



**HEMPSTEAD**  
INDEPENDENT SCHOOL DISTRICT

# District Improvement Plan

2008 - 2009



# Acknowledgement

## DISTRICT SITE-BASED COMMITTEE

### 2008-2009

**Chairperson:** Betty Vines

#### **Hempstead High School**

Jean Adams  
Gail Schroeder

#### **Hempstead Middle School**

Nancy Kunkel  
Racquel Tamez

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

Tabetha Boone  
Janice Mitchell

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

Catherine Gibson  
Mary Ann Springs

#### **Business Representatives**

John Amsler  
Betty Gertman  
Don Edgar

#### **Parent Representatives**

Roxanne Hamric  
Michael Curtis  
LaToya Alexander

#### **Community Representatives**

Mary Ragston  
Paris Kincaid

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

Betty Vines  
Joy Toney  
Dr. Sharon Young  
Laurie Bettis



*Hempstead Independent School District*

**DISTRICT IMPROVEMENT PLAN  
2008 – 2009**

**BOARD OF TRUSTEES**

**Lonnie Garfield, President**

**Kay Kloecker, Vice President**

**Jimmy Zepeda, Jr., Secretary**

**Dr. Harold Black**

**Ricky Pearce**

**Johnny Johnson**

**Travis Wilson**



## *Hempstead Independent School District*

### **DISTRICT IMPROVEMENT PLAN**

**2008 – 2009**

**APPROVED:**

*Lonnie Garfield* *11/17/2008*  
President of Board Date

*Jimmy Zepeda, Jr.* *11/17/2008*  
Secretary of Board Date

*Gene A. Glover* *11/17/2008*  
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.

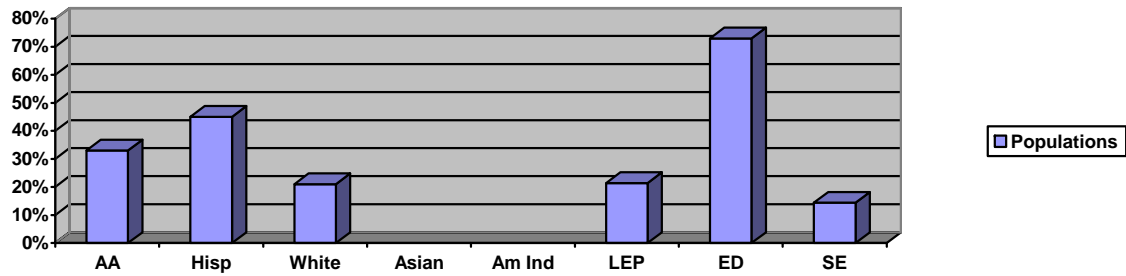
### 2007-2008 Performance Summary

<b>Accountability Rating</b>	<ul style="list-style-type: none"> <li>• <b>Academically Acceptable, State Accountability System, 2008-2009</b></li> <li>• <b>Did Not Meet AYP, Federal Accountability System for 2008-2009</b></li> </ul>
<b>Current Performance</b>	<p>For TAKS 2008:</p> <ul style="list-style-type: none"> <li>• 62% 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>94% of all students tested passed Writing.</li> <li>90% of all students tested passed Social Studies.</li> <li>89% of all students tested passed Reading/ELA.</li> <li>73% of all students tested passed Math.</li> </ul> </li> <li>• District results of <b>less than</b> 70% passing             <ul style="list-style-type: none"> <li>63% of all students tested in Science.</li> </ul> </li> <li>• 27% of HISD students earned a Commended score in at least one subject test; within Subject areas, the ranges were from 15% in Science to 27% in Writing.</li> <li>• TAKS Commended Performance             <ul style="list-style-type: none"> <li>22% Reading/ELA</li> <li>17% Math</li> <li>27% Writing</li> <li>15% Science</li> <li>19% 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- (AA-88%, H-86%, W-96%, EcD-87%)</li> <li>• Math- (AA-59%, H-76%, W-85%, EcD-71%)</li> <li>• Writing- (AA-97%, H-97, W-88, EcD-95%)</li> <li>• Science- (AA-44%, H-66%, W-85%, EcD-59%)</li> <li>• Soc Studies- (AA-88%, H-87%, W-78%, EcD-86%)</li> <li>• Gaps range from 41percentage points to 9 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 21.3%</li> </ul> </li> <li>• TAKS-M participation rate             <ul style="list-style-type: none"> <li>○ State rate 23.9%</li> <li>○ District rate 40.4%</li> </ul> </li> <li>• TAKS-Alt participation rate             <ul style="list-style-type: none"> <li>○ State rate 4.6%</li> <li>○ District rate 5.0%</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Least Restrictive Environment <ul style="list-style-type: none"> <li>○ State rate 11%</li> <li>○ District rate 12.5%</li> </ul> </li> <li>• SPED Identification <ul style="list-style-type: none"> <li>○ State rate 8.5%</li> <li>○ District rate 13.3%</li> </ul> </li> <li>• SPED African American Representation <ul style="list-style-type: none"> <li>○ State 1%</li> <li>○ District 43%</li> </ul> </li> <li>• SPED LEP Representation <ul style="list-style-type: none"> <li>○ State 1%</li> <li>○ District 28.5%</li> </ul> </li> <li>• SPED Discretionary DAEP Placement <ul style="list-style-type: none"> <li>○ State rate 1%</li> <li>○ District rate 2.9%</li> </ul> </li> <li>• SPED Discretionary Placement to ISS <ul style="list-style-type: none"> <li>○ State rate 10%</li> <li>○ District rate 73.3%</li> </ul> </li> </ul>
<b>Completion Rate</b>	For the Class of 2007, grades 9-12: <ul style="list-style-type: none"> <li>• Completion rate - 83.9% <ul style="list-style-type: none"> <li>○ AA-75.9%, H-83.7%, W-90.9%, EcD-79.0%</li> </ul> </li> </ul>
<b>Annual Drop-Out Rate</b>	For 2006-2007 data, grades 7- 8: <ul style="list-style-type: none"> <li>• Drop-out rate - 0.4% <ul style="list-style-type: none"> <li>○ AA-0.0%, H-1.0%, W-0.0%, EcD-0.6%</li> </ul> </li> </ul>

# Current State of the District

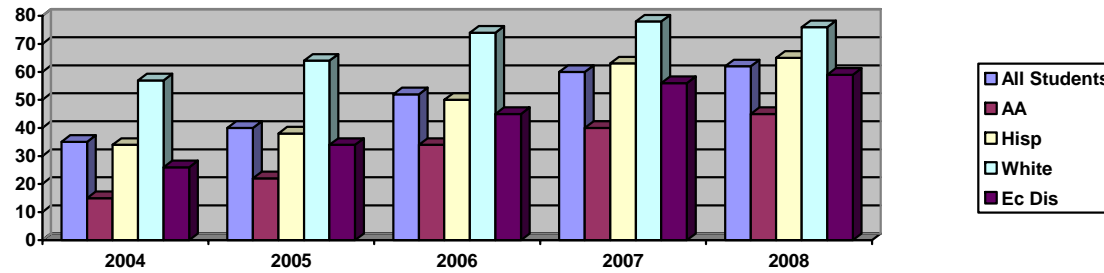
## Demographic Enrollment as of May 31, 2008



<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>
33%	45%	21%	<1%	<1%	21.4%	73%	14.4%

Information obtained from PEIMS report.

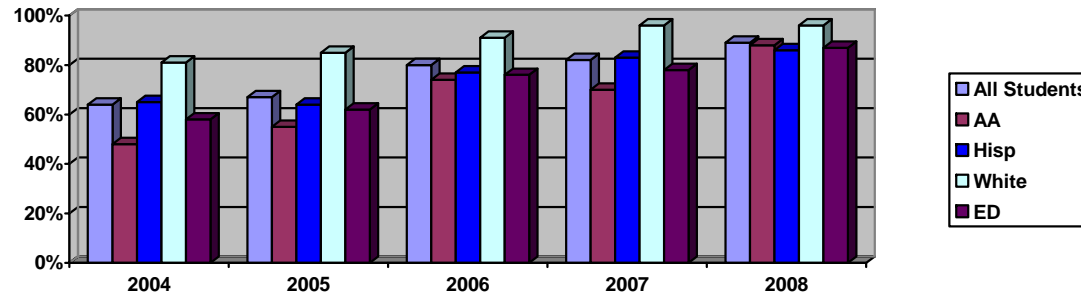
### TAKS All Tests Taken



TAKS All Tests Taken	2004	2005	2006	2007	2008
All Students	35%	40%	52%	60%	62%
African American	15%	22%	34%	40%	45%
Hispanic	34%	38%	50%	63%	65%
White	57%	64%	74%	78%	76%
Economically Disadvantaged	26%	34%	45%	56%	59%

Information obtained from AEIS report.

### TAKS Reading / ELA

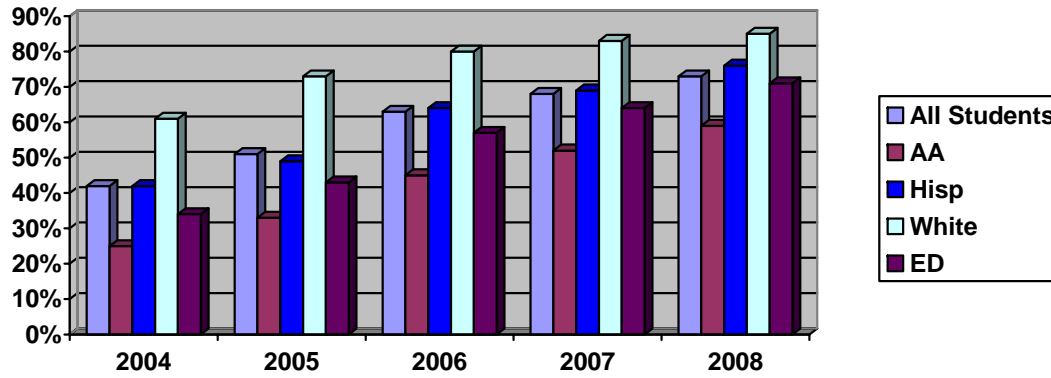


\*\*\* Passing standards for 2007-08 was 70%. Standard for 2008-09 will be 70%.

TAKS Reading / ELA	2004	2005	2006	2007	2008
All Students	64%	67%	80%	82%	89%
African American	48%	55%	74%	70%	88%
Hispanic	65%	64%	77%	83%	86%
White	81%	85%	91%	96%	96%
Economically Disadvantaged	58%	62%	76%	78%	87%

Information obtained from the Accountability Data Tables. Passing standards obtained from the Region 20 ESC Accountability Chart.

### TAKS Mathematics

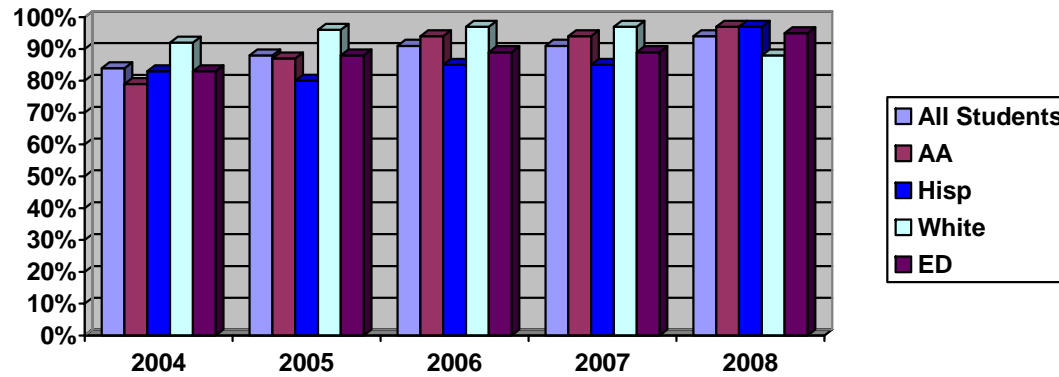


\*\*\* Passing standards for 2007-08 was 50%. Standard for 2008-09 will be 55%.

TAKS Mathematics	2004	2005	2006	2007	2008
All Students	42%	51%	63%	68%	73%
African American	25%	33%	45%	52%	59%
Hispanic	42%	49%	64%	69%	76%
White	61%	73%	80%	83%	85%
Economically Disadvantaged	34%	43%	57%	64%	71%

Information obtained from the Accountability Data Tables. Passing standards obtained from the Region 20 ESC Accountability Chart.

### TAKS Writing

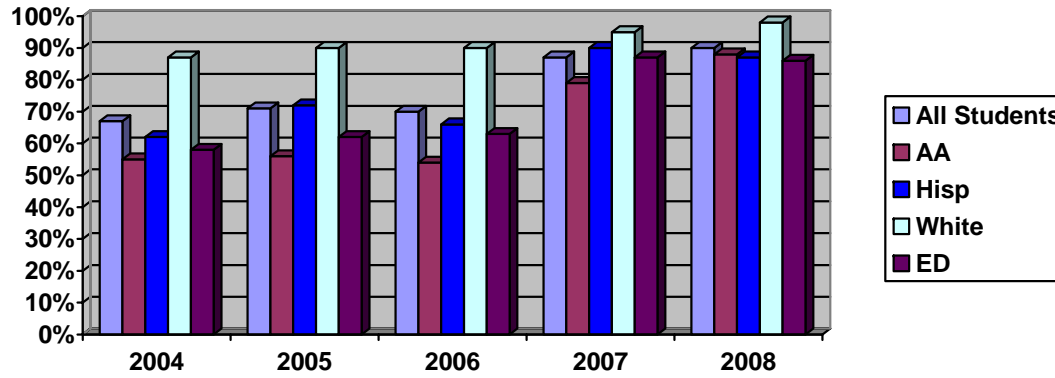


\*\*\* Passing standards for 2007-08 was 65%. Standard for 2008-09 will be 70%.

TAKS Writing	2004	2005	2006	2007	2008
All Students	84%	88%	91%	91%	94%
African American	79%	87%	94%	94%	97%
Hispanic	83%	80%	85%	85%	97%
White	92%	96%	97%	97%	88%
Economically Disadvantaged	83%	88%	89%	89%	95%

Information obtained from the Accountability Data Tables. Passing standards obtained from the Region 20 ESC Accountability Chart.

### TAKS Social Studies

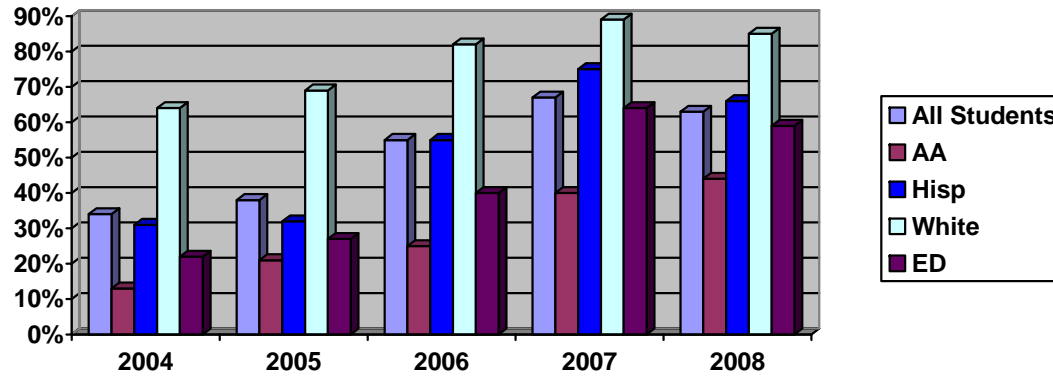


\*\*\* Passing standards for 2007-08 was 65%. Standard for 2008-09 will be 70%.

TAKS Social Studies	2004	2005	2006	2007	2008
All Students	67%	71%	70%	87%	90%
African American	55%	56%	54%	79%	88%
Hispanic	62%	72%	66%	90%	87%
White	87%	90%	90%	95%	98%
Economically Disadvantaged	58%	62%	63%	87%	86%

Information obtained from the Accountability Data Tables. Passing standards obtained from the Region 20 ESC Accountability Chart.

### TAKS Science

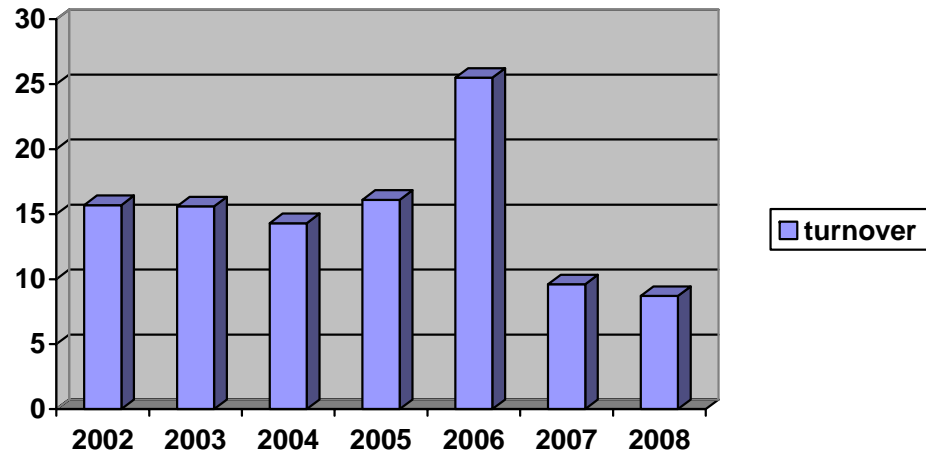


\*\*\* Passing standards for 2007-08 was 45%. Standard for 2008-09 will be 50%.

TAKS Science	2004	2005	2006	2007	2008
All Students	34%	38%	55%	67%	63%
African American	13%	21%	25%	40%	44%
Hispanic	31%	32%	55%	75%	66%
White	64%	69%	82%	89%	85%
Economically Disadvantaged	22%	27%	40%	64%	59%

Information obtained from the Accountability Data Tables. Passing standards obtained from the Region 20 ESC Accountability Chart.

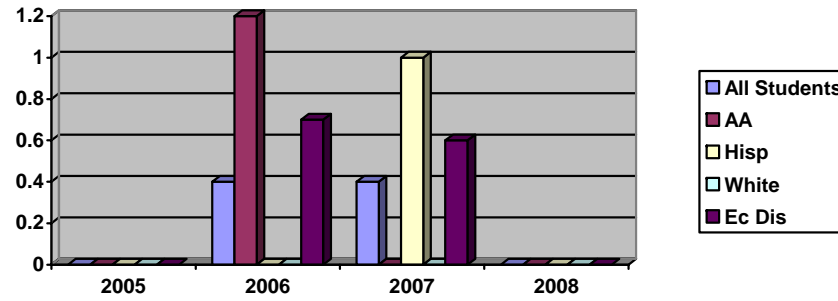
### Teacher Turnover Rate 2002 - 2008



YEAR	TURNOVER %
2002	15.7
2003	24.1
2004	14.3
2005	16.1
2006	25.5
2007	9.6
2008	8.7

Information obtained from Sharon Loukanis, Business Manager.

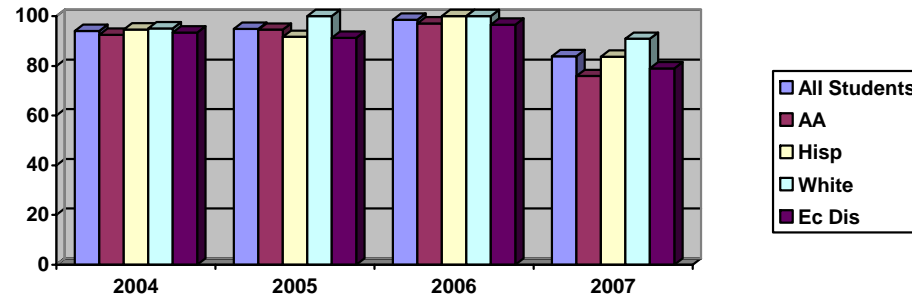
### Annual Dropout Rate, Grades 7 – 8



Annual Dropout Rate, Gr. 7-8	2004-05	2005-06	2006-07	2007-08
<b>All Students</b>	0.0%	0.4%	0.4%	0.0%
<b>African American</b>	0.0%	1.2%	0.0%	0.0%
<b>Hispanic</b>	0.0%	0.0%	1.0%	0.0%
<b>White</b>	0.0%	0.0%	0.0%	0.0%
<b>Economically Disadvantaged</b>	0.0%	0.7%	0.6%	0.0%

Information obtained from PEIMS.

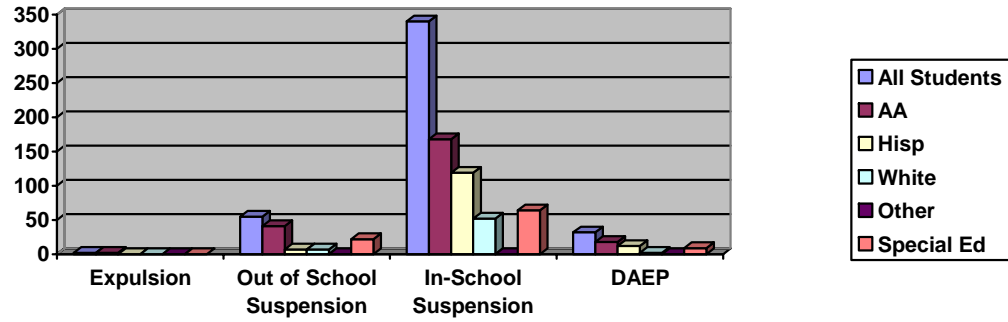
## Completion Rate I, Grades 9 - 12



Completion Rate I, Gr. 9-12	2004	2005	2006	2007
<b>All Students</b>	94.1%	94.9%	98.6%	83.9%
<b>African American</b>	92.5%	94.6%	97.1%	75.9%
<b>Hispanic</b>	94.7%	91.7%	100.0%	83.7%
<b>White</b>	95.1%	100.0%	100.0%	90.9%
<b>Economically Disadvantaged</b>	93.4%	91.3%	96.6%	79.0%

Information obtained from the Accountability data tables.

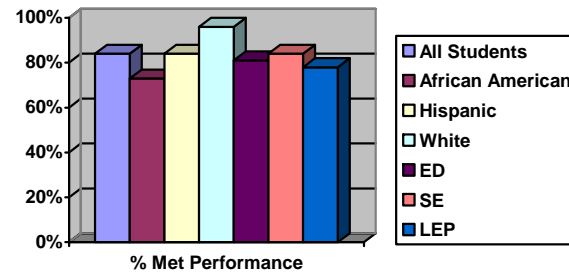
## Disciplinary Action 2008



Disciplinary Action	Expulsion	Out of School Suspension	In-School Suspension	DAEP
All Students	2	55	340	32
African American	2	41	168	18
Hispanic	0	7	119	12
White	0	7	52	2
Other	0	0	0	0
Special Education	0	22	64	9

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

### Reading / ELA

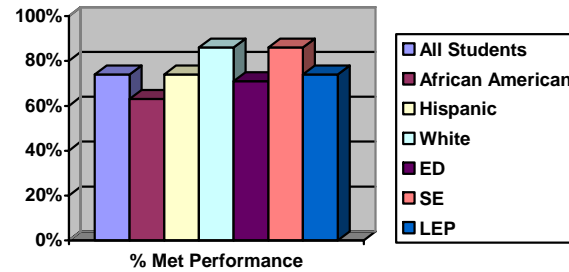


	% Met Performance	% Met Participation
<b>All Students</b>	84%	99%
<b>African American</b>	73%	>99%
<b>Hispanic</b>	84%	99%
<b>White</b>	96%	99%
<b>Economically Disadvantaged</b>	81%	99%
<b>Special Education</b>	88%	99%
<b>LEP</b>	78%	97%

Information obtained from the AYP District Data Table.

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

### Mathematics



	% Met Performance	% Met Participation
<b>All Students</b>	74%	>99%
<b>African American</b>	63%	>99%
<b>Hispanic</b>	74%	>99%
<b>White</b>	86%	>99%
<b>Economically Disadvantaged (ED)</b>	71%	>99%
<b>Special Education (SE)</b>	86%	>99%
<b>Limited English Proficiency (LEP)</b>	74%	>99%

Information obtained from the AYP District Data Table.

**Average Daily Attendance (ADA)  
Comparison from 2005 – 2008**

<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%
<b>2007 – 2008</b>	1331	96.1%

Information obtained from the PEIMS data.

## Special Education Enrollment

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

Grade	All Students	African American	Hispanic	White
EE	5	2	2	1
PK	1	1	0	0
K	9	5	2	2
1 <sup>st</sup>	7	3	3	1
2 <sup>nd</sup>	8	3	5	1
3 <sup>rd</sup>	7	4	3	1
4 <sup>th</sup>	14	7	4	2
5 <sup>th</sup>	21	5	15	1
6 <sup>th</sup>	7	3	3	2
7 <sup>th</sup>	11	4	5	2
8 <sup>th</sup>	28	11	10	7
9 <sup>th</sup>	23	11	10	2
10 <sup>th</sup>	15	9	6	0
11 <sup>th</sup>	16	6	5	5
12 <sup>th</sup>	17	9	6	2
<b>TOTALS</b>	<b>192</b>	<b>84</b>	<b>79</b>	<b>29</b>

Information obtained from PEIMS data.

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, Hempstead ISD will maintain a 0.0% dropout rate as reported on AEIS.  
B: By May 2009, Hempstead ISD will achieve a 99% completion rate as reported on AEIS.

SUMMATIVE EVALUATION: AEIS 0.0% Dropout Rate Current Rate: 0.4% (grades 7-8)  
AEIS Current Rate: 83.9%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement Odyssey Ware for the credit recovery program.	Principals	Teacher		August 2008	Six weeks reports of credit recovered.
2. Continue the implementation of and improvements to the Student Intervention Teams (SIT) on each campus.	Principals	Campus teams	NA	August 2008	SIT meeting reports
3. Continue the employment of the parent liaison	Superintendent	Parent Liaison	Title I FTE	August 2008	Job descriptions  Weekly report of parent contacts
4. Provide tutorials before and after school at all campuses and extended year instruction.	Principals	Teachers	SCE – 5% of all core teachers	August 2008 – May 2009	Record of students attending tutorials
5. Provide support for pregnant students	Special Programs Coordinator	Nurse, Counselor, Homebound Teacher		August 2008 – May 2009	Student records and PEIMS data
6. Continue the Texas Scholars Program – High School and Beyond Initiative	Principals	Principals, Counselors, Assistant Principals	Local funds		Contract with TBEC All students grades 7-12 have personal accounts

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DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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 Design & Delivery of Lessons to prepare for a full inclusion model.	Special Education Director	Consultant	IDEA B - \$2,500	August 2008	District staff development program  Training agendas Sign in sheets
2. Train teachers on the CLASS Bridge Program	Special Education Director	Consultant, computers, staff development, Special Education Director, Trainer	IDEA B	January 2009	Sign-in sheets Training agendas
3. Continue training staff on CSCOPE Curriculum	Curriculum Director, Special Education Director	Computers, staff development, consultant time	IDEA B Title I	August 2008 – May 2009	CWTs by administrators
4. Use accelerated instruction to move all students to on-grade level instruction.	Principals	Teachers, materials		August 2008 – May 2009	CWTs by administrators
5. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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 Rate: 89%, 88%, 86%, 96%, 87%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Instructional Support Classes at the middle school and high school.	Principals	Highly qualified reading teachers	SCE	August 2008	Contracts Master schedules
2. Provide staff development on teaching reading strategies in the content areas.	Principals	Reading trainers, Staff development days	Title II, A	Fall 2008	Staff development program Sign-in lists
3. Continue CSCOPE Instruction	Principals, Curriculum Director	Region 6 consultants	Title I	November 2008	CWTs by administrators
4. Student Intervention Team		Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes
5. Provide tutorials	Teachers, Principals	Materials, Teachers. Time, After School Program		August 2008 – May 2009	Benchmark results Sign-in sheets

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ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
5. Vertical alignment training using CSCOPE	Principals, Curriculum Director	Region 6 consultant CSCOPE Program Substitutes Time	Title II, A	Fall 2008	Staff development program Sign-in sheets
6. Differentiated instruction	Teachers	Materials Strategies		August 2008 – May 2009	Lesson plans CWTs by administrators
7. Target low-performing TAKS objectives identified in the disaggregated TAKS data	Teachers, Campus Teams, Principals	Edusoft TAKS data Benchmark tests	Comp Ed	August 2008 – May 2009	Benchmark results

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2008 - 2009**

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 2009, 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: 73%, 59%, 76%, 85%, 71%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principals	Region 4 consultants		August 2008	Revised scope and sequence documents
2. Continue CSCOPE	Principals, Curriculum Director	Teachers, Region 6 Consultant, Computers	Title I	November 2008	CWTs by administrators
3. Differentiate instruction to address multiple learning styles.	Principals	Materials Teachers		August 2008 – May 2009	CWTs by administrators Lesson plans
4. Provide tutorials and accelerated instruction	Principals	Teachers Materials Time Extended Day		August 2008 – May 2009	Sign-in sheets Campus Schedules
5. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes
6. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2008 – May 2009	Benchmark results Sign-in sheets

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7. Vertical alignment training using CSCOPE	Principals, Curriculum Director	Region 6 consultant CSCOPE Program Substitutes Time	Title II, A	Fall 2008	Staff development program Sign-in sheets
8. Target low-performing TAKS objectives identified in the disaggregated TAKS data	Teachers, Campus Teams, Principals	Edusoft TAKS data Benchmark tests	Comp Ed	August 2008 – May 2009	Benchmark results

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2008 - 2009**

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DISTRICT OBJECTIVE: F: By May 2009, 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: 94%, 97%, 97%, 88%, 95%

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 2008	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	Title I	August 2008	Revised scope and sequence documents
3. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes
4. Continue CSCOPE	Principals, Curriculum Director	Staff Development Consultant Computers Time	Title I	August 2008 – May 2009	CWTs by administrators Sign-in sheets
5. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2008 – May 2009	Benchmark results Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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: 94%, 97%, 97%, 88%, 95%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
7. Vertical alignment training using CSCOPE	Principals, Curriculum Director	Region 6 consultant CSCOPE Program Substitutes Time	Title II, A	Fall 2008	Staff development program Sign-in sheets
8. Differentiated instruction	Teachers	Materials Strategies		August 2008 – May 2009	Lesson plans CWTs by administrators
9. Target low-performing TAKS objectives identified in the disaggregated TAKS data	Teachers, Campus Teams, Principals	Edusoft TAKS data Benchmark tests	Comp Ed	August 2008 – May 2009	Benchmark results

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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: 63%, 44%, 66, 85%, 59%

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	2008-09 school year	Lesson plans CWTs by administrators Benchmark results
2. Provide materials and supplies for science labs	Principals	Materials Supplies		Fall 2008	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		Fall 2008	Revised scope and sequence documents
4. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes
5. Target low-performing TAKS objectives identified in the disaggregated TAKS data	Teachers, Campus Teams, Principals	Edusoft TAKS data Benchmark tests	Comp Ed.	August 2008 – May 2009	Benchmark results
6. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2008 – May 2009	Benchmark results Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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: 63%, 44%, 66, 85%, 59%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
7. Reinforce common science vocabulary	Teachers	Vocabulary lists		August 2008 – May 2009	Benchmark results CWTs by administrators Word Walls
8. Vertical alignment training using CSCOPE	Principals, Curriculum Director	Region 6 consultant CSCOPE Program Substitutes Time	Title II, A	Fall 2008	Staff development program Sign-in sheets
9. Differentiated instruction	Teachers	Materials Strategies		August 2008 – May 2009	Lesson plans CWTs by administrators

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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: 90%, 88%, 87%, 98%, 86%

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	Fall 2008	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	Title I	August 2008	Revised scope and sequence documents
3. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes
4. Differentiated instruction	Teachers	Materials Strategies		August 2008 – May 2009	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	Comp Ed	August 2008 – May 2009	Benchmark results
6. Provide tutorials	Teachers, Principals	Materials Teachers Time After School Program		August 2008 – May 2009	Benchmark results Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, all Bilingual/ESL indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS Bilingual / ESL

Current: 1 for ESL English TAKS passing rate for Science  
2 for LEP annual drop-out rate grades 7-12

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		August 2008	CWTs by administrators
2. Provide support to enable all bilingual teachers to become highly-qualified	Principal	Staff development	Title III	August 2008 – May 2009	Certifications
3. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes
4. Continue stipends for bilingual / ESL teachers	Superintendent	Local funds	Local funds	August 2008 – May 2009	Stipends Certifications
5. Add ESL stipends for secondary teachers	Superintendent	Local funds	Local funds	August 2008 – May 2009	Stipends
6. Continue Sheltered Instruction Training (SIOP)	Curriculum Director Principals	Principals		August 2008 – May 2009	CWT summaries

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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	Fall 2008	Survey results in each student's permanent folder
2. Provide information to parents on CTE programs.	CTE Coordinator	Parent brochure	Carl Perkins	August 2008	Brochure
3. Increase the number of tech-prep classes being offered.	CTE Coordinator	Tech prep information  Tech prep training for teachers	Local funds	Fall 2008	2008-09 Master Schedule

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, all Special Education indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS SpED

Current: 7=2, 12=2, 13=2, 15=2, 17=2

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development on differentiation strategies.	Special Education Director	Consultant	IDEA	August 2008	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 FTE = 11 aides	August 2008	Master Schedules SIT meeting notes
3. Continue to use an early intervention specialist	Elementary Principal	Region 4 trained specialist		August 2008	Contract Master Schedule
4. Student Intervention Team	Principals	Student Intervention Team (SIT)		August 2008 – May 2009	SIT meeting notes
5. Provide staff development training on the CLASS Bridge	Special Education Director	Consultant	Special Education funds		Training documented sign-in sheets
6. Provide teachers with the CLASS Bridge Program	Special Education Director	CLASS Bridge		December 2008 – May 2009	IEP's testing
7. Reduce the special education discretionary placement to ISS	Principals	Classroom management training	Local funds	August 2008 – May 2009	Discipline referrals

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2009, 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: 0

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	Summer 2009	Attendance certificate
2. Provide additional instruction in English for LEP students.	Principals Bilingual / ESL Director	Designated time	SCE FTE = 4.5 teachers  Bilingual/ESL FTE = 1.5 teachers	2008-09 school year	Master Schedule
3. Provide training for TELPAS raters	Testing Director	TELPAS guidelines Computers Region 4 consultants	Title III	Spring 2009	Certificates
4. Monitor progress of LEP students on six-week intervals.	Curriculum Department	Skyward Program Computer Time Curriculum Secretary		October 2008 – May 2009	LEP Report

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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: .9%

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	2008-09 school year	Master Schedules  Lesson plans
2. Continue the GT pull out program in elementary classes.	Principal	GT teacher	GT FTE = 1.0 teacher	2008-09 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	Summer 2009	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 2008 – December 2008	Attendance certificates

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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

DISTRICT OBJECTIVE: F: By May 2009, 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: 83% ELA/Rdg, 59% Math, 91% Writing, 48% Science, 85% 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	Local funds	2008-09 school year	SIT meeting minutes
2. Provide reading classes for students in grades 6-12.	Principals	Certified reading teachers	SCE FTE = 1.5 teachers	August 2009	Master Schedules
3. Reading coach for grades K-5	Principal	Reading coach	Reading 1st Grant	2008-09 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 2008 – May 2009	Master Schedule  Attendance sheets
5. Parent conferences / Parent Compacts	Principals	Teachers Parents	Local funds	August 2008 – May 2009	Record of meetings

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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

DISTRICT OBJECTIVE: A: By May 2009, all new teachers will be certified and highly qualified as specified by their job description/assignment.

SUMMATIVE EVALUATION: 100% HQ

Current:

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  Title I	Summer 2008	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 2009	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 2008 – May 2009	Attendance logs Certification Mentor logs / Observation logs
4. Attend job fairs	HR Director	Title II, D		February 2009 – May 2009	Job Fair logs
5. Continue longevity stipends for 5+ years	Superintendent	Funds	Local funds	December 2008	

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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

DISTRICT OBJECTIVE: B: By May 2009, the district's teacher retention rate will meet or exceed the state's average as reported on AEIS.

SUMMATIVE EVALUATION: State Retention Rate = 84.8% Current: 89%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to evaluate and develop an administrative pay scale.	Superintendent	TASB salary data	Local funds	Completed	Board minutes
2. Provide incentive bonuses for high school teachers	Special Programs Coordinator	Grant	Texas Educator Excellence Grant	August 2008 – May 2009	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 2008 – May 2009	Teacher Retention records
4. Longevity pay for 5+ years of service at Hempstead ISD	Superintendent School Board Trustees	Local funds	Local funds	August 2008 – May 2009	Teacher Retention records

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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

DISTRICT OBJECTIVE: C: By May 2009, 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 2009	Surveys completed  Staff development program
2. Monthly staff development trainings provided by campus staff	Curriculum Director Principals	Time Schedule of topics Training materials	Title I Title II, A Title III	Monthly August 2008 – May 2009	Sign-in sheets Agenda Hand-outs
3. Provide staff development on: <ul style="list-style-type: none"> <li>• CSCOPE Training</li> <li>• Sexual harassment</li> <li>• Discipline management</li> <li>• Technology</li> <li>• Local policies and procedures</li> <li>• Curriculum alignment</li> <li>• TEKS in the core areas</li> <li>• Classroom management</li> <li>• Edusoft training</li> <li>• CWT training</li> <li>• Instructional strategies- Learning Keys</li> <li>• TEKS objectives</li> </ul>	Curriculum Director Principals Special Education Director HR Coordinator Business Manager Technology Director	Staff development days  Region 6  Trainers  Region 4    Local staff	Title I Title II, A Title III	August 2008 – May 2009	Staff development program  Attendance certificates
	Curriculum Director	Staff	Title funds	August 2008	Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 number of students enrolled in advanced classes / dual enrollment.

SUMMATIVE EVALUATION:

	2005-06	2006-07	2007-2008
Number of students enrolled in concurrent classes	14	12	Completion Rate 8.7%
Number of concurrent classes	4	1	State Rate 22.1%

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  Local funds	August 2008 – May 2009	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 2008 – May 2009	Benchmark assessments Lesson plans CWTs by administrators
3. The district will pay the cost of tuition and books.	Counselor Principal	funds	HS allotment	August 2008 – May 2009	Evidence of credit

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 Local funds	August 2008	Inventory of Dell computers Distribution diagram
2. Increase the number of computers in all classrooms.	Technology Director	Dell Lease	Included in 1	August 2008	Same as above
3. Provide training to all teachers on Microsoft Outlook / Gradebook	Technology Director	Training center	Included in 1	August 2008 – May 2009	Staff development program
4. Utilize master technology teachers on campus to provide training	Principals	Time Staff	STaR Grant	August 2008 – May 2009	Training attendance records
5. Increase wireless infrastructure for the district	Technology Director		Local funds	August 2008 – May 2009	Agendas Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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	16
Number of students taking AP Exams	41	
Number of students scoring 4 or 5	3	6

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 2008	Attendance certificates
2. Provide information to students and parents about graduation requirements and courses offered – Course Selection Guide.	Principal	Chapter 75 requirements		Spring 2009	Course guide
3. Recognize students who score 4 or 5 on the AP exams with newspaper articles.	Public Information Officer	Student results		Fall & Spring	Award Night Program

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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	897
ACT	17.9	17.3	16.3	18.3

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 2008 – May 2009	Master Schedules Class rosters
2. Include SAT vocabulary in the ELA curriculum.	Principals	Vocabulary Teachers	Local funds	August 2008 – May 2009	Lesson plans

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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. Continue to use CSCOPE Scope and Sequence	Curriculum Director, Principals	Region 6		November 2008 – May 2009	CWTs by administrators Lesson plans
2. Continue CSCOPE Benchmarks	Curriculum Director, Principals	Region 6 Benchmarks CSCOPE Program Computers		November 2008 – May 2009	Revised benchmarks
3. Continue using Edusoft as the Assessment Management Program.	Curriculum Director	EduSoft Program Title I Training		2008-09 school year	Contract

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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		2008-09 school year	Monthly chart showing time
2. Continue the regular schedule for pest control.	Operations Director	Materials Schedule		2008-09 school year	Schedule

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**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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		August 2008	Staff development program with training listed
2. Continue structured campus discipline management plans on each campus.	Principals	Discipline plans Training	\$0	August 2008	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 IDEA B	2008-09 school year	Staff development program Attendance certificates
4. Continue a positive behavior reward system on each campus.	Principals	Rewards	Local funds	August 2008	Schedule of award ceremonies
5. Continue the "no locker" practice at the middle school and high school.	Principals	Additional textbooks	Local funds	August 2008	Purchase order for additional textbooks
6. Continue to provide a campus police officer at each campus	Superintendent, Operations Director HISD Police Chief	Local funds	Local funds	November 2008	Employment record

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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

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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.

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SUMMATIVE EVALUATION: Fewer discipline referrals in PEIMS 425 report

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ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
7. Action plan that addresses dating violence	Special Programs Coordinator	Community resources Campus / City police Counseling services Staff contact	Local funds	October 2008	Plan

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 2008	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	2008-09 school year	Event listed on activity calendar each month
3. Support athletic booster club, band booster club and PTO.	Superintendent	Schedule of meetings	\$0	2008-09 school year	Attendance at monthly meetings
4. Require parent liaisons to make home visits.	Principals	Parent liaisons	\$1,000 travel costs	2008-09 school year	Monthly log of home visits
5. Continue Community Advisory Committee	Superintendent	List of members		August 2008 – May 2009	Sign in sheets Activity Calendar

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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	\$51,310	Summer 2008	Contract
2. Require all teachers to have at least one parent teacher conference each semester.	Principals	Conference time	\$0	August 2008	Administrator meeting notes  PDAS evaluations
3. Continue to implement improvements to the district website.	Technology Director Public Information Officer	Computer  Training	Local funds	August 2008 – May 2009	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		Distributed with report cards: August 2008 – May 2009	Copies mailed with each report card

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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	Fall 2008	Survey developed  Survey results tallied and reported to Board
2. Conduct a staff survey.	Superintendent, Curriculum Director	Survey Printing	Local	Spring 2009	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 2008-09 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	2008-09 school year	Meeting agendas and minutes
5. Continue maintenance of HISD Website	Public Information Officer	Time, local funds		August 2008 – July 2009	Website appearance

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
DISTRICT IMPROVEMENT PLAN  
2008 - 2009**

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 FTE = 1.0 teacher  \$0	August 2008	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	2008-09 school year	Assemblies scheduled on activity calendar
3. Continue 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	Title IV	November 2008	Newspaper articles, website notice, flyers
4. Conduct drug surveys for teachers, students, and parents	Special Programs Coordinator	Surveys, printing, postage	Title IV	Spring 2009	Survey results