

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

Thousand Oaks Elementary

"The goal makes the team." Mark Rolewski
"Teams get results." Katzenback and Smith

RESULTS

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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
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- GSF Goal-Setting and Frequent Feedback with Individual Students
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- 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)
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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	Increase Commended Performance	All campus strategies and expectations will focus on the student centered strategies listed above. Continue to study, train, and implement the District's initiatives as stated under Rigor, Relevance, and Relationships to foster interactive teaching and learning.	TAKS Scores 100%, Special Education Scores 100% ; 77% Commended Performance	CLP GSF 3TL CRW AV AL CT DI AFL PGP CCR MCP IA	August 2009- June 2010	Classroom Teachers, Counselors and Administrators	
1	Increase Commended Performance	All teachers will use strategies for engagement when teaching grade level TEKS	TAKS Scores 100%, Special Education Scores 100% ; 77% Commended Performance	CLP GSF 3TL MCP AFL	August 2009- June 2010	Classroom Teachers, Counselors and Administrators	
1	Increase Commended Performance	Review the philosophy and use of Exemplars Math with teachers. Continue the program in K-5 to instill higher order thinking and reasoning.	100% of walkthroughs and lesson plans will show evidence of strategies; 100% TAKS; 77% Commended Performance	CLP GSF 3TL	August 2009- June 2010	Kathy Becker, Administrators	
1	Increase Commended Performance	Review with staff Kilgo question stems to promote higher level thinking; planning activities for teachers included.	100% of walkthroughs and lesson plans will show evidence of strategies; 100% TAKS; 77% Commended Performance	CLP GSF 3TL	August 2009- June 2010	Sherry Hicks	
1	Increase Commended Performance	All teachers are responsible for mastery knowledge of grade level subject TEKS and will demonstrate: *connecting activity *Explained in student language *Summary/Closure of TEKS *Scope & Sequence present	100% of walkthroughs and lesson plans will show evidence of strategies; 100% TAKS; 77% Commended Performance	CLP GSF 3TL	August 2009- June 2010	Classroom Teachers, Administrators	
1	Increase Commended Performance through effective instructional practices	Continue implementing differentiated instruction. Focus on new activities. Book study using How to Differentiate Instruction in Mixed Ability Classrooms will allow teachers to share/discuss how individuals are using strategies.	100% of walkthroughs and lesson plans will show evidence of strategies; 100% TAKS; 77% Commended Performance; Documented in team meeting minutes	CLP GSF 3TL	August 2009- June 2010	Teachers, Administrators, Counselors	
1	Increase Commended Performance through effective instructional practices	Deepen the understanding and development of Professional Learning Communities	Certified staff will meet each month in vertical or horizontal groups to review student progress as documented in team notes; Peer observation will occur during this learning timeframe	CLP AFL DI CT 3TL	Sept. 2009- June 2010,	All Certified Staff	

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1	Increase Commended Performance through effective instructional practices	Post and Review "The Marzano Five" *Similarities & Differences *Summarizing & Note Taking *Questions, Cues & Organizers *Interactive Teaching & Learning *Goal Setting & Providing Student Feedback	100% of walkthroughs and lesson plans will show evidence of strategies; 100% TAKS; 77% Commended Performance	CLP GSF 3TL	August 2009- June 2010	Teachers, IIT, Team Leaders, Administrative Team	
1	Increase Commended Performance through effective instructional practices	Continue to stress the Six Step Vocabulary Development Process across the curriculum and recorded appropriately: math journals, student agendas, science notebook, class notes	Evidence of a higher level of understanding and achievement will be indicated on periodic grade level assessment. Student work will reflect use and comprehension of content vocabulary	CLP GSF 3TL AFL CRW CT DI GSF	August 2009- June 2010	Teachers, IIT, Team Leaders, Administrative Team	
1	Increase commended performance through effective instructional practices	Maintain the Four Blocks reading framework in grades K-5. Teachers in grades K-2 will utilize small group guided reading a minimum of four days each week; grades 3-5 a minimum of three days per week	100% of walkthroughs and lesson plans will show evidence of strategies. 100% of the students will meet expectations on TAKS; 77% Commended Performance	CRW AV AL CT DI GSF	August 2009- June 2010	Teachers, IIT, Team Leaders, Administrative Team	
1	Increase commended performance through effective instructional practices	Each classroom teacher, K-5, will establish and utilize grade level, TEKS focused, Literacy centers during Guided Reading	100% of walkthroughs and lesson plans will show evidence of strategies. 100% of the students will meet expectations on TAKS; 77% Commended Performance	CRW AV AL CT DI GSF AFL MCP	August 2009- June 2010	Teachers, IIT, Team Leaders, Administrative Team	
1	Increase commended performance through effective instructional practices	Introduce and implement the 2009-2010 Library Program	Read around the school Oct. and June Accelerated Reader-Pet Pals Texas Blue Bonnet Award Passports 7 state wide election SA Spurs Book It Book Fairs & Visiting Authors	CRW AL CT DI GSF CLP PI MCP	August 2009- June 2010	Librarian & Teachers	
1	Increase commended performance through effective instructional practices	Implement a vertical alignment K-5 in our writing program using 6 Traits, Writer's Workshop, and Writing Block.	As writing folders are submitted, student progress will be noted during each collection time.	CRW AV AL CT DI	August 2009- June 2010	Teachers, Administrators, Qena Jennings	
1	Increase commended performance through effective instructional practices	Focus on the five day problem solving method (10 minutes each day) Grades K-5	100% of focused walk-throughs and lesson plans will show evidence of strategies; 100% of the students will pass TAKS Math and 60% will show commended performance.	3TL CRW AV AL CT DI	August 2009- June 2010	Teachers and Administrators	

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1	Increase Commended Performance through effective instructional practices	Present writing lessons to students in fourth grade	Increased student mastery of the Writing TEKS.	3TL, CRW, AL, DI	August 2009- March 2010	Administrators, Judy Reimer	
1	Increase commended performance through effective instructional practices	District math, science, and reading specialists will meet with grade level teams as requested; particularly when new initiatives, programs and strategies are to be implemented	100% of of focused walk-throughs and lesson plans will show evidence of planning.	CRW AV AL CT DI	August 2008- June 2009	Teachers, District Specialists, and Administrators	
1	Increase commended performance through effective instructional practices	Provide additional instruction to students who lack a thorough understanding of the TEKS presented in the classroom in grades K-5. This will be accomplished through before/after school tutoring (K-5), RAP(K-5) and MAP (2-5).	Increase student mastery of the TEKS. Students and their attendance will be documented on the tutoring roster.	3TL CRW AV AL CT DI	August 2008- June 2009	Teachers and Administrators	
1	Increase Student Success	Provide a substitute once a month to provide coverage in order to facilitate more RTI meetings	More timely RTI meetings to target student interventions to increase student achievement	DI	Ongoing	Classroom Teachers, Counselors and Administrators	
1	ESL: Provide support and training for ESL teachers	Teachers will implement SIOP strategies to enhance ESL and all students' learning.	Increased student awareness of ESL opportunities and student success.	CRW AV AL CT DI	August 2008- June 2009	Teachers and Administrators	
1	ESL: Provide support and training for ESL teachers	Teachers and administrators will monitor the ESL students' progress closely.	Increased TELPAS ratings to Advanced High for all ESL students.	CRW AV AL CT DI GSF AFL MCP	August 2009- June 2010	ESL Teachers and Administrators	
1	ESL: Provide support and training for ESL teachers	Teachers will implement SIOP strategies to enhance ESL and all students' learning.	Increased student awareness of ESL opportunities and student success.	CRW AV AL CT DI 3TL GSF AFL MCP	August 2009- June 2010	Teachers and Administrators	
1	ESL: Provide support and training for ESL teachers	Monthly meetings with ESL teachers will occur to discuss progress.	Increased teacher awareness of ESL student success.	CLP	August 2009- June 2010	ESL Teachers and Administrator	

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1	Student Goal Setting	Continue and refine the goal setting process previously used.	Teacher/student communication will increase student performance awareness.	GSF	August 2009-June 2010	Administrators, Counselors, Classroom teachers	
1	Student Goal Setting	All teachers will meet with individual students to set TEKS goal after each assessment Benchmark, administration and then discuss in their PLC team.	Data from benchmarks and classroom assessments will show improvement towards mastery and Commended Performance	AFL GSF	August 2009-June 2010	Administrators, Counselors, Classroom teachers	
1	Student Goal Setting	Goals will be monitored and adjusted after each benchmark. Students will graph their progress privately in teacher/student conferences.	Data from benchmarks and classroom assessments will show improvement towards mastery and Commended Performance	AFL GSF	August 2009-June 2010	Administrators, Counselors, Classroom teachers	
1	Student Goal Setting	Administrators will meet with students who are having difficulties to review their TEKS goals and benchmarks	Data from benchmarks and classroom assessments will show improvement towards mastery and Commended Performance	AFL GSF	August 2009-June 2010	Administrators, Counselors, Classroom teachers	
1	Increased Commended Performance	All classroom teachers will continue to implement Science Notebooking showing evidence of Six Step Vocabulary and The Marzano Five.	100% of walkthroughs and lesson plans will show evidence of strategies; 100% TAKS; 77% Commended Performance	CRW AV AL CT DI	August 2009-June 2010	Classroom Teachers	
1	Student Goal Setting	Reading Buddies will meet at least once each nine weeks to practice and reinforce fluency and comprehension.	Evidence of student participation will be documented in teacher's lesson plans.	CRW AL CT	August 2009-June 2010	Classroom Teachers	
1	Technology Applications	Provide training in use of the electronic resources available on the library portal to 2nd-5th grade students, teachers, and parents for school and home use.	Documented on library weekly schedule and library password brochure.	CLP 3TL CRW AL	August 2009-June 2010	Librarian	

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1	Technology Applications	Use the Big Six Research Model, grades 2-5 to guide research and centers in language arts, science and social studies.	Documented on library weekly schedule.	CLP 3TL CRW AL	Sept. 2009- June 2010, Lessons to begin with 5th grade in September	Librarian	
1	Technology Applications	Educational Technology staff will meet with Campus Technology Committees (CTC) at least once a month to identify and support technology professional development needs, technology trainers, and campus infrastructure needs (lab maintenance, troubleshooting procedures)	Increased student performance	CLP 3TL CRW AL	Monthly	Principal, Assistant Principal, CTC (at least 1 per grade level), Teachers, ED Tech Specialist, Cindy Joor	State Technology Allotment & Local Funds
1	Technology Applications	Educational Technology staff will support teachers in the utilization of Grade Speed to manage grades and improve communication with staff, students and parents.	Increased student performance	CLP GSF AL	Daily to Weekly Three, Six, and Nine weeks	Principal, Assistant Principal, Data Processor, and Cindy Joor	Bond & Local Funds
1	Technology Applications	Educational Technology staff will support teachers in the utilization of teacher web pages to improve communication with staff, students and parents.	Increased student performance	CLP GSF AL	Daily to Weekly	Principal, Assistant Principal, Teachers, Cindy Joor,	Bond & Local Funds
1	Technology Applications	Educational Technology staff will provide K-5 teachers and students with keyboarding software, equipment, and professional development to deliver keyboarding instruction and practice.	Increased student performance	3TL CRW AL	Quarterly	Principal, Assistant Principal, Teachers, Cindy Joor	Bond & Local Funds

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1	Technology Applications	K-5 teachers will utilize Educational Technology staff will support educators in the mastery of technology proficiencies as outlined in the North East Educator Technology Standards	Increased student performance	CLP 3TL CRW AL	Annually	Principal, Assistant Principal, Teachers, Cindy Joor	
1	Technology Applications	K-5 teachers will utilize Educational Technology staff to support them in the utilization of the North East Technology Applications Student Standards as they assess mastery of essential knowledge and skills.	Increased student performance	CLP 3TL CRW AL	Quarterly	Principal, Assistant Principal, Teachers, Instructional Division Specialists and Coordinators, Educational Technology Director and Assistant Directors	
1	Technology Applications	Educational Technology staff will support teachers and students in the utilization of classroom computers, computer labs, portable keyboards, and other technologies on a regular basis to integrate Technology Applications Standards into the content areas.	Increased student performance	CLP 3TL CRW AL	Quarterly	Principal, Assistant Principal, Teachers, Instructional Division Specialists and Coordinators, Educational Technology Director and Assistant Directors	

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1	Technology Applications	Educational Technology staff will expand the core content area curriculum to include Technology Applications Standards.	Increased student performance	CLP 3TL CRW AL	Quarterly	Principal, Assistant Principal, Teachers, Instructional Division Specialists and Coordinators, Educational Technology Director and Assistant Directors	
1,3	Guidance	Every fifth grade student and their parent will meet with the school counselors to develop a 3 year plan of rigorous study.	Student goal setting plans and parent sign in sheet will indicate student/parent participation	PI GSF CCR	Dec. 2009	Counselors, Bradley Counselors	
1	Guidance	Counselors will facilitate and support the implementation of the Self-Manager program	All students will be provided with a self-manager badge to indicate possession of self-manager ability.	GSF	August 2009-June 2010	Pamela Brook, Courtney Storment	

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 - 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	Guidance	Students will become aware of many choices of higher education after high school graduation. Banner of college pennants will be displayed in learning center.	College awareness will be demonstrated by students through conversations of high school graduation, college choice.	GSF CCR	August 2009- June 2010	Pamela Brook, Courtney Stormont	
1,2,4	Guidance	Counselors will review good study habits, self-manager responsibilities, and character traits: emphasizing bullying.	Students will demonstrate positive character traits.	GSF CCR	Sept. 2009- October 2009	Pamela Brook, Courtney Stormont	
1,2,4	Guidance	Counselors will discuss and review conflict resolution skills with the use of Kelso's Choices and Second Step.	Students will be able to problem solve and determine when student behaviors should be reported to adults for assistance.	GSF AL	August 2009- June 2010	Pamela Brook, Courtney Stormont	
1,2,4	Guidance	Counselors will discuss and review importance of safe and drug free lifestyles including ADEPT activities	Students will be able to understand importance of a healthy lifestyle.	GSF AL CT	August 2009- June 2010	Pamela Brook, Courtney Stormont	
	Guidance	Counselors will discuss K-2 Safety with Strangers and 3-5 Internet Safety while administrators meet with individual grade levels to review grade level data	Students will be able to make appropriate choices regarding their safety.	GSF	September 24 & 25, 2009; October 29 & 30, 2009; Jan. 21 & 22, 2010; Feb. 18 & 19, 2010; April 8 & 9, 2010	Pamela Brook, Courtney Stormont	

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

Thousand Oaks 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
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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
2	Discipline Management	All staff will continue to receive training in implementation of CHAMPs.	Students will be aware of classroom expectations regarding daily routines and lessons.	MCP	August 2009- June 2010	Kathy Hinders, Kim Broderhausen, Heather Sharps, Jennifer Conn, Pamela Book, Courtney Storment, Janet Dietel, Peri Dean	
2	Discipline Management	Staff will post CHAMP posters in classrooms as well as implement CHAMPs as the K-5 Behavior Management System.	Students will be aware of classroom expectations.	MCP	August 2009- June 2010	Janet Dietel, Peri Dean	
1	Attendance	Daily attendance will be tracked by homeroom. Perfect attendance pennants will be displayed on days homeroom attendance is 100%. Trophies awarded, badges punched, perfect attendance certificates each nine weeks	Increased student attendance.	IA	August 2009- June 2010	Assistant Principal	
3	Parent Involvement	Implement parent involvement activities to improve student achievement and school performance such as: Meet The Teacher; Parent Academy; Parent Orientation Night; Kinder Round-Up; TAKS Parent Night; PE Showcase; Track Meet; PTA Meetings	Increased student performance; increased parent involvement	3TL PI	August 2009- June 2010		