

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

CLEAR SPRING ELEMENTARY

Delivering Effective Educational Practices

RESULTS

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1	Strategies for Engagement: Vocabulary Development	Every teacher will teach the core vocabulary in all disciplines using a Marzano's Six Step Vocabulary process outlined in Building Background Knowledge. Lesson plans will reflect the strategies and steps in the vocabulary development.	100% of walk-throughs and lessons will show evidence of six step vocabulary instruction. Student work in vocabulary notebooks or content area journals will reflect the use and comprehension of identified words in all disciplines.	AV	Sep-Jun	Admin , Title One Facilitators, IIT, Teachers	0
1	Strategies for Engagement: Student Goal Setting	1. Student goal setting system, which includes frequent feedback from teachers, will be developed and implemented in every classroom (K-5) based on individual results on benchmarks, common assessments and classroom assessments and activities in all content areas. 2. All teachers will use formative and summative assessments to inform instructional decisions (including but not limited to classroom observations/assessments, benchmarks, common assessments, TAKS, etc.) 3. Students will have an opportunity to participate in age-appropriate goal setting activities that allow them to track their progress.	Data will be used to provide feedback to students with goal setting completed by both staff and students. All teachers will use data to set classroom learning objectives and to provide students with focused support. Students will periodically review goals and be given feedback by teachers and other staff members. 100% of teachers will incorporate assessment strategies to guide instruction. Campus leaders and District Curriculum Specialists will assist teachers in reviewing data and assist in developing individual action plans.	GSF	Sep-Jun	Title One Facilitators, IIT, Teachers	0
1	Strategies for Engagement: Differentiated Instruction	In all content areas teachers will differentiate instruction (particularly tiered instruction) in order to maximize student success through the use of: small groups, student workstations, etc. Principal will become certified trainer of trainers in the area of differentiated instruction.	100% of walk-throughs and lessons will show evidence of differentiated instruction in all disciplines. Students work will reflect the application of grade level TEKS in all disciplines. Principal will provide components of differentiated instruction training to the staff, particularly in the area of assessment.	DI	Sep-Jun	Administrators, Teachers, Family Specialist, Counselors, Title One Facilitators, IIT	2600

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1	Special Populations	1. Enhance success in general curriculum for students receiving services from special education, ELL, Gifted and Talented, and 504 through collaborative support in all content areas by using SIOP strategies, differentiated instruction, high levels of questioning, Marzano's best practices, RTI, and Redirection. 2. Gifted and talented students will participate in small group accelerated instruction to meet their needs.	100% of identified students will master TEKS on state assessments. 100% of gifted and talented students will achieve commended performance of TAKS.	3TL	Sep- Jun	Administrators, Teachers, Family Specialist, Counselors, Title One Facilitators, IIT	0
1	At- Risk Education	Implement research-based instructional strategies to address the needs of all special population students including but not limited to: -Accelerated/retained students -McKinney students -Economically Disadvantaged students -All At-Risk students	100% of students will pass TAKS, TAKS-A and/or TAKS-M	DI	Sep-Jun	Administrators, Teachers, Family Specialist, Counselor, Title One Facilitators, IIT	450
2	At-Risk Education	Teachers will strengthen relationships by greeting each student each morning by handshake, high five, or a hug. Frequent "Morning Meetings" will be held in all classrooms.	Lesson plans and walkthroughs will depict use of class meetings on Monday through Thursday. All students will develop positive relationships with their teacher and feel a sense of support, which will develop a sense of community within the school.	MCP	Sep-Jun	Administrators, Teachers	375
1	Technology Integration in All Disciplines	1. Teachers will integrate grade level technology standards throughout instruction in all disciplines to increase students higher order thinking skills. 2. Teacher Technology proficiencies will increase.	100% of students will demonstrate mastery of grade level technology standards as measured by student produced technology projects in all discipline areas. 100% of teachers will successfully master the district intermediate technology assessment.	AL	Sep-Jun	Teachers and Technology Specialist	0

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2,4	Safe and Drug-Free Schools	School activities will focus on Safe and Drug-Free Schools program efforts including goals and strategies for violence prevention and intervention. * Increase awareness of the dangers of tobacco, alcohol and other drugs among students through observance of Red Ribbon Week and at least one anti-drug lesson. * Reduce incidents of violence and improve school safety through one anti-violence lesson each 9 week period.	All classrooms will receive guidance lessons that comply with the Safe and Drug-Free program objectives through student activities and projects.	PGP	Red ribbon Week Activities - October. All other activities Sep-Jun	Teachers, Counselors, Safe and Drug-Free Coordinator, Family Specialist	400
2	Safe and Drug-Free Schools	Plan and implement a comprehensive SDFS program that includes: * PAL program * Conflict Resolution * Project Wisdom * Character Counts	Surveys of PAL students will reflect "exceeds expectations" in 95% of responses. 100% of classroom teachers will receive training on proper use of mediation/conflict resolution strategies. Peer mediators will be trained and a system put into place for students to self-refer to the mediation program.	PI	Sep-Jun	Teachers, Counselors, Safe and Drug-Free Coordinator, Family Specialist, PAL Middle School Contact,	250
2,4	Guidance	Organization, planning and evaluation of Campus Guidance Programs.	Counselors will submit yearly guidance plans, program improvement plans, and individual professional development goals to the Guidance Director, who will evaluate progress bi-annually.		Sep, Dec, Jun	Counselors	0
2,4	Guidance	Implement the state-mandated comprehensive developmental guidance program. (TEC 33.001-33/009)	Evaluation process will demonstrate that all required components have been implemented.	CLP		Counselors	0
2,4	Guidance	Counselors will meet with students and parents prior to the end of 5th grade to discuss taking rigorous curriculum and the Gear-Up Program for the Texas Grant. (TEC 33.001-33.009)	Student and parent sign-in sheets will reflect attendance.	CCR	Jan-May	Counselors	100
2,4	Guidance	Classroom guidance lessons will be scheduled a minimum of once per month and will reflect character-based instructional activities.	Guidance schedule will reflect a minimum of one guidance lesson per classroom.	PGP	Sep-Jun	Counselors	0

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2	Health Services	Provide support to parents/teachers regarding health-related absences and transition back to school . Closely monitor individual attendance records on specific students with high absenteeism rates.	Phone log will reflect calls to parents/physicians regarding absences.	IA	Sep-Jun	School Nurse/Staff	0
2,4	Discipline Management	Implement and periodically review Behavior Management Plan which includes character education and school-wide discipline system to include CHAMPS as framework	100% of walk-throughs will reflect use of CHAMPS. Discipline referrals will decrease according to PEIMS data.	MCP	Sep-Jun	Students, Parents, Administrators, Teachers	300
1,4	Attendance	Provide meaningful instruction, activities and incentives to encourage perfect attendance	Student attendance rate will meet or exceed 96.3%	IA	Sep-Jun	Teachers and Administrators	
2,3	Parental Involvement	Prevention strategies that include family and community involvement as a key element in achieving program goals * English as a Second Language for Parents * Technology Classes for Parents * Parent Academy	Campus staff will involve parents in activities that strengthen the Clear Spring community.	PI	Sep-Jun	Family Specialist, Counselors, Teachers, and Administrators	600
1,3	Parental Involvement	Family Specialist will work with Data Processor to assist parents in accessing information using the NEISD Parent Portal.	100% of parents who wish to access the system will gain access to the Parent Portal. Features of the Parent Portal will be discussed with parents at PTA meetings, family movie nights and other events attended by parents.	PI	Sep-Jun	Parents, Family Specialist, and Data Processor	0
3,4	Parental Involvement	Provide opportunity for parents to acquire and apply the skills necessary to fulfill their role as their child's first teacher. Through involvement in Parent Academy training sessions, parents will be motivated encouraged and empowered to support their children through their education as well as continue their own.	100% of parents registered in the program will receive certification from San Antonio College.	PI	Sep-Jun	Parents and Family Specialist	0

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1	Professional Staff Development	Professional development will be differentiated to meet the needs of all teachers and staff as it relates to their needs and the campus goals. Professional Learning Community elements will be initiated in order to focus on student achievement. Critical Friends Groups protocols will be used to analyze specific student work samples. At large group of Clear Spring teachers will attend the PLC summer institute and will participate as campus leaders of PLC-based professional development. At least two teachers will also attend Critical Friends Group training.	100% of teachers will participate in small group, needs-based staff development and will implement strategies learned. Staff development	CLP	Sep-Jun	Administrators, Teachers, Title One Facilitators	8500
	Title I - Component 1 Needs Assessment	A needs assessment will be given to CIC to identify campus needs. Parental input for the needs assessment will also be solicited. Evaluation of findings will take place during monthly CIC meetings.	CIC will develop an implementation plan based on the findings of the needs assessment and will prioritize the components.	AFL,CLP,PI	Sep-Jun	CIC Committee	0
1	Title I - Component 2 Reform Strategies	All staff hired will be highly qualified in their area of instruction. Grade level planning will take place with Title One facilitators and district curriculum specialists in attendance. Summer staff development session will be provided to give grade levels a head-start toward assessment planning.	Grade levels will meet at least once per six weeks with the primary focus of "backward planning". Unit assessments and mini-assessments will be created during this time with input from campus administrators, Title One facilitators and district curriculum specialists. Both formative and summative assessments will be generated by grade levels.	DI,GSF,CLP, MCP	Sep--May	Teachers, administrators, Title One facilitators, district curriculum specialists	12000
1	Title I - Component 3 Staff Development in the area of at risk students	Principal will become certified as a trainer for differentiated learning during the summer and will present key elements of the training to the Clear Spring staff in order to implement research-based strategies to improve student learning.	Lesson plans and classroom observations will reveal the use of differentiated instruction, specifically targeting at risk students.	AL,3TL,AV,CT ,DI	Sep--Jun	Teachers, administrators, Title One facilitators, district curriculum specialists	2,400.00

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1	Title I - Component 4 Professional Development towards student improvement	A large cadre of Clear Spring staff members will attend the Professional Learning Communities Summer Institute. Elements of PLCs will be presented to the Clear Spring staff and a PLC-formatted menu of staff development options will be generated to assess student achievement.	Monthly staff development sessions (some required, some voluntary) will be held in order to meet the staff goals as determined by the campus needs assessment and by ongoing data collection. Critical Friends Group protocols will be used to analyze student work at times and to generate appropriate instructional responses.	CRW,3TL,AV,AL,DI,AFL,CLP,PI	Sep--Jun	Teachers, administrators, Title One facilitators, district curriculum specialists	300
	Title I - Component 5 Attracting high quality teachers	Effectively screen for teachers who wish to work with at-risk students during initial interview process. Provide support through mentor teachers and through release time to observe teachers identified as highly effective at working with at-risk youth.	Maintenance of current low teacher turnover rate will indicate teachers want to work at this high-need campus. Strengthening of student/teacher relationships will take place through morning meetings in each classroom.	CLP	Sep-June	Administrators, Mentor Teachers	150
2	Title I - Component 6 Increase Parental Involvement	Provide monthly parent classes. Invite parents on campus for regular events such as book fairs, assemblies, or to have lunch with their student.	Parent attendance on campus for weekly classes with the family specialist will increase by at least ten percent.	DI,CCR,CLP,C I	Sep-May	Administrators, Family Specialist	600.00
1,2	Title I - Component 7 Transition from early childhood to elementary school program	A parent orientation will be provided for incoming kindergarten students' parents. Topics will include the importance of attendance, ways that parents can support student learning and support mechanisms for families that are provided by the school.	Parent sign-in sheets will reflect attendance at the orientation meetings. Classroom or campus newsletters will periodically review the topics in order to promote student achievement.	PI,CLP,CCR,IA	Sep-Jun	Administrators , Family Specialist, Counselors, Kindergarten teachers	100
1	Title I - Component 8 Assessments	Teachers will assess student progress using teacher made tests, TPRI, daily grades, benchmark tests and individual student goal setting. RTI meetings will be set for students of concern.	Graded classroom assessments will be on gradespeed and entered for parents to view within five days of being administered. Assessment planning meetings (each six-weeks) will result in the creation if unit and mini-assessments that will drive classroom instruction and promote academic rigor. Title One facilitators, administrators and district curriculum specialists will be involved in creating these assessments along with the grade level teachers.	CRW,AV,CT,AFL,CLP	Sep-Jun	Administrators, Title One facilitators, Teachers, and District Curriculum Specialists	0
1	Title I - Component 9 Extra assistance for struggling students	After school tutoring will be provided weekly for struggling students and will begin in October. Project Target TEKS funds will be utilized to hire an additional tutor to support students within the regular school day.	Student attendance will be taken during after school tutoring. Student improvement toward TEKS-based goals will be monitored.	3TL, CRW, AV, AL, CT, DI, GSF, AFL	Oct-May	Administrators, Teachers and Title One Facilitators	6500

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1	Title I - Component 10 Integration of federal, state and local services	Nutrition education will be presented to all students within their physical education classes. Character development will be taught through the Character Counts and Project Wisdom programs. Family specialist will assist parents with needed information about housing, nutrition, parent education and job training.	Guidance lessons will indicate instruction in character education. PE lesson plans will document lessons regarding proper nutrition. Sign-in sheets at parent classes will reflect attendance. Character Counts and Project Wisdom will be incorporated into daily school wide announcements.	PI	Sep-Jun	Administrators, teachers, counselors & family specialist	250