

**HEMPSTEAD**  
INDEPENDENT SCHOOL DISTRICT

# District Improvement Plan

2007 - 2008



# Acknowledgement

## DISTRICT SITE-BASED COMMITTEE

### 2007-2008

**Chairperson:** Betty Vines

#### **Hempstead High School**

Jean Adams  
Anita Gross

#### **Hempstead Middle School**

Nancy Kunkel  
Racquel Tamez

#### **Hempstead Early Childhood School (PK-2)**

Tabetha Boone  
Eddie Faye Lewis

#### **Hempstead Elementary School (3-5)**

Peggy Kelley  
Mary Ann Springs

#### **Business Representatives**

John Amsler  
Betty Gertman

#### **Parent Representatives**

Roxanne Hamric  
Michael Curtis  
LaToya Alexander

#### **Community Representatives**

Mary Ragston  
Paris Kincaid

#### **Non-Teaching Professionals from the District**

Betty Vines  
Joy Toney  
Brenda Krchnak  
Laurie Bettis



*Hempstead Independent School District*

**DISTRICT IMPROVEMENT PLAN  
2007 – 2008**

**BOARD OF TRUSTEES**

**Lonnie Garfield, President**

**Odis Styers, III, Vice President**

**Jimmy Zepeda, Jr., Secretary**

**Dr. Harold Black**

**Kay Kloecker**

**Ricky Pearce**

**Johnny Johnson**



## *Hempstead Independent School District*

### **DISTRICT IMPROVEMENT PLAN**

**2007 – 2008**

**APPROVED:**

---

President of Board Date

---

Secretary of Board Date

---

Superintendent Date



# HEMPSTEAD

## INDEPENDENT SCHOOL DISTRICT

### **LONG – RANGE GOALS** **2005 – 2010**

- I. Hempstead ISD will become an exemplary district as determined by the Academic Excellence Indicator System (AEIS).
- II. Hempstead ISD will provide well-organized special programs that meet the needs of individual students and meet state standards as determined by the Performance Based Monitoring Analysis System.
- III. Hempstead ISD will attract and retain highly qualified staff and provide quality staff development programs.
- IV. Hempstead ISD will plan, develop, and implement a core curriculum that provides students challenging instructional experiences.
- V. Hempstead ISD will ensure a climate that is conducive to teaching and learning.

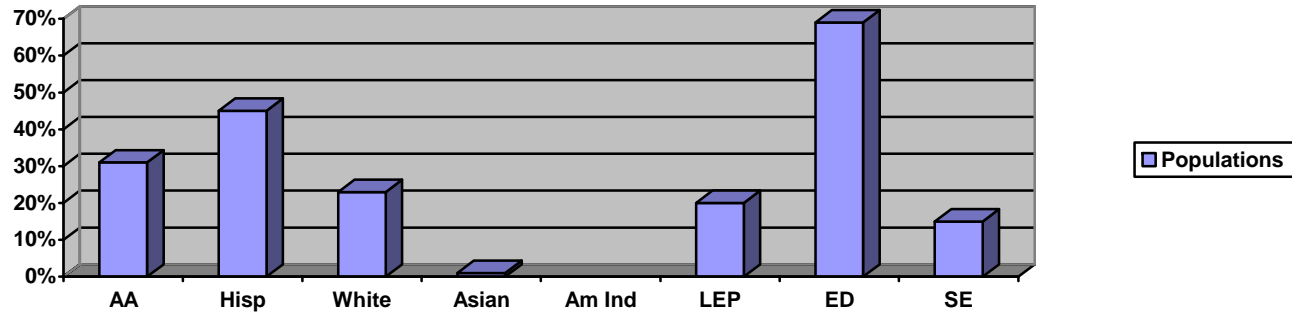
## 2006-2007 Performance Summary

<b>Accountability Rating</b>	<ul style="list-style-type: none"> <li>• <b>Academically Acceptable, State Accountability System, as of August 2007</b></li> <li>• <b>Met AYP, Federal Accountability System as of August 2007</b></li> </ul>
<b>Current Performance</b>	<p>For TAKS 2007:</p> <ul style="list-style-type: none"> <li>• 60% of HISD students passed ALL TAKS test taken</li> <li>• District wide results <b>equal to or above</b> 70% passing: <ul style="list-style-type: none"> <li>95% of all students tested passed writing.</li> <li>87% of all students tested passed Social Studies.</li> <li>82% of all students tested passed Reading/ELA.</li> </ul> </li> <li>• District results of <b>less than</b> 70% passing <ul style="list-style-type: none"> <li>68% of all students tested in Math.</li> <li>67% of all students tested in Science.</li> </ul> </li> <li>• 23% of HISD students earned a Commended score in at least one subject test; within Subject areas, the range were form 17% in Science to 23% in Social Studies.</li> <li>• TAKS Commended Performance <ul style="list-style-type: none"> <li>21% Reading/ELA</li> <li>16% Math</li> <li>18% Writing</li> <li>17% Science</li> <li>23% Social Studies</li> <li>8% All Test</li> </ul> </li> </ul>
<b>Performance Gaps</b>	<p>When analyzing the district performance of state student groups, the following percentage point gaps are seen:</p> <ul style="list-style-type: none"> <li>• Reading- (W-96%, H-83%, AA-70%, EcD-78%)</li> <li>• Math- (W-83%, H-69%, AA-52%, EcD-64%)</li> <li>• Writing- (W-99%, H-91%, AA-96%)</li> <li>• Science- (W-89%, H-75%, AA-40%, EcD-64%)</li> <li>• Soc Studies- (W-95%, H-90%, AA-79%, EcD-87%)</li> <li>• Gaps range from 48 percentage points to 8 percentage points.</li> </ul>
<b>Performance Based Monitoring</b>	<p>Indicators identified in the Special Education Program were:</p> <ul style="list-style-type: none"> <li>• TAKS only participation rate <ul style="list-style-type: none"> <li>○ State rate 20.0%</li> <li>○ District rate 5.3%</li> </ul> </li> <li>• SDAA II only participation rate <ul style="list-style-type: none"> <li>○ State rate 56%</li> <li>○ District rate 77.5%</li> </ul> </li> <li>• Least restrictive environment <ul style="list-style-type: none"> <li>○ State rate 25%</li> <li>○ District rate 13.6%</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• SPED Identification <ul style="list-style-type: none"> <li>○ State rate 8.5%</li> <li>○ District rate 15.2%</li> </ul> </li> <li>• SPED African American Representation <ul style="list-style-type: none"> <li>○ State 1%</li> <li>○ District 41.5%</li> </ul> </li> <li>• SPED LEP Representation <ul style="list-style-type: none"> <li>○ State 1%</li> <li>○ District 27.4%</li> </ul> </li> </ul>
<b>SDAA II</b>	<p>For SDAA II 2007:</p> <ul style="list-style-type: none"> <li>• Reading/ELA 95% of the students met their ARD expectation</li> <li>• Math 96% of all students met their ARD expectation</li> <li>• Writing 85% of all students met their ARD expectation</li> <li>• All tests taken 88% of all students met their ARD expectation</li> <li>• The following gap exists: <ul style="list-style-type: none"> <li>○ Writing – (W-63%, AA-83%, H95%, EcD-88%)</li> </ul> </li> </ul>
<b>Completion Rate</b>	<p>For the Class of 2006, grades 9-12:</p> <ul style="list-style-type: none"> <li>• Completion rate - 98.6% <ul style="list-style-type: none"> <li>○ AA-97.1%, H-100%, W-100%, EcD-96.6%</li> </ul> </li> </ul>
<b>Annual Drop-Out Rate</b>	<p>For 2005-2006 data, grades 7- 8:</p> <ul style="list-style-type: none"> <li>• Drop-out rate - 0.4% <ul style="list-style-type: none"> <li>○ AA-1.2%, H-0.0%, W-0.0%, EcD-0.7%</li> </ul> </li> </ul>

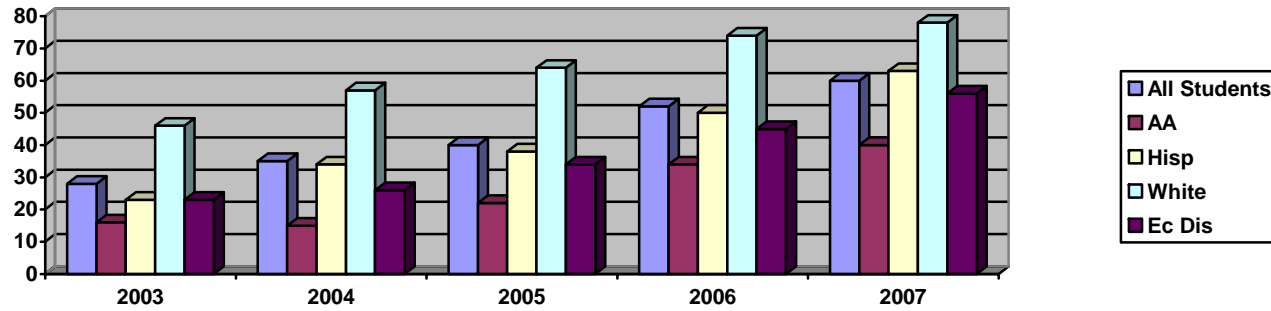
# Current State of the District

## Demographic Enrollment as of May 31, 2007



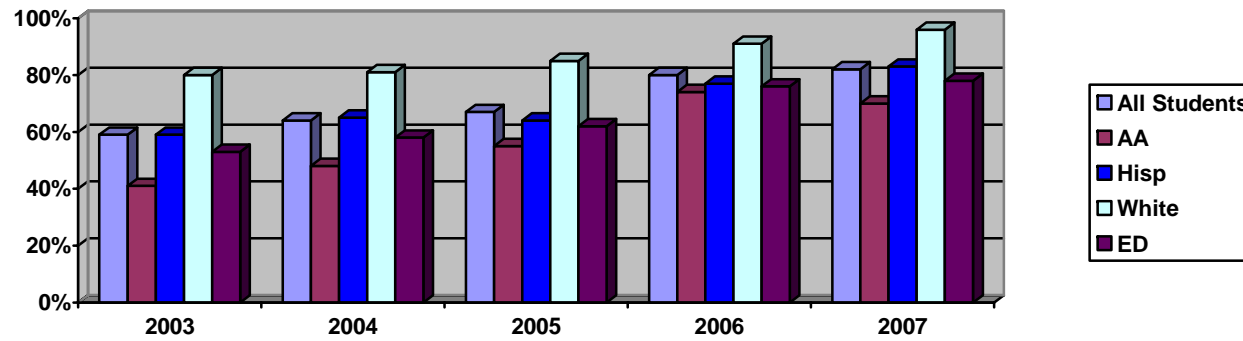
<b>African American</b>	<b>Hispanic</b>	<b>White</b>	<b>Asian</b>	<b>Am. Ind.</b>	<b>LEP</b>	<b>ED</b>	<b>SE</b>
31%	45%	23%	1%	<1%	20%	69%	15%

## TAKS All Tests Taken



<b>TAKS All Tests Taken</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
<b>All Students</b>	28%	35%	40%	52%	60%
<b>African American</b>	16%	15%	22%	34%	40%
<b>Hispanic</b>	23%	34%	38%	50%	63%
<b>White</b>	46%	57%	64%	74%	78%
<b>Economically Disadvantaged</b>	23%	26%	34%	45%	56%

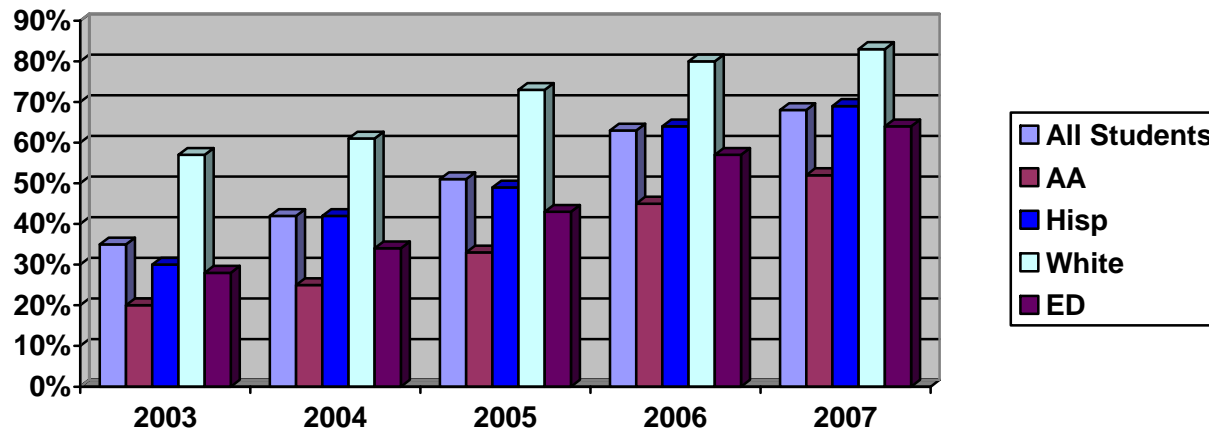
## TAKS Reading / ELA



\*\*\* Passing standards for 2006-07 was 65%. Standard for 2007-08 will be 70%.

<b>TAKS Reading / ELA</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
<b>All Students</b>	59%	64%	67%	80%	82%
<b>African American</b>	41%	48%	55%	74%	70%
<b>Hispanic</b>	59%	65%	64%	77%	83%
<b>White</b>	80%	81%	85%	91%	96%
<b>Economically Disadvantaged</b>	53%	58%	62%	76%	78%

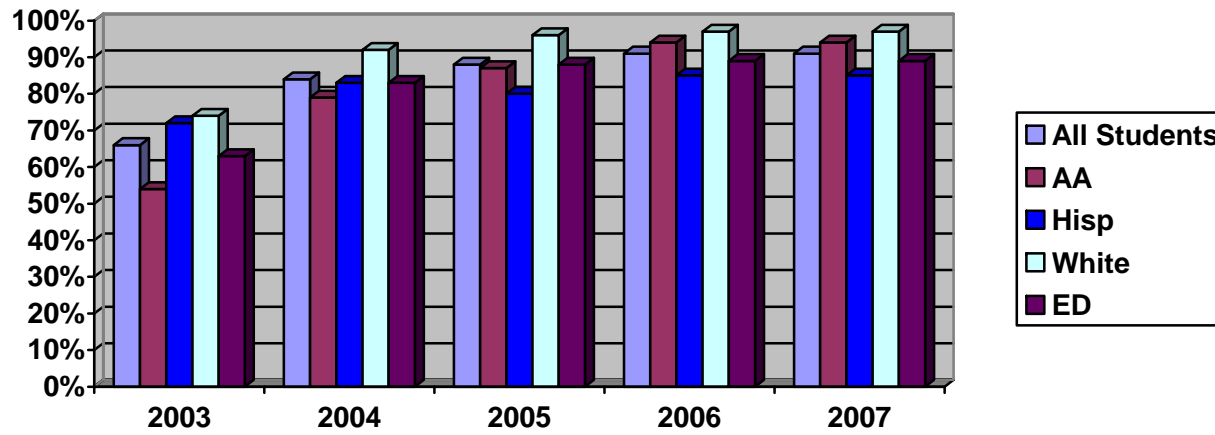
### TAKS Mathematics



\*\*\* Passing standards for 2006-07 was 45%. Standard for 2007-08 will be 50%.

TAKS Mathematics	2003	2004	2005	2006	2007
All Students	35%	42%	51%	63%	68%
African American	20%	25%	33%	45%	52%
Hispanic	30%	42%	49%	64%	69%
White	57%	61%	73%	80%	83%
Economically Disadvantaged	28%	34%	43%	57%	64%

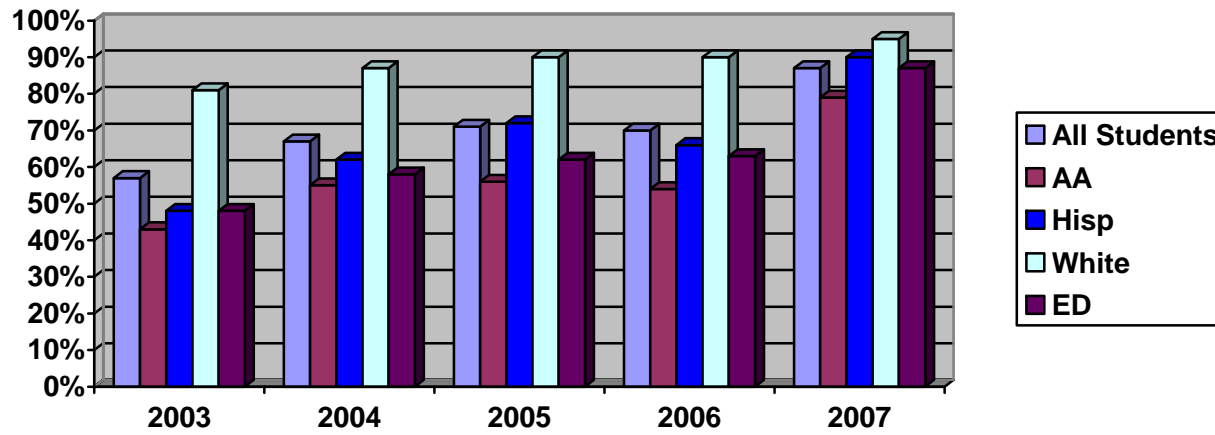
## TAKS Writing



\*\*\* Passing standards for 2006-07 was 65%. Standard for 2007-08 will be 65%.

<b>TAKS Writing</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
<b>All Students</b>	66%	84%	88%	91%	91%
<b>African American</b>	54%	79%	87%	94%	94%
<b>Hispanic</b>	72%	83%	80%	85%	85%
<b>White</b>	74%	92%	96%	97%	97%
<b>Economically Disadvantaged</b>	63%	83%	88%	89%	89%

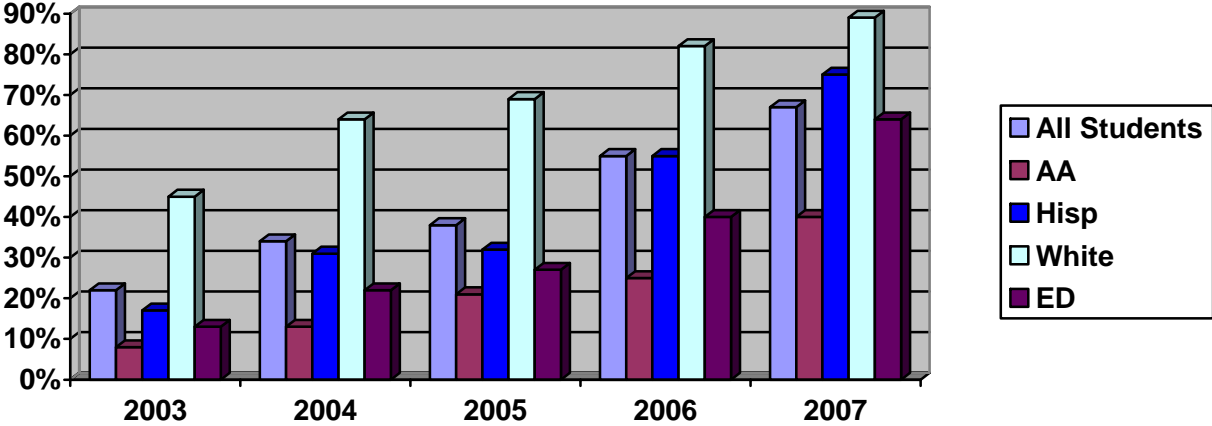
## TAKS Social Studies



\*\*\* Passing standards for 2006-07 was 65%. Standard for 2007-08 will be 65%.

<b>TAKS Social Studies</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
<b>All Students</b>	57%	67%	71%	70%	87%
<b>African American</b>	43%	55%	56%	54%	79%
<b>Hispanic</b>	48%	62%	72%	66%	90%
<b>White</b>	81%	87%	90%	90%	95%
<b>Economically Disadvantaged</b>	48%	58%	62%	63%	87%

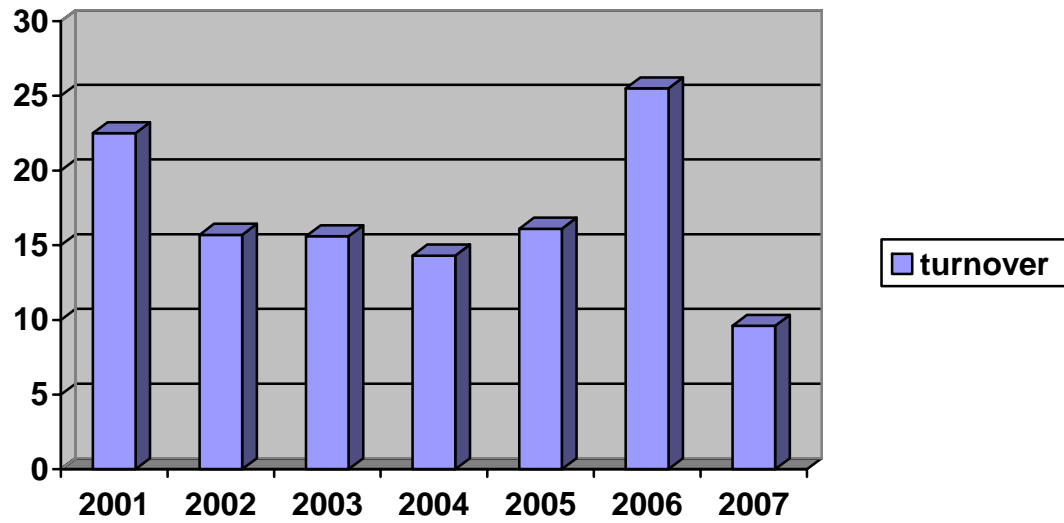
### TAKS Science



\*\*\* Passing standards for 2006-07 was 40%. Standard for 2007-08 will be 45%.

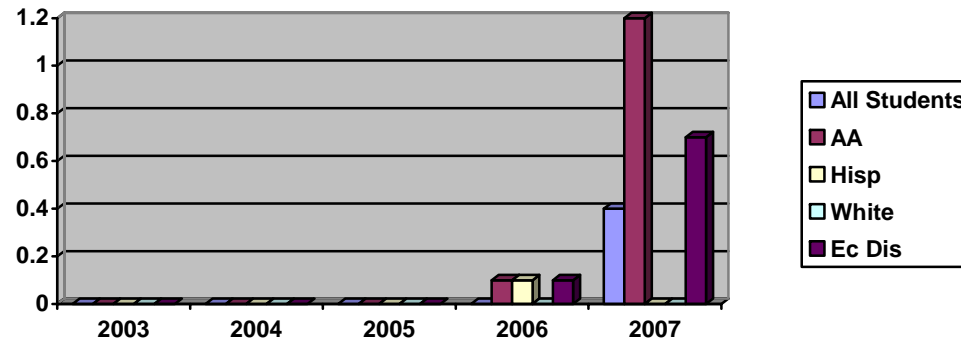
TAKS Science	2003	2004	2005	2006	2007
All Students	22%	34%	38%	55%	67%
African American	8%	13%	21%	25%	40%
Hispanic	17%	31%	32%	55%	75%
White	45%	64%	69%	82%	89%
Economically Disadvantaged	13%	22%	27%	40%	64%

### Teacher Turnover Rate 2001 - 2007



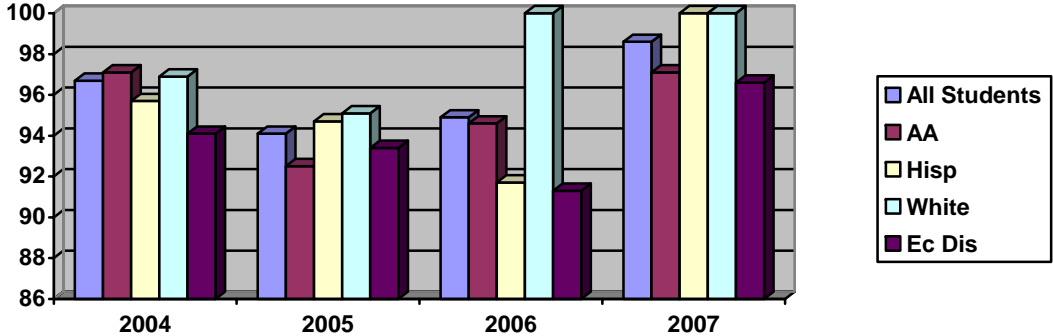
YEAR	TURNOVER %
2001	22.5
2002	15.7
2003	24.1
2004	14.3
2005	16.1
2006	25.5
2007	9.6

## Annual Dropout Rate, Grades 7 – 8



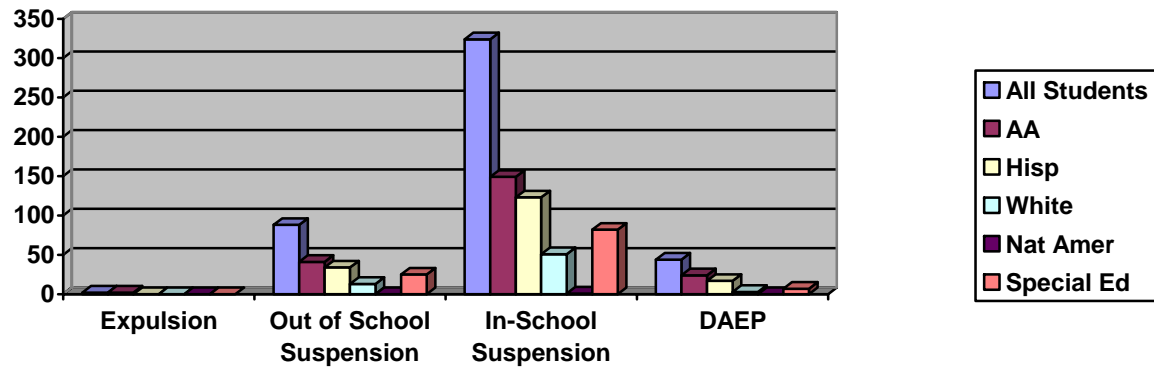
<b>Annual Dropout Rate, Gr. 7-8</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
<b>All Students</b>	0.0%	0.0%	0.0%	0.0%	0.4%
<b>African American</b>	0.0%	0.0%	0.0%	0.0%	1.2%
<b>Hispanic</b>	0.0%	0.0%	0.0%	0.0%	0.0%
<b>White</b>	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Economically Disadvantaged</b>	0.0%	0.0%	0.0%	0.0%	0.7%

### Completion Rate I, Grades 9 - 12



Completion Rate I, Gr. 9-12	2004	2005	2006	2007
<b>All Students</b>	96.7%	94.1%	94.9%	98.6%
<b>African American</b>	97.1%	92.5%	94.6%	97.1%
<b>Hispanic</b>	95.7%	94.7%	91.7%	100.0%
<b>White</b>	96.9%	95.1%	100.0%	100.0%
<b>Economically Disadvantaged</b>	94.1%	93.4%	91.3%	96.6%

## Disciplinary Action 2007

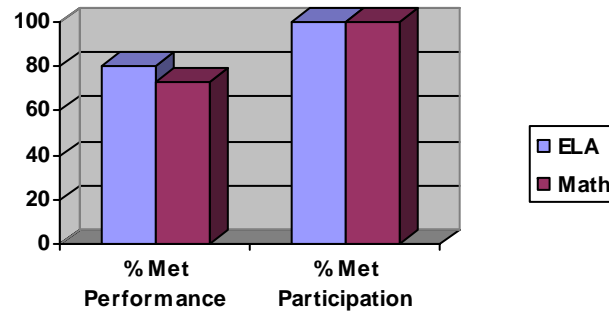


<b>Disciplinary Action</b>	<b>Expulsion</b>	<b>Out of School Suspension</b>	<b>In-School Suspension</b>	<b>DAEP</b>
<b>All Students</b>	2	88	324	44
<b>African American</b>	2	41	149	24
<b>Hispanic</b>	0	34	123	17
<b>White</b>	0	13	51	3
<b>Native American</b>	0	0	1	0
<b>Special Education</b>	0	25	82	7

**Texas English Proficiency Assessment System (RPTE)  
Students Assessed in Both 2006 and 2007**

Grade	# of Students	Progressed One Proficiency Level		Progressed Two Proficiency Levels		Progressed Three Proficiency Levels		Progressed at Least One Proficiency Level	
		#	%	#	%	#	%	#	%
1st	23	11	48	6	26	0	0	17	74
2 <sup>nd</sup>	18	6	33	6	33	0	0	12	67
3 <sup>rd</sup>	25	12	48	11	44	0	0	23	92
4 <sup>th</sup>	26	13	50	4	15	0	0	17	65
5 <sup>th</sup>	14	9	64	1	7	1	7	11	79
6 <sup>th</sup>	13	6	46	0	0	0	0	6	46
7 <sup>th</sup>	15	5	33	0	0	0	0	5	33
8 <sup>th</sup>	12	8	67	1	8	0	0	9	75
9 <sup>th</sup>	13	1	8	0	0	0	0	1	8
10 <sup>th</sup>	8	6	75	0	0	0	0	6	75
11 <sup>th</sup>	6	4	67	0	0	0	0	4	67
12 <sup>th</sup>	6	1	17	0	0	0	0	1	17

## Performance for Meeting Federal Standards for “Adequate Yearly Progress” (AYP)



Special Education	% Met Performance	% Met Participation
ELA	80	100
Math	73	100

## State Assessment Results SDAA II

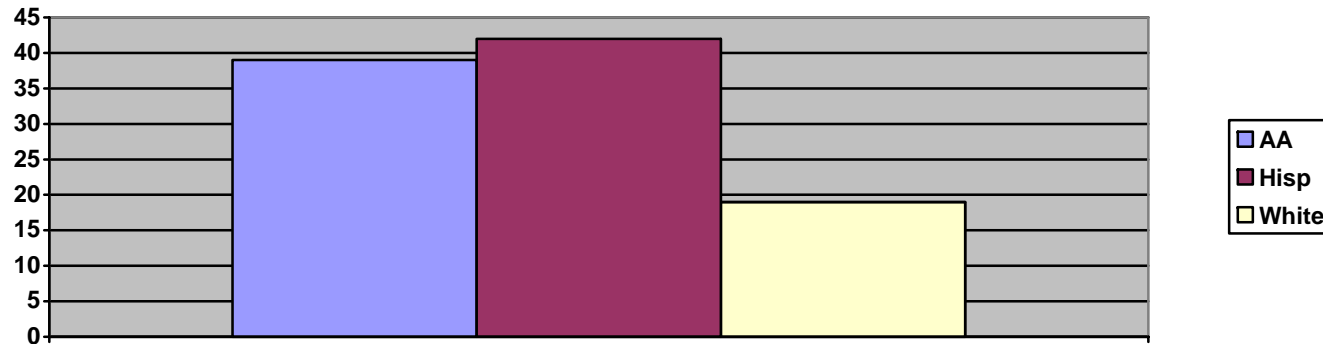
SDAA II		
Number of Tests	% Met ARD Expectations	# Met ARD Expectations
304	94	286

**Average Daily Attendance (ADA)  
Comparison from 2005 – 2007**

<b>School Year</b>	<b># of Students</b>	<b>% of Students</b>
<b>2004 – 2005</b>	12.75.00	96.13
<b>2005 – 2006</b>	1255.23	95.83
<b>2006 – 2007</b>	1298.39	95.8

**Special Education Enrollment**

### Enrollment Percentages



African American	Hispanic	White
39%	42%	19%

### Special Education Enrollment by Student Groups (Number of Students per population / grade)

Grade	All Students	African American	Hispanic	White
EE	5	3	1	1
PK	2	1	0	1
K	4	2	1	1
1 <sup>st</sup>	7	1	4	2
2 <sup>nd</sup>	7	2	2	3
3 <sup>rd</sup>	14	6	6	2
4 <sup>th</sup>	16	4	11	1
5 <sup>th</sup>	10	4	3	3
6 <sup>th</sup>	13	4	7	2
7 <sup>th</sup>	38	16	13	9
8 <sup>th</sup>	20	8	9	3
9 <sup>th</sup>	17	8	8	1
10 <sup>th</sup>	15	7	5	3
11 <sup>th</sup>	18	8	7	3
12 <sup>th</sup>	16	5	7	4
<b>TOTALS</b>	<b>202</b>	<b>79</b>	<b>84</b>	<b>39</b>

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: A: By May 2008, Hempstead ISD will maintain a 0.0% dropout rate as reported on AEIS.

SUMMATIVE EVALUATION: AEIS 0.0% Dropout Rate

Current Rate: 0.4% (grades 7-8)

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue the credit recovery program.	Principals	Teacher Plato software	SCE - \$20,000 FTE - 1.0 aide	August 2007	Six weeks reports of credit recovered.
2. Continue the implementation of and improvements to the Student Intervention Teams on each campus.	Principals	Campus teams	NA	August 2007	SIT meeting reports
3. Continue the employment of the parent liaison	Superintendent	Parent Liaison	Title I - \$45,000 FTE – 1.0 teacher	August 2007	Job descriptions  Weekly report of parent contacts
4. Provide tutorials before and after school at all campuses.	Principals	Teachers	SCE – 5% of all core teachers	August 2007 – May 2008	Record of students attending tutorials
5. Provide support for pregnant students	Special Programs Coordinator	Nurse, Counselor, Homebound Teacher		August 2007 – May 2008	Student records and PEIMS data
6. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: B: By May 2008, Hempstead ISD will achieve a 99% completion rate as reported on AEIS.

SUMMATIVE EVALUATION: AEIS

Current Rate: 98.6%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue the credit recovery program at the high school.	Principals	Teacher, API curriculum, Plato software	SCE - \$20,000, FTE = 1 aide		Six weeks reports of credit recovered
2. Implement Texas Scholars – High School and Beyond Initiative	Principals	Principals, Counselors, Assistant Principals  Contract with TBEC for participation in initiative	Local funds – \$500 \$.75/student grades 7-12		Contract with TBEC  All students grades 7-12 have personal accounts  Monthly checks on all students by campus administrator
3. Provide support for pregnant students	Special Programs Coordinator	Nurse, Counselors, Homebound teacher		August 2007 – May 2008	PEIMS data and student records
4. Extended year instruction	Principals	Teachers, instructional materials	Local funds and OEYP funds 9 <sup>th</sup> Grade Transition Grant	Summer 2008	Attendance records
5. Campus incentive programs	Principals	Teachers, Students, Campus designed incentives		August 2007 – May 2008	Principal report

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: C: By May 2008, 75% of all students taking the TAKS-A and TAKS-M Examination will meet ARD expectations.

SUMMATIVE EVALUATION: AEIS

Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Train teachers on differentiation strategies to prepare for a full inclusion model.	Special Education Coordinator	Consultant	IDEA B - \$2,500	August 2007	District staff development program  Training agendas Sign in sheets
2. Train teachers on the CLASS Bridge Program	Special Education Coordinator	Consultant, computers, staff development, Special Ed Coordinator, Trainer	IDEA B	November 2007	Sign-in sheets Training agendas
3. Implement CScope Curriculum	Curriculum Director, Special Education Coordinator	Computers, staff development, consultant time	IDEA B Title I	November 2007 – May 2008	CWTs by administrators
4. Sheltered Instruction Training (SIOP)	Curriculum Director, Special Education Coordinator	Staff development time, materials, consultant		August 2007	CWTs by administrators
5. Use accelerated instruction to move all students to on-grade level instruction.	Principals	Teachers, materials		August 2007 – May 2008	CWTs by administrators
6. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: D: By May 2008, 80% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS reading/ELA test will pass.

SUMMATIVE EVALUATION: AEIS Reading / ELA

Current: 82%, 70%, 83%, 96%, 78%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement reading classes at the middle school and high school.	Principals	Highly qualified reading teachers	SCE – \$75,000 FTE = 1.5 teachers Title I – \$75,000 FTE = 1.5 teachers	August 2007	Contracts  Master schedules
2. Provide staff development on teaching reading strategies in the content areas.	Principals	Reading trainers, Staff development days	Title II, A – \$3,500	Fall 2007	Staff development program  Sign-in lists
3. Implement CScope Instruction	Principals, Curriculum Director	Region 6 consultants		November 2007	CWTs by administrators
4. Student Intervention Team		Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes
5. Provide tutorials	Teachers, Principals	Materials, Teachers. Time, After School Program		August 2007 – May 2008	Benchmark results Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: E: By May 2008, 70% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS math test will pass.

SUMMATIVE EVALUATION: AEIS / Math

Current: 68%, 52%, 69%, 83%, 64%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development on teaching reading strategies in math.	Principals	Reading trainers Staff development days	HS Grant – \$14,000	Fall 2007	Staff development program  Sign-in lists
2. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principals	Region 4 consultants	HS Grant – \$22,000	August 2007	Revised scope and sequence documents
3. Implement CScope	Principals, Curriculum Director	Teachers, Region 6 Consultant, Computers		November 2007	CWTs by administrators
4. Differentiate instruction to address multiple learning styles.	Principals	Materials Teachers		August 2007 – May 2008	CWTs by administrators Lesson plans
5. Provide tutorials and accelerated instruction	Principals	Teachers Materials Time Extended Day		August 2007 – May 2008	Sign-in sheets Campus Schedules
6. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: E: By May 2008, 70% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS math test will pass.

SUMMATIVE EVALUATION: AEIS / Math

Current: 68%, 52%, 69%, 83%, 64%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
7. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2007 – May 2008	Benchmark results Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: F: By May 2008, 90% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS writing test will pass.

SUMMATIVE EVALUATION: AEIS Writing

Current: 95%, 96%, 91%, 100%, 93%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Teach the writing process in all content areas.	Principals	Defined writing process	Local funds	Fall 2007	Lesson plans for all teachers showing more writing activities
2. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principals	CScope consultants	High School Grant – \$10,000	August 2007	Revised scope and sequence documents
3. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes
4. Implement CScope	Principals, Curriculum Director	Staff Development Consultant Computers Time		November 2007	CWTs by administrators Sign-in sheets
5. Professional development on writing strategies	Principals, Curriculum Director	Transportation Consultant		October – December 2007	Certificates
6. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2007 – May 2008	Benchmark results Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: G: By May 2008, 70% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS science test will pass.

SUMMATIVE EVALUATION: AEIS Science

Current: 67%, 40%, 75%, 89%, 64%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement more hands-on activities in the science classes.	Teachers	CScope Materials	Local funds High School Redesign Grant	2007-08 school year	Lesson plans CWTs by administrators Benchmark results
2. Provide materials and supplies for science labs	Principals	Materials Supplies		Fall 2007	CWTs by administrators Purchase Orders
3. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principals	Region 6 consultants CScope	High Grant - \$45,000	Fall 2007	Revised scope and sequence documents
4. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes
5. Target low-performing TAKS objectives identified in the disaggregated TAKS data	Teachers, Campus Teams, Principals	EduSoft TAKS data Benchmark tests		August 2007 – May 2008	Benchmark results
6. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2007 – May 2008	Benchmark results Sign-in sheets
7. Reinforce common science vocabulary	Teachers	Vocabulary lists		August 2007 – May 2008	Benchmark results CWTs by administrators Word Walls

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 1: By 2010, Hempstead ISD will be an exemplary district as determined by the Academic Excellence Indicator System (AEIS).

DISTRICT OBJECTIVE: H: By May 2008, 80% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS social studies test will pass.

SUMMATIVE EVALUATION: AEIS Social Studies

Current: 87%, 79%, 90%, 95%, 87%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Vertical alignment training using CScope	Principals, Curriculum Director	Region 6 consultant CScope Program Substitutes Time	Title II, A – \$3,500	Fall 2007	Staff development program  Sign-in lists
2. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principals	Region 6 consultants	HS Grant – \$45,000	August 2007	Revised scope and sequence documents
3. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes
4. Differentiated instruction	Teachers	Materials Strategies		August 2007 – May 2008	Lesson plans CWTs by administrators
5. Target low-performing TAKS objectives identified in the disaggregated TAKS data	Teachers, Campus Teams, Principals	EduSoft TAKS data Benchmark tests		August 2007 – May 2008	Benchmark results
6. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2007 – May 2008	Benchmark results Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 2: By 2010, Hempstead ISD will provide well-organized special programs that meet the needs of individual students and meet state standards as determined by the Performance Based Monitoring Analysis System (PBMAS).

DISTRICT OBJECTIVE: A: By May 2008, all Bilingual/ESL indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS Bilingual / ESL

Current: All indicators = 0

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Establish district standards that increase the percentage of English spoken in bilingual classes.	Principal, Bilingual / ESL Director	Bilingual teachers	\$0	August 2007	CWTs by administrators
2. Provide support to enable all bilingual teachers to become highly-qualified	Principal	Staff development		August 2007 – May 2008	Certifications
3. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes
4. Stipends for bilingual / ESL teachers	Superintendent	Local funds	Local funds \$35,000	August 2007 – May 2008	Stipends Certifications

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 2: By 2010, Hempstead ISD will provide well-organized special programs that meet the needs of individual students and meet state standards as determined by the Performance Based Monitoring Analysis System (PBMAS).

DISTRICT OBJECTIVE: B: By May 2008, all Career and Technology Education indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS CTE Current: All 0 indicators

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Administer a career investigation survey to middle and high school students.	CTE Coordinator	Survey	Local funds - \$500	Fall 2007	Survey results in each student's permanent folder
2. Provide information to parents on CTE programs.	CTE Coordinator	Parent brochure	Carl Perkins - \$200	August 07	Brochure
3. Increase the number of tech-prep classes being offered.	CTE Coordinator	Tech prep information  Tech prep training for teachers	Local funds	Fall 2007	2007-08 Master Schedule

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 2: By 2010, Hempstead ISD will provide well-organized special programs that meet the needs of individual students and meet state standards as determined by the Performance Based Monitoring Analysis System (PBMAS).

DISTRICT OBJECTIVE: C: By May 2008, all Special Education indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS SpED

Current: 5=2, 7=2, 9=2, 14=2, 15=3, 17=2, 20=1

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development on differentiation strategies.	Special Education Coordinator	Consultant	IDEA - \$1,000	August 2007	Training documented Sign-in sheets
2. Provide intervention strategies/programs to at risk students prior to referral to special education.	Principals	Campus interventions  Student Intervention Committee	Title I - \$214,320 FTE = 11 aides	August 2007	Master Schedules SIT meeting notes
3. Continue to use an early intervention specialist	Elementary Principal	Region 4 trained specialist		August 2007	Contract Master Schedule
4. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2007 – May 2008	SIT meeting notes
5. Provide staff development training on the CLASS Bridge	Special Education Coordinator	Consultant			Training documented sign-in sheets
6. Provide teachers with the CLASS Bridge Program	Special Education Coordinator	CLASS Bridge	IDEA B - \$11,000	December 2007 – May 2008	IEP's testing

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 2: By 2010, Hempstead ISD will provide well-organized special programs that meet the needs of individual students and meet state standards as determined by the Performance Based Monitoring Analysis System (PBMAS).

DISTRICT OBJECTIVE: D: By May 2008, all No Child Left Behind indicators will receive a rating of 0 on AMA0's met as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS NCLB

Current: 8 = AMA0 Not Met, 9= AMA0 Not Met

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development to person responsible for application and evaluation.	Federal Programs Coordinator	Region 4 trainings	Title I - \$500	Summer 2008	Attendance certificate
2. Provide additional instruction in English for LEP students.	Principals Bilingual / ESL Director	Designated time	SCE - \$218,000 FTE = 4.5 teachers  Bilingual/ESL - \$80,000 FTE = 1.5 teachers	2007-08 school year	Master Schedule
3. Provide training for TELPAS raters	Testing Director	TELPAS guidelines Computers Region 4 consultants		Spring 2008	Certificates
4. Monitor progress of LEP students on six-week intervals.	Curriculum Department	Skyward Program Computer Time Curriculum Secretary		October 2007 – May 2008	LEP Report

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 2: By 2010, Hempstead ISD will provide well-organized special programs that meet the needs of individual students.

DISTRICT OBJECTIVE: E: By May 2008, all students identified eligible for the Gifted and Talented Program will score commended on all TAKS test taken.

SUMMATIVE EVALUATION: AEIS 100% Commended by GT

Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide advanced classes for core subjects in grades 6-12.	Principals	Trained teachers  Time in master schedule	Local funds	2007-08 school year	Master Schedules  Lesson plans
2. Continue the GT pull out program in elementary classes.	Principal	GT teacher	GT - \$55,000 FTE = 1.0 teachers	2007-08 school year	Master Schedule  Lesson plans
3. Provide staff development in PreAP and AP strategies and content to core teachers for grades 6-12.	Principals Curriculum Director	College Board training	Title II funds  Local funds - \$6,000	Summer 2008	Attendance certificates
4. Require AP, PAP, and GT teachers to receive an annual six hours update.	GT Coordinator	Staff Development Region 4 ESC	Title II funds	August 2007 – December 2007	Attendance certificates

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 2: By 2010, Hempstead ISD will provide well-organized special programs that meet the needs of individual students.

DISTRICT OBJECTIVE: F: By May 2008, the percent of students, identified as at-risk for the State Compensatory Education Program, mastering each TAKS subtest (reading/ELA, math, writing, science, social studies) will increase by ten points.

SUMMATIVE EVALUATION: AEIS At-Risk + 10%

Current: 73% ELA/Rdg, 53% Math, 91% Writing, 44% Science, 81% Social Studies

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue student intervention team on each campus.	Principals	Student Intervention Team  Schedule of meetings		2007-08 school year	SIT meeting minutes
2. Provide reading classes for students in grades 6-12.	Principals	Certified reading teachers	SCE - \$75,000 FTE = 1.5 teachers Title I - \$75,000 FTE = 1.5 teachers	August 2007	Master Schedules
3. Reading coach for grades K-5	Principal	Reading coach	Reading 1st Grant - \$55,000	2007-08 school year	Master Schedule  Record of meetings with grades K-5
4. Continue to provide the After School Program	ASP Coordinator	21 <sup>st</sup> Century Grant Teachers Materials and Supplies	21 <sup>st</sup> Century Grant	August 2007 – May 2008	Master Schedule  Attendance sheets
5. Parent conferences / Parent Compacts	Principals	Teachers Parents		August 2007 – May 2008	Record of meetings

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 3: By 2010, Hempstead ISD will attract and retain highly qualified staff and provide quality staff development programs.

DISTRICT OBJECTIVE: A: By May 2008, all new teachers will be certified and highly qualified as specified by their job description/assignment.

SUMMATIVE EVALUATION: 100% HQ

Current: 2006-2007 100%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Hire fully certified, highly qualified teachers.	Superintendent	HR Coordinator Certification rules Highly qualified rules Training	Local Funds - \$50,000  Title I - \$2,000	Summer 2007	Teacher certificates Highly qualified report
2. Require existing staff to maintain certification and highly qualified status.	Superintendent	HR Coordinator Certification rules Highly qualified rules Training	Same as above	August 2007	Teacher certificates Highly qualified report
3. Provide mentors for teachers with 0-2 years of teaching experience	Special Programs Coordinator	Teachers Region 4 Staff Development	Beginning Teacher and Induction Program Grant (BTIM)	August 2007 – May 2009	Attendance logs Certification Mentor logs / Observation logs

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 3: By 2010, Hempstead ISD will attract and retain highly qualified staff and provide quality staff development programs.

DISTRICT OBJECTIVE: B: By May 2008, the district's teacher retention rate will meet or exceed the state's average as reported on AEIS.

SUMMATIVE EVALUATION: State Retention Rate = 83.9%

Current: 90.4%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Contract with TASB to evaluate and develop an administrative pay scale.	Superintendent	Additional funds	Local, state & federal - \$9,500	Completed Spring 2007, ongoing	Board minutes
2. Provide incentive bonuses for high school teachers	Special Programs Coordinator	Grant	Texas Educator Excellence Grant	August 2007 – May 2008	Sign-in sheets for faculty meetings and training sessions, tutorial logs, TAKS results in core subjects
3. Continue competitive pay scale.	Superintendent School Board Trustees	Local funds		August 2007 – May 2008	Teacher Retention records
4. Longevity pay for 5+ years of service at Hempstead ISD	Superintendent School Board Trustees	Local funds	Local funds \$32,000	August 2007 – May 2008	Teacher Retention records

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 3: By 2010, Hempstead ISD will attract and retain highly qualified staff and provide quality staff development programs.

DISTRICT OBJECTIVE: C: By May 2008, the district will develop and present quality staff development for state and federal programs and district instructional goals as determined by a staff survey.

SUMMATIVE EVALUATION: Staff Survey

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Conduct staff survey regarding needs of district and develop a staff development program based on the needs.	Curriculum Director	Survey  Staff development days		Spring 2008	Surveys completed  Staff development program
2. Provide a weekly staff development program and require all teachers to obtain 12 hours.	Curriculum Director	Training center  Schedule of topics	Title I – \$5,000 Title II, A - \$2,000 Title II, D - \$1,000 Title III - \$1,000	Begin August 2007 – Ongoing throughout school year	Schedule of training topics for fall semester  Schedule of training topics for spring semester
3. Provide staff development on: <ul style="list-style-type: none"> <li>• Sheltered instruction</li> <li>• CScope Training</li> <li>• Sexual harassment</li> <li>• Discipline management</li> <li>• Technology</li> <li>• Local policies and procedures</li> <li>• Pre-advanced placement and advanced placement strategies</li> <li>• Curriculum alignment</li> <li>• TEKS in the core areas</li> <li>• Classroom management</li> </ul>	Curriculum Director Principals Special Education Coordinator HR Coordinator Business Manager Technology Director	Staff development days  Region 6  Trainers  Region 4  Flippen Group  Local staff	Title I - \$5,000 Title II, A - \$4,000 Title II, D - \$1,000 Title III - \$2,000	August 2007 – May 2008	Staff development program  Attendance certificates

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 4: By 2010, Hempstead ISD will plan, develop and implement a core curriculum that provides students challenging instructional experiences.

DISTRICT OBJECTIVE: A: Increase the rigor of the curriculum so an increased number of students take concurrent enrollment classes.

SUMMATIVE EVALUATION:

	2005-06	2006-07
Number of students enrolled in concurrent classes	14	12
Number of concurrent classes	4	1

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue advanced classes in math, English language arts, science, and social studies for grades 6-12.	Principals	Trained teachers  College Board materials	Local funds - \$6,000  Local funds - \$15,000 for materials	August 2007 – May 2008	Master Schedules  Increased number of students in advanced classes – PEIMS data
2. Implement CScope, Curriculum Assessment, and Scope and Sequence	Curriculum Director	CScope Program Region 6		November 2007 – May 2008	Benchmark assessments Lesson plans CWTs by administrators

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 4: By 2010, Hempstead ISD will plan, develop and implement a core curriculum that provides students challenging instructional experiences.

DISTRICT OBJECTIVE: B: Increase the amount of technology available to teachers and students in the classroom as measured by a teacher survey.

SUMMATIVE EVALUATION: STAR Chart

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Update all computer labs in the district.	Technology Director	Dell Lease	Technology Allotment - \$35,137  Local funds - \$100,000	August 2007	Inventory of Dell computers  Distribution diagram
2. Increase the number of computers in all classrooms.	Technology Director	Dell Lease	Included in 1	August 2007	Same as above
3. Provide training to all teachers on Microsoft Outlook.	Technology Director	Training center	Included in 1	August 2007 – May 2008	Staff development program
4. Train two teachers per campus to become Master Technology Teachers	Special Programs Coordinator  Technology Director	Region 4 Laptops Technology equipment Teachers	STAR Grant	August 2007 – May 2008	Training attendance records  Master Teacher of Technology Certification

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 4: By 2010, Hempstead ISD will plan, develop and implement a core curriculum that provides students challenging instructional experiences.

DISTRICT OBJECTIVE: C: Improve the quality of the PAP/AP program as indicated by an increase in classes, students participating, students taking AP exams, and students scoring 4 or 5 on AP exams.

SUMMATIVE EVALUATION:	2006-2007	2007-2008
Number of students in PAP/AP	375	
Number of PAP/AP Classes	17	
Number of students taking AP Exams	41	
Number of students scoring 4 or 5	3	

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to train Pre-AP and AP teachers.	Principals	College Board training		August 2007	Attendance certificates
2. Provide information to students and parents about graduation requirements and courses offered – Course Selection Guide.	Principal	Chapter 75 requirements	\$500 – printing costs	Spring 2008	Course guide
3. Recognize students who score 4 or 5 on the AP exams with newspaper articles.	Public Information Officer	Student results	NA	Fall & Spring	Award Night Program

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 4: By 2010, Hempstead ISD will plan, develop and implement a core curriculum that provides students challenging instructional experiences.

DISTRICT OBJECTIVE: D: Increase mean SAT and ACT scores for the district.

SUMMATIVE EVALUATION:	2003-2004	2004-2005	2005-2006	2006-2007
SAT			836	
ACT	17.9	17.3	16.3	

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to offer PAP and AP classes in grades 6-12	Principals	PAP and AP certified teachers	Local funds	August 2007 – May 2008	Master Schedules Class rosters
2. Include SAT vocabulary in the ELA curriculum.	Principals	Vocabulary Teachers	Local funds	August 2007 – May 2008	Lesson plans

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 4: By 2010, Hempstead ISD will plan, develop and implement a core curriculum that provides students challenging instructional experiences.

DISTRICT OBJECTIVE: E: Continue to develop and implement scope and sequence to align with best teaching practices as evaluated by agendas and teacher surveys.

SUMMATIVE EVALUATION: Implementation of CScope for each Subject tested

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement CScope Scope and Sequence	Curriculum Director, Principals	Region 6		November 2007 – May 2008	CWTs by administrators Lesson plans
2. Pilot CScope Benchmarks	Curriculum Director, Principals	Region 6 Benchmarks CScope Program Computers		November 2007 – May 2008	Revised benchmarks
3. Continue using EduSoft as the Assessment Management Program.	Curriculum Director	EduSoft Program Title I Training		2007-08 school year	Contract

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 5: By 2010, Hempstead ISD will ensure a climate that is conducive to teaching and learning

DISTRICT OBJECTIVE: A: Provide clean and well-maintained schools to promote a positive school climate conducive to effective teaching and learning.

SUMMATIVE EVALUATION: Survey from staff

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Decrease the amount of time to respond to maintenance or custodial requests.	Operations Director	System for tracking	\$0	2007-08 school year	Monthly chart showing time
2. Continue the regular schedule for pest control.	Operations Director	Materials Schedule	\$0	2007-08 school year	Schedule
3. Evaluate contract for lawn care.	Operations Director	Lawn care bids	Local - \$47,500	July 2007	Contract approved Board minutes

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 5: By 2010, Hempstead ISD will ensure a climate that is conducive to teaching and learning

DISTRICT OBJECTIVE: B: Reduce the number of discipline referrals and the number of violent acts at school. Increase the number of students participating in positive school activities.

SUMMATIVE EVALUATION: Fewer discipline referrals in PEIMS 425 report

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue character education programs on each campus.	Principals	Character education program Training	Title I = \$5,000	August 2007	Staff development program with training listed
2. Continue structured campus discipline management plans on each campus.	Principals	Discipline plans Training	\$0	August 2007	Discipline management plan for each campus  Staff development program
3. Train all staff with strategies for dealing with student behaviors.	Curriculum Director	Discipline strategies	Title II, A - \$1,000 IDEA B - \$2,000	2007-08 school year	Staff development program  Attendance certificates
4. Continue a positive behavior reward system on each campus.	Principals	Rewards	Local funds = \$5,000	August 2007	Schedule of award ceremonies
5. Implement a no locker campus at the middle school and high school.	Principals	Additional textbooks	Local funds	August 2007	Purchase order for additional textbooks
6. Hire two additional police officers	Superintendent, Operations Director, HISD Police Chief	Local funds		November 2007	Employment record

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 5: By 2010, Hempstead ISD will ensure a climate that is conducive to teaching and learning

DISTRICT OBJECTIVE: C: Implement practices and outreach activities which increase participation of parents in their child's education.

SUMMATIVE EVALUATION: Increased participation based on records

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Develop a system at each campus to track the numbers of parents attending school events.	Principals	Computer	\$0	August 2007	Monthly reports to Superintendent
2. Host two events per semester at each campus that invites parents to the school.	Principals	Topics to cover Program	Title I - \$2,000 per campus	2007-08 school year	Event listed on activity calendar each month
3. Support athletic booster club, band booster club and PTO.	Superintendent	Schedule of meetings	\$0	2007-08 school year	Attendance at monthly meetings
4. Require parent liaisons to make home visits.	Principals	Parent liaisons	\$1,000 travel costs	2007-08 school year	Monthly log of home visits
5. Continue Community Advisory Committee	Superintendent	List of members	Title I - \$2,000	August 2007 – May 2008	Sign in sheets Activity Calendar

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 5: By 2010, Hempstead ISD will ensure a climate that is conducive to teaching and learning

DISTRICT OBJECTIVE: D: Increase the number of website hits. Increase the number of parent-teacher contacts. Provide up to date information to parents through a variety of sources such as the website, newspaper articles, district and campus newsletters.

SUMMATIVE EVALUATION: Data on website hits and parent-teacher contacts

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue position of public information officer.	Superintendent	Funds	\$49,000	Summer 2007	Contract
2. Require all teachers to have at least one parent teacher conference each semester.	Principals	Conference time	\$0	August 2007	Administrator meeting notes  PDAS evaluations
3. Continue to implement improvements to the district website.	Technology Director Public Information Officer	Computer Training	Local funds	August 2007 – May 2008	Ongoing website revisions
4. Continue <i>Bobcat Pride</i> , the monthly staff newsletter.	Public Information Officer	Printing Articles	Local funds	Monthly	Copies on file
5. Require each campus to publish parent newsletters each six weeks to be sent with report cards.	Superintendent	Printing Articles	Title I - \$3,000 per campus	Distributed with report cards: August 2007 – May 2008	Copies mailed with each report card

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 5: By 2010, Hempstead ISD will ensure a climate that is conducive to teaching and learning

DISTRICT OBJECTIVE: E: Improve the image of the district within the community and outside the community.

SUMMATIVE EVALUATION: Community survey

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Conduct a community/parent survey.	Superintendent, Public Information Officer	Survey Printing Postage	Local - \$1,500	Fall 2007	Survey developed  Survey results tallied and reported to Board
2. Conduct a staff survey.	Superintendent, Curriculum Director	Survey Printing	Local - \$500	Spring 2008	Survey developed  Survey results tallied and reported to Board
3. Report positive events in the local paper and papers of larger circulation.	Public Information Officer	Local paper cooperation  Articles	\$0	Ongoing during the 2007-08 school year	Weekly articles placed in annual portfolio
4. Develop cooperative activities with the city and the ministerial alliance.	Superintendent	Meetings with city officials  Meetings with ministerial alliance	Local - \$1,000	2007-08 school year	Meeting agendas and minutes
5. Continue maintenance of HISD Website	Public Information Officer	Time, local funds		August 2007 – July 2008	Website appearance

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2007 - 2008**

GOAL # 5: By 2010, Hempstead ISD will ensure a climate that is conducive to teaching and learning

DISTRICT OBJECTIVE: F: Decrease the number of pregnant students and the number of students involved in drug-related incidents.

SUMMATIVE EVALUATION: PEIMS PRS Report – fewer pregnancies

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement health classes for fifth grade students and eighth grade students.	Principals	Health teachers  Health curriculum  Guest speakers	Local - \$40,000 FTE = 1.0 teacher  \$0  \$500	August 2007	Master Schedules  Lesson plans
2. Provide assemblies at each campus to alert students to the bad effects of illegal drug usage.	Principals	Guest speakers	Title IV - \$2,000	2007-08 school year	Assemblies scheduled on activity calendar
3. Implement Drug and Gang Violence Awareness Training for faculty, staff, and community	Superintendent, Special Programs Coordinator, Public Information Officer, HISD Police Chief	Local newspaper, Hempstead Police Department, Guest speakers		November 2007	Newspaper articles, website notice, flyers
4. Conduct drug surveys for teachers, students, and parents	Special Programs Coordinator	Surveys, printing, postage	Title IV	Spring 2008	Survey results