussion, and SIOP.  In addition to maintain and improving the passing rate by grade level, Bulverde Creek continues to focus on increasing commended performance through deepening the level of instruction and higher order thinking.	Lesson plans, walk throughs and student work will depict use of strategies of engagement. Additional instructional activities are located at <a href="http://intranet.int.neisd.net/si/">http://intranet.int.neisd.net/si/</a>	AL CT DI CRW AV GSF	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	
	COMPASS: Data Analysis, Interventions, and Student Success Initiative	All Bulverde Creek instructional staff will use Compass data to analyze student information. They will also use the Personal Student Educational Plans and parent contact documentation features in COMPASS to record student interventions and parental involvement in the intervention process.	Data collected from Compass will guide instruction that will target specific student needs. Interventions will also be documented by teachers in COMPASS system. (Campus will use COMPASS, or district-developed program, to collect data)	GSF CLP PI AFL DI	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	

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1,2,3,4	Basic School Philosophy and Components	Every teacher will become familiar with the four components of the Basic School philosophy: character, curriculum, community, and climate. All teachers will participate in activities to support this philosophy, such as vertical families, curriculum discussion groups, family projects, community service projects, leadership training, and Basic School trainings. As an extension of the Basic School philosophy beyond the academic day students will have the opportunity to participate in campus clubs, such as Robotics Club, Media Club and Cooking Club.	Teachers will meet monthly in vertical teams to discuss implementation and evaluate campus progress in reaching goals. In addition to academic goals, each family will have one annual service project.	AL CLP	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	
1	Reading ELA	Bulverde Creek teacher will become familiar with changes in the Reading/ELA TEKS and utilize NEISD Scope and Sequence K-5 integrating SIOP strategies, Continue Implementation of all areas of Building Blocks (K) and Four Blocks (1-5) strategies with coherence across the curriculum, by using data to differentiate instruction to best meet the individual needs of all students.	Lesson plans, formal observations and walk through will indicate the appropriate implementation and application of Building Blocks (K) and Four Blocks (1-5), and District Scope and Sequence. 100% of students 3-5 will meet expectations on TAKS reading and writing.	3TL DI	Spring 2010 TAKS results	Bulverde Creek Administrative Team, Instructional Staff and District Reading Specialist	
1	Reading/ELA	Teachers will implement, in all content areas, instruction in before, during, and after reading and thinking strategies such as: activating background knowledge, self-questioning, drawing inferences, determining importance in text, self-monitoring, visualizing, and synthesizing as outlined in such resources as Mosaic of Thought , Reading with Meaning (K-2) , Strategies That Work (3-5)	Formal observations and walk throughs will indicate application of reading/ELA strategies for all students. 100% of students 3-5 will meet expectations on TAKS reading and writing.	CRW	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	

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1	Reading/ELA	All classroom teachers will develop and implement cross-curricular lessons to integrate reading strategies into science and social studies curriculum. Such as, use of literacy centers, graphic organizers, guided reading groups, whole group lessons and use of a variety of texts and resources. Adequate time needs to be spent in all curriculum/instruction as per district guidelines.	Formal observations and walk through data will indicate implementation of integration strategies for all students.	3TL CLP DI	August 2009- June 2010	Bulverde Creek grade level teams and individual teachers	
1	Writing/ELA	Writing Instruction K-5 (developmentally appropriate) will include 6 Traits, Units of Study for the Primary Grades (1-2), Writing Workshop, the use of mentor/student text, and other appropriate strategies for all steps in the writing process.	Lesson plans, formal observations and walk throughs will indicate appropriate application of 6 Trait Writing Principles and best practices of writing. 100% of 4th grade students will meet expectations of TAKS writing test.	3TL DI CLP	August 2009- June 2010 . 2009TAKS and benchmark results	Bulverde Creek Administrative Team, Instructional Staff	
	Writing/ELA	Emphasis will be placed on differentiated writing instruction in K-5 through staff development, campus wide vertical alignment and student notebooking.	Lesson plans, walk-throughs and formal observations will indicate coherence across the curriculum.	3TL DI	August 2009- 2010	Bulverde Creek Administrative Team, Instructional Staff	
1	Mathematics	Utilize the NEISD Scope and Sequence, 90 minute math block, and 5 day problem solving plan in grades K-5, along with integration of SIOP strategies.	Lesson plans, formal observations, and walk throughs will indicate adherence to district sequence.	3TL DI	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	

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1	Mathematics	Integrate the use of the following Best Practices into the math program: * inquiry with higher order questioning, * class discourse (SAY SOMETHING, THINK-PAIRSHARE), * Math Investigations / Marilyn Burns/Envision * Exemplars * reading/writing strategies and math vocabulary * graphic organizers * America's Choice * 5 Day math plan * Math journals, how-to books, writing in math Use formative and summative assessments to inform instructional decisions including mini-assessments, benchmarks, TAKS.	Lesson plans, formal observations, and walk throughs will indicate appropriate application of Math Investigations and other best practices. All teachers will attend professional development in these areas as needed. 100% of students 3-5 will meet expectations on Math TAKS test.	3TL DI CT AV AL	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	
1	Science	Utilize the NEISD Scope and Sequence for grades K-5 integrating SIOP strategies.	Lesson plans, formal observations, and walk throughs will indicate adherence to district sequence.	3TL DI	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	
1	Science	Integrate the use of the following Best Practices into the science program: *5 E model/Inquiry-based instruction *Small Group *Concrete models and manipulatives *Science Lab *Science Notebooking *Assessment	Lesson plans, formal observations, and walk throughs indicate the implementation of inquiry-based strategies. All teachers will attend professional development as needed to addresses these areas. 100% of students in grade 5 will meet expectations on science TAKS.	3TL AL CT	August 2009- June 2010. Spring 2010 TAKS results	Bulverde Creek Administrative Team, Instructional Staff and 5th grade teachers	

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1	Social Studies	Utilize the NEISD Scope and Sequence for Social Studies instruction integrating SIOP strategies. Continue to implement the use of History Alive, Core Knowledge, and state adopted text.	Lesson plans, formal observations, and walk throughs will indicate the implementation of these materials.	3TL DI AL AV	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	Guest speakers TBD by scheduled visits.
1,2	G/T and Differentiated Instruction	Bulverde Creek teachers will be engaged in various staff development opportunities to help target G/T strategies and other best practice methods to aid in differentiated instruction.	Lesson plans, formal observations, and walk throughs will indicate an understanding of how to develop and deliver instruction to all learning styles.	CLP GSF AL DI	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff	
1	Library	Maintain focus on TEKS and curriculum integration through grade specific units and centers, Book Clubs, Junior Great Books, Big 6 and Big 3 Research Model grades K-5, and a school-wide activity such as a book study.	Working/planning with the librarian, classroom teachers will utilize and help students understand the importance of using all available resources to increase student understanding.	CLP 3TL CRW AL CT DI AV	September 2009-May 2010	Librarian & Bulverde Creek classroom teachers	
1	Library	Promote reading for pleasure and reading for purpose through activities, such as Bluebonnet Books, 2x2 books, Book Clubs, Read Kids Read, Battle of Books, Summer Reading Programs, focus on a new genre each 6 weeks and assistance with individual assignments.	Students will set personal goals, be selected for Book Club participation and utilize library resources to enhance reading and learning.	GSF CRW	August 2009- June 2010	Librarian and all classroom teachers	Library Budget
1	ELL	Core content area classes will use the SIOP framework for making content more comprehensible for ELL students. An emphasis on language objectives in the core areas will be a focus.	All ELL students will show gains English proficiency as measured annually. Teachers will implement SIOP lesson planning as observed by specialist and campus administration.	CRW CLP GSF DI	August 2009- June 2010	ELL Point of Contact, SIOP Coach and ELL Teachers	
1,2	ELL	Bulverde Creek will continue to provide support and instruction to ELL students on their home campus. In order to remain in compliance with federal, state and district guidelines the instructional staff will continue to participate in training and implementation of best practices.	All Bulverde Creek ELL students will receive instruction by an ESL certified teacher on their home campus.	GSF AL CLP	Increase number of ESL certified teachers on-going	Bulverde Creek Administrative Team and ESL teachers	District professional development

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1,2,3	Fine Arts	Bulverde Creek students will be exposed to the Fine Arts through participation in clubs/activities such as All Stars, Orff Club, Readers Theater, Art Starz Club and visiting performers.	Student participation in clubs/activities will increase.	AL	August 2009- June 2010	Fine Arts Committee and all Club Sponsors	\$1,000
1,2,3	Fine Arts	Fiesta of Fine Arts and school-wide traveling art lessons expose all Bulverde Creek students to the arts.	Student exposure to the arts will be enhanced.	AL	Fiesta Fine Arts Spring semester date TBD. Traveling art lessons 1 per 9 weeks	Classroom Teachers, Fine Arts Committee	\$500
1	Enrichment Programs	Utilize the NEISD Scope and Sequence for grades K-5 and support K-5 TEKS as appropriate.	All students will participate in physical education and music curriculum. All 3,4,5 P.E. Students must be tested twice a year using Fitness Gram program. All students will be instructed in means to improve health and should be engaged in physical activity for a minimum of 135 minutes per week.	AL 3TL CRW CLP GSF AV DI	August 2009- June 2010	P.E. and Music Teachers	
5	Professional Development	Provide professional development activities (campus, district, outside) that support district initiatives as well as time for peer observations.	Lesson plans and classroom instruction will reflect ideas to enhance curriculum/instruction which promotes student success.	CLP	August 2009- June 2010  1 Peer observation per semester	Bulverde Creek Faculty & Staff, District Personnel	\$2000 plus contributions from PTA
1,2,3	Accelerated Education At-Risk	Based on COMPASS data, all students who did not pass TAKS, or performed at a marginal level on TPRI/ SRI, will be identified for the following interventions: student goal setting, close monitoring, small group instruction (RAP and MAP), tutoring, voyager, SRA, parental involvement activities, etc.	All identified students will improve on benchmark, TPRI, SRI and TAKS assessments.	3TL GSF AL DI PI	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff, IIT	

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1,2,3	Accelerated Education At-Risk	Based upon 2008-2009 TAKS data, instruction/curriculum will be monitored to ensure that "Best Practices" are implemented at all grade levels. Based on 2008-2009 testing data the African American sub-population will be closely monitored. The Administrative Team will meet regularly with all teachers to review data, student progress, and curriculum/instructional implementation.	Teams will review grades, benchmark data, grade level mini-assessments, and RAP/MAP progress to ensure all student needs are being met. Tutoring will be provided to identified students.	CRW AV AL CT GSF AFL CLP	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Staff, IIT	Target TEKS Funds
1,2	Special Education	Bulverde Creek will continue to implement inclusive instructional settings, including co-teach and instructional facilitation models, Ready Set Go/Specialized Support (ALE) that supports special education students receiving instruction in a regular education classroom with non-disabled peers.	More special education students will be exposed to and participate in on-grade level instruction and assessment.	GSF AL	August 2009- June 2010	Bulverde Creek Special Education Teachers	
1,2	Special Education	Bulverde Creek Perspectives Committee will meet a minimum of two times during the spring semester to plan the schedule of service for the upcoming year to meet individual student needs.	Master schedule reflects students receiving instruction in the optimal learning environment maximizing resources & personnel.	AL AFL CLP	January- June 2010	Bulverde Creek Perspectives Committee	\$125
	Technology Applications	Teachers will continue to work on technology integration in all curriculum areas through grade level planning, vertical families, and committees. Ongoing Staff Development will be provided on integration of technology into the classroom.	Lesson plans, formal observations, walk throughs will reflect the implementation of Technology What to Look For. Students will receive a minimum of 9 hours of technology instruction per 9 week grade period.	AL CT DI 3TL	August 2009 - June 2010	Instructional Staff and Technology Committee	
1	Technology Applications	Continue to implement the use of classroom technology: computer lab, portable keyboards, Avermeida and other technologies on a daily basis.	Lesson plans, formal observations, walk throughs will reflect the implementation of Technology What to Look For. Students will receive a minimum of 9 hours of technology instruction per 9 week grade period.	CLP 3TL CRW AL DI	August 2009- June 2010	Instructional Staff and Technology Committee	

- 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  
2009-2010  
Bulverde Creek**

*"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
1,2,3,4	Safe and Drug-Free Schools	Implement SDFS awareness program : Red Ribbon Week, Second Step, Peer Mediation, Classroom Instruction, and Johnson Pals. Programs will address: (1) prevention or use of tobacco, alcohol and other drugs, (2) reduction of violence and bullying/improve school safety, and (3) increase parental involvement in SDFS, and (4) increase student involvement in school activities.	Students will have: (1) increased awareness of the dangers of using drugs, alcohol and tobacco, (2) tools to prevent acts of bullying and violence, (3) parental involvement in SDFS activities, and (4) realize the benefits of being involved in school activities.	GSF AL PI	August 2009- June 2010	Bulverde Creek Administrative Team and Instructional Team, Bulverde Creek parents, Johnson PALS and NEISD SDFS staff	\$100 campus funds and PTA funds
1,2	Health Services	Provide communication regarding health issues with students, parents and PTA.	Bulletin Board with health related information, newsletter, health information included in morning announcements	AL IA PI	August 2009 - June 2010	Campus Nurse	
1,2	Guidance	Bulverde Creek counselors will continue guidance lessons with all students K-5. In addition to classroom guidance they will meet with students on an individual and small group basis. Daily virtue instruction through morning announcements. A monthly guidance newsletter will also be provided to teachers for support of counseling issues.	Student needs are met in a proactive manner.	AL GSF	August 2009- June 2010	Bulverde Creek Counselors	
1,3,4	Guidance	Bulverde Creek counselors will meet with all 5th grade students to discuss the importance of taking a rigorous curriculum in middle school. They will also meet with the parents of 5th grade students to prepare them for transitioning from elementary to middle school.	Students will have a better understanding of academic preparedness for higher education.	GSF AL PI	January 2009- March 2010	Bulverde Creek Counselors, Tejada Middle School Counselors, 5th grade teachers, and parents.	

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1,3	Guidance	Bulverde Creek counselors will provide a career awareness program so that students understand the importance of a rigorous curriculum and the connection of early planning for college. This program will include a variety of activities such as, guest speakers, morning announcements, career essay contest, college showcase, spirit days, etc.	Students will begin early on to plan for academic success beyond elementary.	GSF AL	August 2009-June 2010	Counselors and instructional staff	
1,2,4	Discipline Management	In addition to following the district and campus BMP Bulverde Creek will place emphasis on the Basic School Philosophy with particular attention to climate and character. CHAMPS will continue to be implemented school wide.	Student management will be reflected in positive ways: through the use of student agenda book, core virtue stars, personal notes etc.	n/a	August 2009-June 2010	Bulverde Creek students, classroom teachers, counselors, administration	
1,2,4	Discipline Management	Training of school personnel for BMP and CHAMPS implementation.	All staff members will complete district, campus, and classroom BMP and CHAMPS training. CHAMPS training will place emphasis on preventing discipline problems by helping teachers/students understand the importance of setting expectations, goal setting, organization, routines, and schedules.	GSF MCP	August 2009-June 2010	Bulverde Creek Administration	