


BOARD GOALS (BGs) 1- Challenge All Students 2- Safe & Supportive Atmosphere 3- Community Involvement 4- Character Development 5- Management of District Resources	 <p>HARDY OAK ELEMENTARY CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN 2009-2010</p> <p><i>"The goal makes the team." Mark Rolewski "Teams get results." Katzenback and Smith</i></p>	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	Strategies for engagement-setting objectives and providing feedback assessments and student goal setting.	All teachers will use strategies for engagement when integrating TEKS into the Core Knowledge content.	100% of walkthroughs and lesson plans will show evidence of strategies. 100% passing on TAKS and 75% commended performance.	CRW, ITL	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman, All teachers will apply instructional goals in classroom instruction.	
1	Strategies for engagement-setting objectives and providing feedback assessments and student goal setting.	All teachers will provide individual student goal setting with frequent feedback on progress toward TEKS mastery.	Data from classroom assessments and benchmarks will be used to provide feedback to students with goal setting completed by both teachers and students. 100% passing on TAKS and 75% commended performance.	GSF	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman, All teachers will apply instructional goals in classroom instruction.	
3	Parent Involvement	Four Principal/Parent Information sessions will be held to discuss curriculum and instruction.	Evaluation will indicate that parents are aware of the curriculum and instructional strategies utilized in their students' classrooms.	CIP, CRW	Monthly	Kristen Ray, Sharon Newman, PTA	\$500
1	Compass: Data Analysis	Teachers and administration will analyze benchmark data and adjust instructional strategies to impact student results.	100% passing on TAKS and 75% commended performance. 100% of walk-throughs and lesson plans will indicate data based instruction	GSF	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman and classroom teachers	



**HARDY OAK ELEMENTARY
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
2009-2010**

*"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.

- BOARD GOALS (BGs)**
- 1- Challenge All Students
 - 2- Safe & Supportive Atmosphere
 - 3- Community Involvement
 - 4- Character Development
 - 5- Management of District Resources

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	Monthly Reading Coaching Sessions	All snapshot visits, formative walkthroughs, and lesson planning in reading will indicate small group guided reading a minimum of three times per week. 100% passing on TAKS and 75% commended performance.	ITL	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman, Tara Wiatrek, and classroom teachers.	\$1,000
1	ELA	All teachers will implement writing workshop, 6 traits, and writing strategies for all steps in writing process.	Lesson plans will indicate that writing is integrated into all content areas. Commended Performance in Writing will increase by 20%.	ITL	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman, and 4th grade teachers	
1	Math	Focus on math problem solving utilizing Target the Question, Envision, Exemplars, and data analysis with Math Specialist.	100% passing on TAKS and 75% commended performance.	ITL	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman, Math Specialist, and classroom teachers.	\$500
1	Science	Integrate the use of small group instruction by providing student opportunities with hands on science experiments. All classrooms will have access to the science lab.	100% passing on TAKS and 75% commended performance.	ITL	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman, Science Specialist, and classroom teachers	\$2,500
1	Library Services	The librarian will implement the Battle Of The Books and Fairy Tale Bowl in grades 2, 3 & 4 to promote the habit of daily reading.	All students in grades 2, 3 & 4 will participate in the Battle of the Books or Fairy Tale Bowl which encourages students to meet a personal goal during the challenge.	CIP, CRW	Aug. 2009 - June 2010	Jo Chasse and classroom teachers	\$500
1 & 5	ELL	As needed, ELL students will be assigned to a mentor who will provide support and monitor progress.	ELL students will make one level gain in English Language Proficiency as measured annually.	CLP, GSF	Aug. 2009 - June 2010	Delva Perez, Classroom Teachers and Mentors	

BOARD GOALS (BGs) 1- Challenge All Students 2- Safe & Supportive Atmosphere 3- Community Involvement 4- Character Development 5- Management of District Resources	 <p>HARDY OAK ELEMENTARY CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN 2009-2010</p> <p><i>"The goal makes the team." Mark Rolewski "Teams get results." Katzenback and Smith</i></p>	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	Accelerated Education At-Risk	As needed, students identified as at-risk will be assigned to a mentor.	At Risk students will make at least one year's progress as measured annually.	CLP	Aug. 2009 - June 2010	Delva Perez, Jennifer Hogue, Sharon Newman, Kristen Ray and Classroom Teachers	\$500
2	Accelerated Education At-Risk Discipline Management	All teachers will provided staff development on Love and Logic and CHAMPS.	Decrease the number of discipline referrals by 5%	3TL	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman and classroom teachers	\$1,000
5	Career & Technology	Dave Mullinex will provide support to teachers in the integration of wireless computers into classroom lessons.	Walkthroughs and lesson plans will reflect technology integration in the core curriculum.	GSF	Aug. 2009 - June 2010	Dave Mullinex, Barbara Donaldson, Classroom Teachers and Kristen Ray	
2	Safe and Drug Free Schools	Motivational Productions Assembly	Increase awareness of the dangers of substance abuse.	GSF	Oct. 21, 2009	Jennifer Hogue, Delva Perez and Classroom Teachers	\$600
1	Professional Development	Professional staff will be trained in using technology to support Differentiated Instruction.	100% passing on TAKS and 75% commended performance	CIP	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman and classroom teachers	\$2,500



**HARDY OAK ELEMENTARY
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
2009-2010**

*"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.

- BOARD GOALS (BGs)**
- 1- Challenge All Students
 - 2- Safe & Supportive Atmosphere
 - 3- Community Involvement
 - 4- Character Development
 - 5- Management of District Resources

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	Professional Development	Basic School Training	Walkthrough and lesson plans will reflect an understanding of the Basic School Philosophy. 100% passing on TAKS and 75% commended performance.	CIP	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman and classroom teachers	
1	Professional Development	Vertical TEKS Alignment	Coherent k-5 curriculum;100% passing on TAKS and 75% commended performance.	CIP	Aug. 2009 - June 2010	Kristen Ray, Sharon Newman and classroom Teachers	
1	Wellness	SHAC Campus Activity Planning	SHAC campus planned activities will be conducted and include 50% student population/community participation.	CIP	Aug. 2009 - June 2010	PTA, P.E. Teachers, Chree Pillow, Kristen Ray and Sharon Newman	\$2,000
3	Science	Students and parents will participate in TEKS based science activities during science night.	50% of our students and parents will participate in Family Science Night	AL	Feb. 2010	Fifth Grade Teachers, Sharon Newman, Kristen Ray	\$500
1	Professional Development	Fourth Grade Students and Teachers will participate in Writing Workshop Training.	100% passing on TAKS and 75% commended performance. 100% of walk-throughs and lesson plans will indicate writing instruction based on this method	DI	Oct. 2009	Fourth Grade Teachers, Sharon Newman, Kristen Ray	\$2,000



**HARDY OAK ELEMENTARY
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
2009-2010**

*"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.

BOARD GOALS (BGs)
1- Challenge All Students
2- Safe & Supportive Atmosphere
3- Community Involvement
4- Character Development
5- Management of District Resources

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	Attendance	1. Follow district & school attendance plan 2. Provide reinforcement as appropriate	98% overall attendance	IA	Aug. 2009 - June 2010	Kristen Ray, Sue Klauck, Jane Russe, Counselors, Teachers, Sharon Newman	