

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**

Hidden Forest Elementary
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"Teams get results." Katzenback and Smith

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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

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1	Reading/ELA	1. Utilize specialist's expertise to help identify specific needs of students to target for small group instruction 2. Close achievement gaps of sub pops by targeting areas of weakness 3. Provide tutoring to targeted students beginning in October 2009	1. IIT and specialist will COMPAD (coteach, observe, model, plan, analyze data) with teachers on benchmark scores and state mandated assessments 2. Classroom walkthroughs will show evidence of small group individualized instruction 3. 100% of students in grades 3-5 will meet expectations on TAKS Reading and Commended Performance will be 70% or greater	3TL, CRW, AV,	Visits per grade level or faculty as needed by April 2010	Gina Graham, IIT (Becca Marty), Classroom teachers, Tammy VanCleave, Deanna Jessop	
1	Reading/ELA	1. Continue to work with specialists to improve skills in teaching Guided Reading, SSR, Writing and Working with Words 2. Provide teachers with continued training and support in implementation of Literacy Stations to include science and social studies and small group guided reading (K-5)	1. Staff Development attendance and reflection on training 2. All walkthroughs and lesson planning in reading will indicate use of literacy stations and implementation of small group guided reading 3. 100% of students will meet expectations on TAKS Reading and Commended Performance will be 70% or greater	3TL, CRW, GSF	Four visits per grade level or faculty by April 2010	Gina Graham, IIT (Becca Marty), Classroom teachers, Tammy Van Cleave, Deanna Jessop	
1	Reading/ELA	Continue vocabulary development for all students across content areas using the district provided vocabulary lists with the Six Step Vocabulary Process.	All three minute walkthroughs, formative walkthroughs, and lesson planning will indicate the use of vocabulary development across content areas in all grade levels.	CRW, AV, 3TL, CT	Fall 2009- Spring 2010	Classroom teachers, Tammy Van Cleave, Deanna Jessop	

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1	Reading/ELA	1. Continue to provide support and training in the implementation of writing workshop, six trait writing, and Randi Whitney strategies for all steps in the writing process 2. Students will write across the curriculum in Science notebooking, Social Studies, and Math journals 3. Train all teachers in the use of rubrics to evaluate writing samples of students 4. K-5 students will complete each step of the writing process and publish at least once each nine weeks	1. Formative walkthroughs, three minute walkthroughs and lesson planning for writing will indicate appropriate application of six trait writing principles and best practices of writing instruction. 2. 100% of fourth grade students will meet expectations on Writing TAKS and Commended Performance will be 70% or greater. 3. The number of 3's and 4's on compositions will increase by 20%	CRW, 3TL, CT	Fall 2009- Spring 2010	Gina Graham, Classroom teachers, Tammy Van Cleave, Deanna Jessop	
1	Math	1. Continue to work with specialist in implementation of Investigations, the 90 minute math model, Exemplars, and the new math curriculum (Envisions) 2. Continue with higher order questioning to deepen the students' learning 3. Continue with small group instruction for specific needs, including tutoring and MAP 4. Analyze data from mini assessments and benchmarks to guide instruction and monitor progress 5. Use district grade-level math vocabulary list when introducing concepts and writing in math journals	1. At least one member of each team will attend all grade level math meetings and share information 2. Three minute walkthroughs, formal walkthroughs, observations and lesson plans will show implementation evidence of 90 minute model, Investigations, higher order questioning, math journals and math vocabulary 3. Specialist will COMPAD (coteach, observe, model, plan, and analyze data) 4. Teachers will refer to Blooms higher order questioning stems and 6-step vocabulary 5. Using the "What to Look for in the Mathematics Classroom Checklist", 100% of formative walkthroughs will indicate application of best practices in math 6. 100% of students will meet the minimum expectations on Math TAKS with 70% commended	3TL, CRW, V, AV, AL	Three visits per grade level/ faculty with specialist by April 2010	Julie Rychlik, Classroom teachers, Tammy Van Cleave, Deanna Jessop	

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1, 2, 3	Math/Science	Host a Math and Science Day to learn and review math games and experiments that support science TEKS	100% of students will participate with vertical math team in the a.m. and buddy classes for p.m. science in order to gain a better understanding of grade level math and science strategies which will result in increased math and science TAKS scores.	AL, CT, DI, PI	Spring 2010	Math Committee, Science Committee, Classroom teachers, Specials teachers, Admin, & Assistants	
1	Science	1. At least one member of each team will attend all grade level SCOPE meetings 2. Instruction will promote real life application through 80% hands-on activities/labs with implementation of the 5 E's and notebooking 3. Use of mini assessments and benchmarks to guide instruction and monitor progress of students 4. Minimum of 2 visits per 9 weeks to Science Lab or garden	1. Classroom walkthroughs will show evidence of effective science instruction 2. Specialist will COMPAD with teachers 3. Science notebooking will show clear understanding of science TEKS through students' reflective thinking, data collection and science vocabulary 4. Teachers will utilize higher order questioning stems, 5 E's and 6 step vocabulary 5. 100% of students will meet minimum expectations on TAKS Science with 70% commended	3TL, CRW, AV, AL, CLP, CT	Three visits per grade level/ faculty with specialist by April 2010	Charlene Danielson, Classroom teachers, Tammy Van Cleave, Deanna Jessop	
1	Student Goal Setting	1. Each grade level will develop a student goal-setting and feedback process addressing student progress every 9 weeks. 2. Students will conduct a student led conference with their teacher and parents in the fall and/or spring	100% of students will be involved in setting goals and understanding their progress toward those goals.	GSF	August 2009- June 2010	Classroom teachers	
1	Library Services	The librarian will implement Battle of Books in grade 4 to promote the habit of daily reading.	All students in grade 4 will participate in Battle of the Books which encourages students to meet a personal goal during the challenge.	CRW	August 2009- June 2010	Librarian and 4th grade classroom teachers	

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1, 2	Discipline Management and Staff Development	CHAMPS will be implemented in all grade levels to promote better classroom management and less discipline referrals. The campus trainer of trainers will conduct the staff development sessions to all teachers and assistants.	1. Evidence of implementation will be observed during walkthroughs and observations 2. There will be a 5% decrease in office referrals	GSF	August 2009- June 2010	CHAMPS Campus Team, classroom teachers and assistants	
3, 4	Parent Involvement	Five sessions on Parenting With Love and Logic will be held to discuss parenting issues	Evaluation will indicate that parents believed the training was helpful and needed.	CLP	October 2009- April 2010	Administrative Team; Julie Waters-PTA parent education contact	\$250
1	Differentiated Instruction	Teachers will continue to implement best practices in differentiated instruction in their classrooms providing choices of activities based on students strengths and interests.	1. Walkthroughs and lesson plans will show evidence of differentiated instruction 2. Teachers will utilize rubrics for differentiated lessons and activities	3TL, DI	Fall 2009- Spring 2010	Teachers, Lynne Balbert, Tacey Derby, Admin Team	
1	Technology	1. Students will be exposed to technology as a tool for learning at least 9 hours per 9 weeks 2. WP, PP, Photo Story, Web research, wireless trunks, Excel, Publisher, Kidspiration, AlphaSmarts, Kid Keys, Kid Pix, Graph Club, Neos, Airliner/Smartboard software, projectors and docu cameras will be supported through class instruction and centers	1. Students will have multiple opportunities to utilize technology and create products 2. Specialist will COMPAD 3. Standard V will be observed in lesson plans, during walkthroughs and observations	3TL, CRW, AV, AL, CT	Three visits per grade level/faculty with specialist by April 2010	Kelly Miksch, Tech Committee, Teachers, Tammy VanCleave, Deanna Jessop	
1	Special Education	Increase success of special education students on state assessments through continued inclusion/co-teaching support.	100% of special education students will show mastery on TAKS, TAKS-A, or TAKS-M.	3TL, CT, AFL	Fall 2009- Spring 2010	Special Education staff and General Education teachers	

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2, 4	Character Education/Guidance	1. Use Project Wisdom on the morning announcements, guidance lessons, and during class council meetings 2. Use Project Wisdom values during counselor or administrative referrals 3. Recognize students on announcements by teacher nomination for character stars	1. Decrease in referrals to the office 2. Decrease in referrals dealing with bullying	3TL, GSF	Fall 2009-Spring 2010	Julie Metcalf, Becky Spiekerman, Tammy VanCleave, Deanna Jessop, Classroom Teachers	
1	Accelerated Education At Risk	1. Each child who failed any part of the Spring 2009 TAKS will be assigned a staff member to serve as his/her mentor 2. Each child considered at risk of failing or with chronic attendance issues will be assigned a staff member to serve as his/her mentor.	100% of students failing a portion of the Spring 2009 TAKS test will pass all sections of the Spring 2010 TAKS test.	GSF		Voluntary classroom teachers, Julie Metcalf, Becky Spiekerman, Tammy VanCleave, Deanna Jessop	
1, 5	ESL	Two teachers will be ESL certified on each grade level by Fall 2010.	100% of ESL students will receive ESL instruction/SIOP by an ESL certified teacher.	3TL	August 2009-August 2010	ESL Teachers, Becky Spiekerman, Tammy VanCleave, Deanna Jessop	
1, 5	Student Attendance	Continue classroom and schoolwide incentives for maintaining attendance goals of 97%: announce weekly class grade level winner with highest attendance, donated awards from business partners will be given away at the end of the year.	Maintain 97% campus attendance rate each 9 weeks.	IA	Fall 2009-Spring 2010	Attendance committee, Lisa Roberts, Tammy Van Cleave, Deanna Jessop	

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3	Parental Involvement	Campus will provide opportunities for the parents to participate in school-wide events.	Parents will be encouraged to attend and participate in: Library helpers, Howdy Night, Grandparents Day, WATCH DOG program for dads, Field Day, Bike Rodeo, Parent Education sessions, Boo Hoo Breakfast-Kindergarten parents, Reading Restaurant 1st grade, Westward Ho- 3rd grade, Science Fair-4th grade, Living Museum- 5th grade, PTA PE and Music performances and meetings.	CCR	Fall 2009-Spring 2010	Classroom teachers, Specials teachers, Admin Team	
2,3	Social Studies	Students will increase awareness of civic responsibility by participating in activities such as: Veteran's Day, Pennies for Patients, Jump Rope for Heart, Patrols, collections of canned goods, supplies and clothing for our sister school, and student council.	Staff will encourage 100% student participation in service projects.	GSF, CRW, PI	Fall 2009-Spring 2010	Classroom teachers, Specials teachers, Admin Team and PTA	
1	Team Collaboration	1. Grade level and specials teams will meet as a team at least once weekly to monitor student achievement, review student progress and plan lessons collaboratively. 2. CHAMPS implementation will be assessed for problem solving with individual students/classes 3. Tier 1 Response to Intervention will be addressed as needed	Walk throughs, RTI process, and consistency between classes on each grade level will reflect action strategy implementation during weekly (PLC) meeting.	AFL, CLP	Weekly	Admin, Teachers	
1	District Initiatives	1. Deepen the implementation of Marzano's Five and SIOP strategies for improved instruction focusing on Rigor, Relevance, and Relationships for all children by: using graphic organizers to enhance higher order thinking, analysis skills, vocabulary development, higher order questioning and technology. 2. Teachers will discuss chapters from <i>Strategies That Work</i> at faculty meetings.	1. Classroom walkthroughs will show evidence of the effective use of strategies. 2. Specialists will embed these strategies in all staff development. 3. Chapters will be discussed at faculty meetings. 4. Commended scores will improve on district and state assessments.	3TL	Fall 2009-Spring 2010	District specialists, Teachers, Tammy Van Cleave, Deanna Jessop	

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1,3	Professional Development	4 Extended planning days will be provided during the school year for the teachers to analyze data and reflect on instruction using the professional learning communities protocol.	1. Benchmark scores will be analyzed and tracked throughout the year. 2. Teachers will meet with students individually about their results/data. 3. Strategies of engagement and best practice will be reviewed. 4. Teachers will reflect on their practice.	CRW, GSF, AL	October 2009, January 2010, March 2010, May 2010	Instructional specialists, Teachers, Tammy Van Cleave Deanna Jessop	
2,4	Professional Development	Book study with Leadership Team on The Leader in Me by Stephen Covey to collaborate and set goals for school improvement through empowering leadership in the students	1. Meet one time monthly in the fall to discuss 2 chapters read 2. In the spring, pilot at least 2 strategies from the book in their classrooms	GSF, CCR, CLP	Fall 2009- Spring 2010	GLC's, Admin Team, IIT, CTC	
1, 2	Professional Development	Teachers new to the profession or grade level will observe effective teaching practices at least twice a year.	Teachers will implement at least two effective practices within their classroom as documented in their lesson plans.	CLP	Fall 2009- Spring 2010	Mentors/ Mentees, Tammy Van Cleave, Deanna Jessop	