

**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**

**Longs Creek Elementary**  
*"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<br>(Specific goals based on campus and students' needs) | Code | ACTION STRATEGIES<br>(Actions needed to accomplish target areas)  | EVALUATION INDICATORS<br>(How will progress be monitored? What feedback will determine progress?)   | Student-Centered Strategies               | RESULTS TIMELINE   | RESPONSIBLE PERSON(S)  | COST / RESOURCES  |
|-----|--|------|---|---|---|--|--|---|
| 1 2 | Reading  | 1A   | Continue alignment and implementation of Reading TEKS using Building Blocks, Four Blocks, Big Blocks, other Best Practices (such as: classifying, comparing, graphic organizers, Say Something, Think Pair Share, & 6 Step Vocabulary Development Process) and current TEKS/TAKS information. | 98% of students will pass Reading TAKS or demonstrate growth on alternate assessment. This will be a growth of 2%.  | CRW<br>AL<br>3TL<br>CT<br>DI<br>AV<br>AFL | August 2009- June 2010, Weekly GL Team meetings and Wednesday rotation | Cluster Language Arts Instructional Interventionist, Campus Administration, Classroom Teachers | \$810 campus budgeted reading funds   |
| 1 2 | Reading  | 1B   | Administer assessments as required by district/state (RAP, SRI, TPRI, TAKS, District Benchmarks, etc.)  | 100% of eligible students in grades K-5 will be administered periodic assessments to determine progress in reading.<br><br>100% of students will participate in formal and informal goal setting. | CT<br>AFL<br>GSF                          | District Timeline  | Cluster Language Arts Instructional Interventionist, Campus Administration, Classroom Teachers | District -allotted RAP budget<br><br>\$600-\$800 campus budgeted reading funds                          |
| 1 2 | Reading  | 1C   | Identify and provide individualized instruction for at-risk students as determined by on-going assessments (i.e. A to Z Reading (K-2)RAP, TAKS tutoring, co-funded CMC "Learning Zone" co-teach model).   | 100% of students identified will demonstrate growth in reading skills on TAKS .<br><br>100% of at-risk students will participate in formal and informal goal setting.                             | 3TL<br>CRW<br>GSF<br>AL<br>DI             | August 2009- June 2010   | Cluster Language Arts Instructional Interventionist, Campus Administration, Classroom Teachers | \$1,240 campus budgete TAKS funds.<br><br>Campus RAP budget<br><br>Utilization of Regular Ed. Assistant |

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| 1 2 | Reading  | 1D   | Implement reading incentive programs such as Ticket to Read   | 100% of students with internet access at home will participate with progress being monitored by teacher report email from Vogager Learning.Com  | CRW<br>AV<br>AL<br>DI                     | August 2009-<br>June 2010 | Campus Instructional Intervention Teacher, Classroom Teachers, Administration  | District Funds                                |
| 1 2 | Writing  | 2A   | Continue alignment and implementation of Language Arts TEKS using Building Blocks, Four Blocks, Big Blocks, 6-Trait Writing, Writer's Workshop, Units of Study for Primary Writing, other Best Practices (such as: classifying, comparing, graphic, organizers, Say Something, Think Pair Share, and 6-Step Vocabulary Development Process), and current TEKS/TAKS information. | 100% of eligible 4th grade students will pass TAKS writing test.  | CRW<br>AL<br>3TL<br>CT<br>DI<br>AV<br>AFL | August 2009-<br>June 2010 | Toni Schwab<br>Virginia Guerrero,<br>Cluster Language Arts Specialists,<br>Writing Committee,<br>Campus Administration,<br>Classroom Teachers  | \$810 campus budgeted writing funds           |
| 1 2 | Writing  | 2B   | Administer assessments as required by district/state (RAP, SRI, TPRI, TAKS, District Benchmarks, etc.)  | 100% of eligible students in grades K-5 will be administered periodic assessments to determine progress in writing.<br><br>100% of students will participate in formal and informal goal setting. | CT<br>AFL<br>GSF                          |                           | Toni Schwab,<br>Virginia Guerrero,<br>Cluster Language Arts Specialists,<br>Writing Committee,<br>Campus Administration,<br>Classroom Teachers | District Benchmarks<br><br>Common Assessments |

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| 1 2 | Writing  | 2C   | Gather and evaluate writing samples as required by district to guide writing instruction in grades K-5.  | 100% of students in grades K-5 will be administered periodic assessments to determine progress in writing.<br><br>100% of students will participate in formal and informal goal setting. | GSF<br>AFL<br>DI              | District Timeline  | Toni Schwab, Virginia Guerrero, Cluster Language Arts Specialists, Writing Committee, Campus Administration, Classroom Teachers | \$810 campus budgeted TAKS funds<br><br>Utilization of Regular Ed. Assistant |
| 1 2 | Writing  | 2D   | Identify and provide individualized instruction for at-risk students as determined by on-going assessments (i.e. RAP, TAKS tutoring, co-funded CMC "Learning Zone", co-teach model).   | 100% of students identified will demonstrate growth in writing skills on TAKS.<br><br>100% of at-risk students will participate in formal and informal goal setting.                     | GSF<br>CRW<br>AL<br>3TL<br>DI | August 2009- June 2010   | Cluster Language Arts Specialists, Writing Committee, Campus Administration, Classroom Teachers                                 | \$810 campus budgeted TAKS funds   |
| 1 2 | Mathematics  | 3A   | Continue alignment of math TEKS using Math Investigations, enVision Math, Best Practices (such as: classifying, comparing, graphic organizers, Say Something, Think Pair Share, problem solving, 5-day problem solving and 6-step Vocabulary Development Process) and current TEKS/TAKS information. | 95% of students will pass Math TAKS. This will be a growth of 3%.  | 3TL<br>AL<br>DI<br>CT<br>AV   | August 2009- June 2010, Weekly GL Team meetings and Wednesday rotation | Lori Murach, Math Specialists, Campus Administration, Math Committee, Classroom Teachers  | \$1240 campus budgeted math funds  |

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| 1 2 | Mathematics  | 3B   | Utilize the current North East Scope and Sequence for Grades K through 5.<br><br>Administer benchmark assessments according to district guidelines.  | 100% of students in grades 2-5 will be administered periodic benchmark tests to determine progress in math.<br><br>100% of students will participate in formal and informal goal setting. | GSF<br>CT<br>AFL<br>DI       | August 2009- June 2010, Weekly GL Team meetings and Wednesday rotation | Lori Murach, Math Specialists, Campus Administration, Math Committee, Classroom Teachers        | District Benchmarks   |
| 1 2 | Mathematics  | 3C   | Identify and provide individualized instruction for at-risk students as determined by on-going assessments (i.e. MAP, TAKS tutoring, co-funded CMC "Learning Zone", co-teach model).   | 100% of students identified will demonstrate growth in math skills on TAKS.<br><br>100% of at-risk students will participate in formal and informal goal setting.                         | GSF<br>AL<br>DI<br>AFL       | August 2009- June 2010   | Lori Murach, Math Specialists, Campus Administration, Math Committee, Classroom Teachers        | \$1240 campus budgeted TAKS funds<br><br>Utilization of Regular Ed. Assistant |
| 1 2 | Science  | 4A   | Align and implement Science TEKS using the 5E's Lesson Cycle, questioning to target higher order thinking skills and unifying concepts in science, other Best Practices (such as: classifying, comparing, graphic organizers, Say Something, Think Pair Share, and 6-Step Vocabulary Development Process) and current TEKS/TAKS information. | 94% of fifth grade students will pass the Science TAKS test. This will be a growth of 6%.   | AL<br>3TL<br>DI<br>AV<br>CT  | August 2009- June 2010, Weekly GL Team meetings and Wednesday rotation | Science Instructional Specialists, Campus Administration, Science Committee, Classroom Teachers | \$900 campus budgeted science funds   |
| 1 2 | Science  | 4B   | 50% of science instruction for students grades K-5 will include field and laboratory experiences.  | Increases in the knowledge of the scientific process will be shown through science grades each 9-weeks.   | CRW<br>AL<br>3TL<br>DI<br>AV | August 2009- June 2010   | K-5 Teachers, Science Committee, Campus Administrators  | \$900 campus budgeted science funds   |

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| 1 2     | Science  | 4C   | Utilize the current North East Scope and Sequence for Grades K through 5.<br><br>Administer benchmark assessments according to district guidelines.  | 100% of students in grades 2-5 will be administered periodic benchmark assessments to determine progress in science,<br><br>100% of at-risk students will participate in formal and informal goal setting. | GSF<br>DI<br>AFL<br>CT             | August 2009- June 2010   | Debbie Vann, Science Specialists, Campus Administration, Science Committee, Classroom Teachers  | \$900 campus budgeted science funds                        |
| 1 2 3   | Social Studies   | 5A   | Align and implement Social Studies TEKS using Best Practices (such as: classifying, comparing, graphic organizers, Say Something, Think Pair Share, and 6-Step Vocabulary Development Process. | 100% of students will participate in social studies curriculum and demonstrate growth through ongoing assessments.   | AL<br>3TL<br>AV<br>DI<br>AFL<br>CT | August 2009- June 2010, Weekly GL Team meetings and Wednesday rotation | Campus Administration, Social Studies Coordinator, Social Studies Committee, Classroom Teachers | \$810 campus budgeted social studies funds                 |
| 1 2 4   | Gifted/Talented  | 6A   | Students will create and monitor goals for improvement in GT focus areas.  | 100% of students will self-assess their progress.  | GSF<br>AL<br>CT<br>DI<br>AV        | Each 9-weeks   | Kay Stotts and Leanne Hernandez   | District-allotted funds<br><br>\$250 campus budgeted funds |
| 1 2 3 4 | Enrichment: Music and Physical Education                             | 7A   | Continue integration and implementation of Music and Physical Education TEKS, the North East Standards for Music, and support K-5 TEKS as appropriate.   | 100% of curriculum will reflect the Music and Physical Education TEKS and the North East Standards for Music.<br><br>100% of students will participate in the Music and Physical Education Curriculum.     | AL<br>CT<br>AV<br>DI<br>GSF<br>IA  | Each 9-weeks   | Campus Administrators, Enrichment Team  | \$1800 campus budgeted funds                               |

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| 1 2 3 4 | Enrichment: Health   | 7B   | Implement the C.A.T.C.H. Program and follow Health TEKS for grades K-5.               | 100% of all teachers in grades K-5 will follow the health curriculum.  | GSF<br>3TL<br>CRW<br>AL<br>AV<br>DI<br>IA | August 2009- June 2010 | Rachel Naylor, Campus Administrators, School Nurse, Cafeteria Manager, K-5 Classroom Teachers, Campus C.A.T.C.H. Coordinator | \$205 campus budgeted funds  |
| 1 2 3 4 | Enrichment: Art  | 7C   | Continue integration and implementation of Art TEKS, as appropriate to curriculum.    | 100% of students will participate in art-based activities as appropriate to grade level.   | AL<br>3TL<br>AV<br>DI<br>MCP<br>CT<br>PI  | Two times per 9-weeks  | District Art Coordinator, Gloria Hill, Fine Arts Committee, Campus Art Coordinator, Classroom Teachers                       | \$3285 campus budgeted funds |
| 1 2 4   | Dyslexia   | 8A   | Continue implementation of a dyslexia program that meets state-mandated requirements. | 100% of identified dyslexic students will be provided service as evidenced by cluster campus rolls, RTI meeting notes, and parent letters. | AL<br>3TL<br>AV<br>DI<br>GSF<br>CT<br>AFL | August 2009- June 2010 | Dr. Moening, Janet Tracy, Campus Administrators, Instructional Interventionist, RTI Committee                                | SPIRE<br><br>Megawords       |

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| 1 2 4 | Special Education  | 9A   | Provide an individualized program for students with disabilities in various programs/curriculum areas in the least restrictive environment, with emphasis on increased participation in the general education curriculum. | The number of students with disabilities in general education settings will be maintained to conform to district and state standards. | AL<br>3TL<br>AV<br>DI<br>CT<br>GSF<br>AFL         | Each 9-weeks           | Campus Administrators, Special Education Teachers, Special Education Campus Coordinator, Regular Education Teachers      | Funds from district-managed accounts<br>\$370 campus budgeted funds |
| 1 2 4 | Special Education  | 9B   | Co-teaching classrooms will continue to be implemented on campus per district guidelines for grades 3-5.  | Students in the co-teach classrooms will receive instruction with their peers meeting least restrictive environment guidelines.       | GSF<br>AL<br>DI<br>3TL<br>CT<br>MCP<br>AFL<br>CLP | August 2009- June 2010 | Campus Administrators, Special Education Teachers, Regular Education Teachers, Special Education Campus Coordinator      | Funds from district-managed accounts<br>\$370 campus budgeted funds |
| 1 2 4 | Special Education  | 9C   | Monitor compliance with timelines for initial evaluations and annual ARDs (CAP-Timelines, Initial Evaluations).   | 100% of ARDs and initial evaluations for all students will occur on time.   | GSF<br>PGP<br>CCR                                 | Quarterly              | Dr. Moening, Director of Programs and Compliance, Campus Administrators, Campus Coordinators, Special Education Teachers | District Funds  |

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**Longs Creek Elementary**  
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|-----------|--|------|---|---|---|---|--|--|
| 1 2 3 4 5 | Library Services   | 10A  | Maintain focus on TEKS and curriculum integration by providing mini-lessons (i.e. reference skills, 6 Traits Writing, Big Six Research Strategy (grades 2-5), and using technology resources to locate books by author, title, or subject) during scheduled library time.<br><br>Provide instruction in use of electronic data bases and online library catalog.<br><br>Implement read aloud time in library including multiple genres and discussion of literature as scheduled by classroom teacher.<br>Implement reading incentive programs such as Bluebonnet Program and RATS -Read Around The School. | 100% of students in grades K-5 will participate in mini-lessons, read alouds, and discussions.<br><br>100% of lessons will reflect the integration of TEKS into library curriculum.<br><br>100% of students will be given the opportunity to participate in reading incentive programs. | CRW<br>AL<br>3TL<br>PI<br>CT<br>DI<br>AV<br>CLP | Monthly   | Tanya Ray, Writing Committee, Reading Committee, Classroom Teachers                      | \$10,430 campus budgeted funds         |
| 1 2 3 4 5 | Health Services  | 11A  | Provide communication/support to students, parents, faculty, and community regarding health/medical-related needs as a support to the C.A.T.C.H. program.<br><br>Plan and implement the Student Health Services Program following district policy.  | 100% of all district and state requirements will be met according to guidelines.  | IA<br>AL<br>PI<br>AFL<br>CLP<br>CT<br>DI        | August 2009-June 2010, Weekly GL Team meetings and Wednesday rotation | Director of Health Services, Rebecca Rendon, R.N., and Candace Henri, R.N. School Nurse, | Dist Funds \$205 campus budgeted funds |

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| 1 2 5 | Technology Applications  | 12A  | Continue utilization of the Technology TEKS and the North East Technology Applications Standards for students to assess mastery of essential knowledge and skills.  | 100% of students will demonstrate mastery of grade level technology TEKS as measured by district proficiency tests and rubrics.  | AL<br>3TL<br>AV<br>DI<br>CT<br>AFL              | August 2009- June 2010 | Campus Administrators, Classroom Teachers, Librarian, Instructional Technology Specialists and Coordinators, Tom Johnson, Head of Technology     | Dist Funds                   |
| 1 2 5 | Technology Applications  | 12B  | Continue utilization of technology such as classroom computers, wired computer labs, Neos, iPods, digital cameras, and wireless trunks on a regular basis to integrate technology standards into the content areas. | 100% of students will use technology such as classroom computers, wired computer labs, Neos, iPods, digital cameras, and wireless trunks for a minimum of 9 hours per 9-weeks, as evidenced by student work samples. | AL<br>3TL<br>MCP<br>IA<br>CT<br>DI<br>AV<br>CRW | Each 9-weeks           | Campus Administrators, Classroom Teachers, Librarian, Instructional Technology Specialists and Coordinators, Tom Johnson, Director of Technology | \$2565 Campus budgeted funds |

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| 1 2     | Technology Applications for Teachers                                 | 13A  | Continue with state and district mandates for completion of STAR Chart technology survey.  | 100% of certified employees will complete STAR Chart survey according to district timeline.  | 3TL<br>CRW<br>AV<br>AL<br>CT<br>DI<br>AFL<br>CLP<br>MCP<br>IA | According to district timeline    | Campus Administrators, All certified employees, Instructional Technology Specialists and Coordinators, Director of Technology, Tom Johnson. | Dist Funds           |
| 1 2 5   | Technology Applications for Teachers                                 | 13B  | Certified Employees will complete the following technology tests: Foundations/Basic/Intermediate   | 100% of all certified employees will pass these exams by the 2010 school year.   | 3TL<br>CRW<br>AV<br>AL<br>CT<br>DI<br>AFL<br>CLP<br>MCP<br>IA | August 2006-December 2010         | Campus Administrators, All certified employees, Instructional Technology Specialists and Coordinators, Director of Technology, Tom Johnson. | Dist Funds           |
| 1 2 3 4 | Attendance   | 14A  | Continue incentive programs that will encourage student attendance (i.e. Perfect Attendance Awards, grade level awards, and classroom incentives). | Achieve an attendance rate of 97.3% student and teacher attendance rate in order to maximize student learning potential and attain goal set by district. | IA<br>PI  | Weekly, Each 9-weeks, End of year | Campus Administration, Data Processor, Classroom Teachers   | \$500 budgeted funds |

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| 2 3 4     | Parent and Community Involvement                                     | 15A  | Continue to communicate with parents and community in a variety of ways.<br><br>Continue to involve parents and community in schoolwide activities.   | 100% of school-related information will be reported to parents and community through the marquee, school calendar, PTA meetings, newsletters, flyers, campus website, teacher webpages, bulk emails, and the Parent Portal.                                 | GSF<br>PI<br>IA                         | August 2009- June 2010, Weekly GL Team meetings and Wednesday rotation | Campus Administrators, SDFS Campus Contact, Safety and Health Committee, Pat Sanford, PTA ADEPT Volunteer, Office Staff, Teachers, Campus Webpage Coordinator, Phil Bennett | PTA budgeted funds for ADEPT Student Activity Funds to be determined |
| 1 2 3 4 5 | Safe and Drug Free   | 16A  | Continue implementation of the Health TEKS, Red Ribbon & Character Counts Week, and Second Step Program to address the following areas:<br>1. Prevent the use of tobacco, alcohol, and other drugs among students.<br>2. Prevent incidents of violence and improve school safety.<br>3. Increase parental and community involvement in violence and drug prevention strategies and activities.<br>4. Increase student involvement in school activities. | 100% of eligible students will participate in the Red Ribbon Week Program.<br><br>Increase parental and community involvement during Red Ribbon Week.<br><br>100% of students will participate in 1 or more assemblies addressing Safe and Drug-Free goals. | GSF<br>AL<br>DI<br>IA<br>CT<br>AV<br>PI | August 2009- June 2010   | Campus Administrators, SDFS Campus Contact, Safety and Health Committee, Pat Sanford, PTA ADEPT Volunteer, Classroom Teachers, Counselors                                   | \$200 campus budgeted funds  |

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| 1 2 3 4 5 | Guidance   | 17A  | Continue implementation of state-mandated comprehensive developmental guidance program (SB518).  | 100% of students will receive guidance instruction with focus on Six Pillars of Character.<br><br>100% of identified students, with parental permission, will participate in small group counseling.<br><br>100% of identified students in grades 3- 5 will participate in Peer Assistance and Leadership Program (PAL). | GSF<br>AL<br>IA<br>CLP<br>PI<br>MCP              | August 2009- June 2010 | Counselors, Madison PALs<br>Guidance Leadership Team, Director of Counseling and Guidance | Dist Funds<br>\$205 campus budgeted funds |
| 1 2 3 4   | Guidance   | 17B  | Implement Character Education Program (Live It!), Project Wisdom, Six Pillars of Character, Character Counts-Character Counts Day, and CHAMPS.   | Morning announcements will reflect instruction in character education at least one time per week.  | GSF<br>IA<br>AV<br>AL<br>DI                      | August 2009- June 2010 | Classroom Teachers, Tanya Ray, Counselors (LCTV)  | \$405 campus budgeted funds               |
| 1 2 3 4   | College and Career Readiness/Guidance                                | 18A  | Counselors will coordinate activities for and conference with 100% of 5th grade students and parents to develop a 3-year plan for middle school. | 100% of fifth grade students will be addressed and better prepared for the middle school experience through plan development.  | CT<br>GSF<br>PGP<br>CCR<br>DI<br>CLP<br>IA<br>PI | Fall 2008              | Counselors, Campus Administrators, Harris Middle School Guidance Staff                    | Dist Funds and \$405 campus funds         |

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| 1 2 3 4 | College and Career Readiness/Guidance                                | 18B  | Faculty and Staff will promote college, career, and scholarship awareness with the first Monday of each month being College and Career Awareness Shirt Day.                         | 100% of all students will gain an understanding of the importance of continuing education after high school.  | CCR<br>AV<br>DI<br>PG<br>AL<br>CT<br>GSF<br>COP<br>IA<br>PI | August 2009- June 2010 | 100% of faculty and staff   | \$405 campus budgeted funds                    |
| 1 2 3 4 | College and Career Readiness/Guidance                                | 18C  | Increase student mentoring through the use of the following programs: Junior Achievement, Madison PALS, student teachers, teaching assistants, peer mentors, etc.                   | The mentoring program will positively impact student self esteem and success.   | GSF<br>PI<br>DI<br>AL<br>MCP                                | August 2009- June 2010 | Counselors, Madison PALS Guidance Leadership Team, Director of Counseling and Guidance, Campus Administrators | \$405 campus budgeted funds                    |
| 1 2 3 4 | Discipline Management  | 19A  | Implement Longs Creek Behavior Management Plan, which includes character education module.<br><br>100% of students will attend discipline/procedure assembly one time per semester. | 100% of teachers and administrators will implement BMP- District/Longs Creek Discipline Plan , which includes character education (Six Pillars of Character and Second Step).<br><br>100% of teachers will utilize communication folders or agenda contracts as appropriate to grade level. | 3TL<br>AL<br>CT<br>DI<br>GSF<br>CLP<br>MCP<br>IA<br>PI      | August 2009- June 2010 | Campus Administrators, Counselors, Teachers, Discipline Committee   | \$650 campus budgeted funds for workshop costs |

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| 1 2 3 4 5 | Professional Development   | 20A  | Provide, attend, and implement training as directed by campus and district initiatives.   | 100% of teachers will participate in training of district initiatives as needed. ie CHAMPS<br><br>100% of new teachers will attend district-provided initial trainings, new teacher academy, and be provided with a campus new teacher mentor.<br><br>100% of PDAS evaluations will reflect strategies learned in professional development workshops attended. | ALL CODES APPLY             | Summer 2008- June 2009                  | Cluster Language Arts Instructional Specialists, Instructional Interventionist, Campus Administration, Campus Lead Mentor, Classroom Teachers | Districted-allotted mentoring funds for substitutes (for new teachers). |
| 1 2 3 4 5 | Professional Development   | 20B  | Continue peer coaching and peer observation.  | 100% of teachers will participate in peer observations.  | ALL CODES APPLY             | Minimum of one observation per semester | Campus Administration, Classroom Teachers   |   |
| 1 2 5     | Campus   | 21A  | Identify student and teacher strengths and weaknesses through the use of data analysis (Compass, mClass, SRI, etc.)<br><br>Provide targeted instruction to close gaps in all subject areas. | Commended scores will increase by 5% yearly overall, with a concentrated focus on sub-populations as defined by the state and district goals.<br><br>100% of teachers will access COMPASS , SRI or mClass to guide instruction as appropriate.   | ALL CODES APPLY             | August 2009- June 2010                  | Campus Administration, Classroom Teachers and Subject Specialists   |   |