

**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**

**HUEBNER ELEMENTARY SCHOOL**  
*"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.

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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	District Initiatives	Continue to train and implement the District Initiatives as listed under Rigor, Relevance and Relationships to ensure interactive teaching and learning in classrooms.	Faculty meeting agendas, lesson plans and classroom walk throughs. Campus Leadership Teams evaluation of data (including mini-assessments and benchmarks).	CLP GSF 3TL	August 2009 - May 2010	Classroom Teachers Administrators	
1	Reading	Continue the "Read Kids Read" program to enhance reading skills. Read Around the School.	Huebner will continue the district reading incentive, Read Around the School.	CLP CRW	August 2009 - May 2010	Librarian Administrators Classroom Teachers Parents	
1	Reading	The Librarian will teach research strategies to each grade level, K-5.	The librarian will submit lesson plans that maintain focus on the TEKS and curriculum integration.	CRW AL CLP	August 2009 - May 2010	Librarian Technology Classroom Teachers	
1	Reading	Involve students in educational goal setting with teacher feedback after benchmarks and TPRI results.	Students will develop goal setting plans after each benchmark and TPRI results.	CRW GSF	September 2009 January 2010 May 2010	Classroom Teachers	
1	Reading	Provide teachers with continued training in developing meaningful literacy stations and guided reading groups.	Formative walk-throughs and lesson plans will indicate appropriate application of literacy stations and guided reading.	GSF 3TL DI	August 2009 - May 2010	Classroom Teachers Reading Specialists Administrators	
1	Writing	Writing Staff Development will be provided in Vertical Alignment with additional training in Six Traits and Writing Workshop in all content areas. "4" papers will be discussed, reviewed and compared to "3's".	Formative walk-throughs will indicate the appropriate application of Six Traits and Writing Workshop.	CLP CRW	September 2009	Instructional Specialist Classroom Teachers Administrators	
1	Writing	Embed writing in all content areas to increase college readiness. *Math journals *Science note booking *Publishing stories *Summarizing and note taking *Reading Response Journals	Formative walk-throughs and lesson plans will indicate writing being embedded throughout the curriculum.	CRW AL CT	August 2009 - May 2010	Classroom Teachers	

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1	Writing	Provide new teachers training in Writer's Workshop or 6 Traits Writing.	All new teachers will demonstrate knowledge of Writer's Workshop and 6 Traits in lesson plans and in formative walk-throughs.	CLP CRW	Fall 2009	Language Arts Specialist	
1	Writing	Provide continuous training for teachers in Writing. Teachers will share student work at Vertical Team Meetings.	Using the "What to Look for in the Writing Classroom Checklist." as a guide, formative walk-throughs and lesson planning will indicate appropriate application of 6 Traits Writing.	CLP CRW	Fall - ongoing	Language Arts Specialist	
1	Mathematics	Continue the use of Exemplars in Math. Implement the program in K-5 to foster higher level thinking and as an assessment tool.	100% of formative walk-throughs will indicate application of higher order thinking skills.	CIP GSF CT AFL	August 2009 June 2010	Math Specialist Administrators Classroom Teachers	
1	Mathematics	All new teachers and teachers new to the grade level, will attend the District Math Meetings	Using the "What to Look for in the Mathematics Classroom Checklist and formative walk-throughs will indicate application of the skills acquired.	CLP	2009-2010	Classroom Teachers	
1	Science	Continue utilization and development of Science Lab with experiments and supplies.	Formative walk-throughs and lessons plans will indicate use of District scope and sequence and appropriate levels of understanding are being taught.	CLP AL	August 2009 - May 2010	Science Specialist Science Committee Members Parent Volunteers	
1	Science	Teachers will sign up ever nine weeks to utilize the Lab for 80% hands-on science or field experiences.	Formative walk-throughs and lesson plans will indicate the incorporation of hands-on inquiry based instruction.	ITL AL CT	August 2009 - May 2010	Classroom Teachers	
1, 3	Science	Teachers will collaborate to plan and implement a Science Night.	Sign-in sheets will reflect 75% of families in attendance.	CLP	January 2010	Teachers Administrators	
1	Math, Reading, Science	Provide staff development that consists of Kilgo TAKS strategies and G.T. strategies.	Formative walk-throughs and lesson planning will indicate appropriate application.	CLP ITL	August 2009 - May 2010	Administrators GT Specialists	
1	Math, Reading, Science	Continue Differentiated Instruction * 5 Star Model, * Socratic Dialogue, *Vocabulary Strategies, *Note booking, *Exemplars, *Writing Samples	100% of walk-throughs will indicate application of skills acquired.	CLP DI AV	August 2009 - May 2010	Classroom Teachers Administrators	

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1	Math, Reading, Science	Teachers will utilize 6 step vocabulary process across the curriculum.	Formative walk-throughs and lesson planning will indicate appropriate application of vocabulary development, 100 % of students in Grades 3 - 5 will meet expectations on the TAKS Test.	CLP AV 3TL	August 2009 - May 2010	Administrators Classroom Teachers IIT	
1	Math, Reading, Science	Monthly meetings will be conducted for goal setting and to discuss strategies to assist at risk students.	Leadership evaluation of data (including mini-assessments and benchmarks).	CLP GSF	August 2009 - May 2010	Principal Data Team	
1	Reading, Math , Writing	All students in grades 4 and 5 who fail to meet the minimum passing standards on the TAKS will meet with the counselors within the first 3 weeks of school to discuss strengths and weaknesses.		CLP GSF			
	Math, Reading, Science, Writing	Huebners' Data/Leadership Team will meet twice per month to evaluate Compass data, students' progress and to set student objectives for learning.	100% of students in Grades 3 - 5 will be administered periodic assessments to determine progress. Action plans will be developed to meet instructional decisions.	CLP GSF 3TL	August 2009 - May 2010	Administrators Counselors IIT	
	Math, Reading, Science, Writing	After each Benchmark, Grade level teams will meet with the Data/Leadership Team to review results. The 3 Tier Levels of Instructional Intervention will be implemented with all 3rd, 4th and 5th Grade students, especially targeting our sub-groups including Special Ed. and LEP.	Analysis of assessments and development of an action plan to meet campus goals.	CLP AFL	August 2009 - May 2010	Classroom Teachers Data/Leadership Team IIT Special Ed. Team	
	Math, Reading, Science, Writing	Students with failing grades after each 9 week period will meet with the principal to discuss their goals as needed. Parents will be contacted.	The principal will contact parents and students. New goals to assist students will be discussed.	GSF PI	August 2009 - May 2010	Principal Classroom Teachers	
	Math, Reading, Science, Writing	Compass training will continue for new teachers that involves recording student interventions and parent involvement in the intervention process.	New teachers will access Compass to analyze benchmark and testing data and record appropriate interventions.	CLP 3TL	Sept. 2009	Technology Specialist Counselors	
1	Professional Development	Train/Review practices related to Differentiated Classroom to reach all ability groups, special ed. Students, and our At-Risk population, GT.	100% of students in Grades 3 - 5 will meet expectations on the TAKS Test.	DI CLP	August 2009 - May 2010	Classroom Teachers Specialist	

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1	Effective Instructional Practices	Teachers will use strategies for engagement. Say something and think pair share will be used on a regular basis.	Formative walk-throughs will indicate application of skills acquired.	AL CT	August 2009 - May 2010	Teachers Counselors	
1	Effective Instructional Practices	Review "The Marzano Five" Similarities & Differences Summarizing & Notetaking Questions, Cues, & Organizing Interactive Teaching & Learning Goal setting & providing student feedback.	100% of walk-throughs will demonstrate application of skills acquired.	CLP	August 2009 - May 2010	Teachers Administrators	
1	Effective Instructional Practices	Teachers will review and engage in Socratic Dialogue seminars.	Socratic Dialogue Seminars will be scheduled four times a year. Walk-throughs will demonstrate application of skills acquired.	CLP CT AL	August 2009 - May 2010	Teachers	
1	Effective Instructional Practices	The math, reading, and science specialist will meet with grade level teams at least two times during the school year.	Specialists will review benchmark data and assist in developing campus action plans.	CLP AFL CRW	August 2009 - May 2010	Teachers Specialists Administrators	
	Provide support and training for ESL teachers	Teachers will implement SIOP strategies to enhance ELL students' learning.	Teachers will use sheltered instruction strategies in lesson planning.	AL CRW ITL	August 2009 - May 2010	Marie Mendoza Classroom Teachers Administrators	
1	Provide support and training for ESL teachers	Teachers and Administrators will monitor the ELL students' progress closely.	Increase TELPAS ratings to Advanced High for all ELL students.	CLP	August 2009 - May 2010	Administrators ELL Teachers	
1	Provide support and training for ESL teachers	Meet with ELL teachers after every grading period to discuss progress.	Students will meet expectations on district benchmark assessments and TAKS tests.	CLP	Sept. 2009 - May 2010	ELL POC	
1	Provide support and training for ESL teachers	Administrators will use the SIOP walk-through Protocol.	100% of walk-throughs will demonstrate application of skills acquired.	CLP	August 2009 - May 2010	Administrators	
1	Student Goal Setting	3rd, 4th, and 5th grade teachers will meet with individual students to set "TEKS" goals after each Benchmark administration using a TEKS STUDENTS GOAL SETTING form.	100% of students in Grades 3 - 5 will meet expectations on the TAKS Test.	GSF	August 2009 - May 2010		

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1	Goal Setting	Goals will be monitored and adjusted after each Benchmark. Students will discuss their progress privately in teacher/student conferences.	100% of students in Grades 3 - 5 will meet expectations on the TAKS Test.	GSF	October 2009 - May 2010	Classroom Teachers	
1	Tutoring	K-5 Teachers will provide tutoring before or after school for all students with academic gaps.	Grades, benchmark assessments and TPRI scores will indicate student success.	GSF 3TL	August 2009 - May 2010	Classroom Teachers Special Education Teachers	
1	Student Led Conferences	Teachers will have the option to have 4th and 5th Grade students participate in student led conferences. 3rd Graders will be present in spring conferences.	Student led conferences conducted on early release days.	GSF	Teachers dates of conferences	Classroom Teachers	
1, 2, 3, 4	Basic School	Continue the Basic School Model with classroom teachers, students and parents' connection to a shared vision and the 4 C's (community, curriculum, climate and character).	The Basic School Committee will establish short and long term goals related to the 4c's.	CLP PI	August 2009 - May 2010	Classroom Teachers Administrators Parents	
1,3	Basic School Art	At the beginning of each nine weeks, grade levels will meet with parent volunteers to integrate relevant art lessons into the curriculum.	Walk-throughs will indicate integration of art in to the content areas.	CLP PI AL	August 2009 - May 2010	Classroom Teachers	
1,3	Basic School	Students will meet with their buddy class every Friday morning. Buddies will change every nine weeks.	Students will meet every Friday with their buddy class to focus on reading and community building.	CLP AL	August 2009 - May 2010	Classroom Teachers	
4	Character Development	Incorporate/review the 7 Character Traits. Each grade level will highlight on character trait from their reading and writing curriculum and post them in the hallways. Morning announcements by grade levels will target the appropriate character trait.	Walk-throughs will demonstrate integration of character traits in lesson plans.	AL CLP	August 2009 - May 2010	Grade levels	

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3	Technology	Support and provide staff development in the mastery of technology proficiencies as outlined in the North East Education Technology Standards.	100% of the teachers and administrators will master technology proficiency tests on the 8th Grade level.	CLP	August 2009 - May 2010	District Technology Committee Classroom Teachers Cindy Goss	
1,3	Technology	Increase communication between school/home and school/community by enhancing school/teachers' Webpage and Parent Portal.	100% of teachers will implement and update their web page each nine weeks.	PI CLP	August 2009 - May 2010	Technology Committee Classroom Teachers	
1	Technology, Reading	Integrate technology and research with units of study.	Classroom teachers will integrate one unit of study through collaboration with the technology specialists and librarian. 100% of students in Grades 3-5 will meet expectations on the TAKS Tests.	CLP CRW	August 2009 - May 2010	Classroom Teachers Librarians Technology Specialist	
1,2,3,4	Safe and Drug Free Schools	At risk students will be assigned a mentor who will make weekly contact through visits, notes, lunch, etc. as a way to encourage and build confidence in students.	Students will meet expectations on benchmark assessments and the TAKS Test.	GSF 3TL	August 2009 - May 2010	Classroom Teachers PALS Grandparents Volunteers	
1,2	Discipline	The Discipline Committee will meet to review discipline plan and set new standards.	Decrease in discipline referrals.	GSF CLP	August 2009	Teachers Counselors Administrators	
1,2	RTI, Behavior	RTI Committee will meet to review data on students with consistent behavior issues.	Decrease in discipline referrals.	GSF CLP	August 2009 - May 2010	Campus Leadership Team Counselors Classroom Teachers	
1,3	NEISD College and Career Readiness Initiative	Educate parents and students about the Pre-AP and AP programs through parent education programs and counseling sessions.	Goal setting, planning and preparation for Middle School transition and course work.	CLP GSF PI	August 2009 - May 2010	Campus Leadership Team Counselors Classroom Teachers	
1	NEISD College and Career Readiness	Teach strong organizational and study skills in grades 3, 4, & 5.	Grades, benchmark assessments and the TAKS Test will indicate academic success.	GSF AFL	September 2009	Administrators Teachers Counselors	

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1	NEISD College and Career Readiness	Conference with 5th Grade students to review elementary school progress and plan for secondary education.	100% of 5th Grade students will meet with the counselors.	GSF	January 2010	Counselors	
1, 3	NEISD College and Career Readiness Initiative	Provide education and support regarding college readiness through Career Day (grades 3-5) and guidance lessons.	Career Day scheduled to provide students with an awareness of career opportunities.	GSF CLP PI	November 2009	Counselors Parent Ed. Committee	
	NEISD College and Career Readiness Initiative	College/University t-shirt day.	Teachers and students will wear college t-shirts the first Wednesday of every month.	GSF	October 2009 - May 2010	Teachers	
1	Effective Instructional Practices	Provides extra support for students with learning gaps through the Husky Academy.	100% of students in Grades 3 - 5 will meet expectations on the TAKS Test.	3TL		Classroom Teachers	
2,3	Watch D.O.G.S.	Fathers of students will be scheduled, as volunteers, every day throughout the year to tutor students, support, etc. Morning drop off, cafeteria duty, etc.	Surveys completed by participants will provide success of the program.	3TL PI	October 2009 - May 2010	PTA Dad's Club	