

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2005-2006**

GOAL #1: STUDENT ACHIEVEMENT – Students will meet or exceed state or educational performance standards resulting in a recognized accountability rating by May 2007.

DISTRICT OBJECTIVE #1.1: By May 2007, based on disaggregated test results, at least 80% of all students (African American, Hispanic, White, Economically Disadvantaged) will meet or exceed state performance standards for TAKS Writing.

SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Analyze most recent TAKS results by grade level to determine weaknesses and strengths on TAKS writing scores by objectives and demographic group.	<ul style="list-style-type: none"> ◆ Campus Leadership Teams ◆ District Leadership Team 	◆ \$0	◆ Aug-Sept 2005-2006	◆ Data analysis
2. Communicate to staff the % of students passing the most recent TAKS writing test by use of TAKS demographic reports and locally developed charts and graphs.	<ul style="list-style-type: none"> ◆ Principals ◆ Curriculum Team ◆ Test Administrator 	◆ \$0	◆ Aug-Sept 2005-2006	<ul style="list-style-type: none"> ◆ Reports ◆ Agendas ◆ Revised Curriculum
3. Align curriculum to TAKS writing needs based on analysis of data by grade level and develop TAKS calendars.	<ul style="list-style-type: none"> ◆ Curriculum Team ◆ Principals ◆ Teachers 	◆ \$0	◆ Aug-Sept 2005-2006	<ul style="list-style-type: none"> ◆ Result on Holistic Writing Prompts ◆ Curriculum
4. Using TEA and local materials provide staff development to teachers using practice prompts to illustrate methods, mechanics, and holistic scoring.	<ul style="list-style-type: none"> ◆ Principals ◆ Curriculum Team ◆ Test Administrator 	◆ Title I	◆ Aug 2005 - March 2006	<ul style="list-style-type: none"> ◆ Staff Development Agendas ◆ Sign In Sheets
5. Provide TAKS tutorials for students who have not mastered 75% of writing skills taught in Language Arts classes.	<ul style="list-style-type: none"> ◆ English Language Arts Teachers ◆ All other teachers 	◆ SCE - \$214,000.00	◆ Aug 2005- March 2006 (After School)	<ul style="list-style-type: none"> ◆ Benchmarks ◆ TAKS
6. Provide incentive programs to reward good writing.	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers ◆ Superintendent 	◆ SCE - \$1,000.00	◆ Aug 2005 - March 2006	<ul style="list-style-type: none"> ◆ Reward records ◆ Photos ◆ Certificates

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DISTRICT OBJECTIVE #1.2: By May 2007, based on disaggregated test results, at least 80% of all students (African American, Hispanic, White, Economically Disadvantaged) will meet or exceed state performance standards for TAKS Reading.

SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Analyze most recent TAKS results for reading by grade level to determine weaknesses and strengths by objectives and demographic group.	<ul style="list-style-type: none"> ◆ Campus Leadership Teams ◆ District Leadership Team 	◆ \$0	◆ Aug 2005 – Nov 2006	◆ Data Analysis
2. Communicate to staff the % of students passing the most recent TAKS reading test by use of TAKS demographic reports.	◆ Principals	◆ \$0	◆ Aug 2005 – Sept 2006	<ul style="list-style-type: none"> ◆ Reports ◆ Agendas ◆ Sign In Sheets
3. Continue curriculum alignment to TAKS reading needs based on analysis of data by grade level.	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers 	◆ \$0	◆ Aug 2005 – Sept 2006	◆ Curriculum
4. Provide staff development on TAKS format and strategies in areas of reading weakness with suggestions for cross-discipline teaching of reading skills; practice reasoning and analyzing materials read.	◆ Principals	<ul style="list-style-type: none"> ◆ \$200.00 ◆ Title I 	◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Sign In Sheets ◆ Staff Development Agendas ◆ Model Lessons ◆ Walk Throughs ◆ Lesson Plans
5. Provide TAKS reading tutorials for students identified as failing TAKS reading or who have not mastered 75% of reading skills taught in reading class.	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers 	<ul style="list-style-type: none"> ◆ Accelerated Reading Initiative Funds ◆ SCE - \$128,000.00 	◆ Aug 2005 – May 2006	◆ Schedules
6. Provide printed practice material and computer software for developing and maintaining reading skills.	<ul style="list-style-type: none"> ◆ Principals ◆ Curriculum Team 	◆ SCE - \$1,000.00	◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Printed Material ◆ Software

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DISTRICT OBJECTIVE #1.3: By May 2007, based on disaggregated test results, at least 80% of all students (African American, Hispanic, White, Economically Disadvantaged) will meet or exceed state performance standards for TAKS Math.

SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Analyze most recent TAKS results for mathematics by grade level to determine weaknesses and strengths by objectives and demographic group.	<ul style="list-style-type: none"> ◆ Campus Leadership Teams ◆ District Leadership Team 	<ul style="list-style-type: none"> ◆ \$0 	<ul style="list-style-type: none"> ◆ Aug 2005– Sept 2006 	<ul style="list-style-type: none"> ◆ Staff Development Agenda
2. Communicate to staff the % of students passing the most recent TAKS math test by use of TAKS demographic reports & locally developed charts and graphs.	<ul style="list-style-type: none"> ◆ Principals ◆ Administrative Assistant 	<ul style="list-style-type: none"> ◆ \$0 	<ul style="list-style-type: none"> ◆ Aug 2005– Sept 2006 	<ul style="list-style-type: none"> ◆ Reports, charts, graphs ◆ Agendas
3. Continue to align curriculum to TAKS math needs based on analysis of data by grade level through Vertical Planning Sessions and Staff Development on Scope and Sequence.	<ul style="list-style-type: none"> ◆ Consultant ◆ Principals ◆ Teachers ◆ Region IV Math Coordinator 	<ul style="list-style-type: none"> ◆ \$1,500.00 	<ul style="list-style-type: none"> ◆ Aug 2005– Sept 2006 	<ul style="list-style-type: none"> ◆ Curriculum
4. Provide staff development on TAKS format and strategies for teaching math problem solving skills; practice math reasoning techniques.	<ul style="list-style-type: none"> ◆ Principals ◆ Region IV Math Coordinator 	<ul style="list-style-type: none"> ◆ \$0 ◆ Class Size Red ◆ Title II pa 	<ul style="list-style-type: none"> ◆ Aug 2005– May 2006 	<ul style="list-style-type: none"> ◆ Staff development agendas
5. Continue to use practice sets for students and parents; use sets during TAKS math tutorials and advisory.	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers 	<ul style="list-style-type: none"> ◆ \$50.00 	<ul style="list-style-type: none"> ◆ Aug 2005– May 2006 	<ul style="list-style-type: none"> ◆ Practice sets
6. Provide TAKS math tutorials and after school tutorials for students who have failed a previous TAKS math test or who scored below 75% on math skills taught in math class.	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers 	<ul style="list-style-type: none"> ◆ SCE - \$58,500.00 	<ul style="list-style-type: none"> ◆ Aug 2005– May 2006 	<ul style="list-style-type: none"> ◆ Schedules
7. Continue to provide printed practice material and computer software for developing and maintaining math skills.	<ul style="list-style-type: none"> ◆ Principals 	<ul style="list-style-type: none"> ◆ SCE - \$1,000.00 	<ul style="list-style-type: none"> ◆ Aug 2005– May 2006 	<ul style="list-style-type: none"> ◆ Printed material ◆ Software

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SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
8. Implement benchmark testing throughout district using Edusoft Program to disaggregate data	◆ Principals	◆ SCE - \$19,000.00	◆ Aug 2005– May 2006	◆ Benchmark Test Results

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DISTRICT OBJECTIVE #1.4: By May 2007, at least 80% of all students taking TAKS will meet or exceed state performance standards on all tests taken.

SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Administer pre-tests to all students; use current test scores to diagnose strengths and weaknesses. <ul style="list-style-type: none"> a. Identify objectives to be targeted as a concern. b. Rank order objectives for all areas tested. c. Identify materials, programs, methods, and strategies to close the deficiency gaps. 	<ul style="list-style-type: none"> ◆ Principals ◆ Counselors ◆ Teachers ◆ Campus Improvement Teams 	◆ SCE - \$250.00	◆ Aug 2005 – Feb 2006	◆ Pre-test/Post test results
2. Conduct parent conferences to instruct parents in ways to help their students master TAKS. Provide instructional materials.	<ul style="list-style-type: none"> ◆ Principals ◆ Counselors ◆ Teachers ◆ PTO 	◆ \$250.00 ◆ Title I	◆ Fall 2005 – Spring 2006	◆ Increased TAKS scores
3. Assign curriculum preparation instructional leaders by subject area and/or grade level. <ul style="list-style-type: none"> a. Plan and develop materials to be used. b. Organize group efforts to determine student needs and ways to meet them. c. Plan rotating schedules for student TAKS tutorials in all areas tested. d. Search for appropriate new materials and software to use in TAKS preparation. e. Coordinate Department Meetings and Vertical Planning Meetings. 	<ul style="list-style-type: none"> ◆ Principals ◆ Assistant Principals ◆ Counselors 	◆ SCE - \$25.00	◆ Jan – March 2006	◆ Program agendas
4. Plan and implement activities to integrate school spirit into “passing TAKS”. <ul style="list-style-type: none"> a. Posters, placards in the schools. b. Enlist community leaders to address students about importance of TAKS skills in all areas in everyday life. c. Snacks or breakfast 	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers including art, ESL, music and classroom ◆ Assistant Principals ◆ Curriculum Team ◆ Counselors 	◆ SCE - \$250.00	◆ Aug 2005 – April 2006	<ul style="list-style-type: none"> ◆ Program agendas ◆ Posters ◆ Sign-in sheets

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SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
<p style="text-align: center;">provided.</p> <p>5. Provide a four-week (1/2 day) summer tutorial program in reading and math for students who failed to pass reading and/or math portions of the TAKS.</p> <p>6. Implement Scope and Sequence for PK-12 in Math, Reading, Science (4th & 5th)</p> <p>7. Implement Benchmark Testing in all subject areas PK-12. More Comprehensive/TAKS formatted</p> <p>8. Implement intensive staff development in Math, Science, Language Arts, and Social Studies. Review the model and region providing it. (Are other options available?)</p>	<ul style="list-style-type: none"> ◆ Principals ◆ TAKS summer teachers ◆ Summer School Administrator ◆ Principals ◆ Curriculum Director ◆ Principals ◆ Curriculum Director ◆ Principals ◆ Curriculum Director ◆ Teachers 	<ul style="list-style-type: none"> ◆ Accelerated Reading Initiative Funds ◆ Optional Extended Year Funds ◆ SCE - \$2,970.00 ◆ Title II - \$23,000.00 ◆ SCE - \$12,000.00 ◆ Title II - \$19,000.00 ◆ Title II – Title I ◆ \$10,000.00 	<ul style="list-style-type: none"> ◆ Summer 2006 ◆ Aug 2005 – May 2006 ◆ Aug 2005 – May 2006 ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Schedules ◆ TAKS results ◆ Lesson Plans reflects Scope & Sequence ◆ Benchmark Test Results ◆ TAKS Test Results

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DISTRICT OBJECTIVE #1.5: Within 3 years of enrollment in this district, Limited English Proficient (L.E.P.) students will pass an English proficiency test; at least 70% of L.E.P. students who have maintained 3 years continuous enrollment in this district will pass all TAKS taken.

SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Maintain full staff of Bilingual and ESL Certified teachers.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Board of Trustees ◆ Principals 	<ul style="list-style-type: none"> ◆ State & Local Funds ◆ Title III 	<ul style="list-style-type: none"> ◆ By Aug 2005 	<ul style="list-style-type: none"> ◆ Teachers ◆ PDAS
2. Offer incentives for continued ESL and Bi-lingual employment.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Board of Trustees ◆ Principals 	<ul style="list-style-type: none"> ◆ \$9,000.00 ◆ State & Local Funds 		<ul style="list-style-type: none"> ◆ Salary Schedule
3. Develop and implement added modifications and support in English language instruction at each grade level for the General Ed. Curriculum.	<ul style="list-style-type: none"> ◆ Principals ◆ ESL/Bilingual teachers ◆ Paraprofessionals ◆ LPAC 	<ul style="list-style-type: none"> ◆ \$0 	<ul style="list-style-type: none"> ◆ Aug – Sept 2005 	<ul style="list-style-type: none"> ◆ ESL Program Plan ◆ Modifications ◆ 2 month Implementation Check
4. Utilize English TAKS instructional materials (printed materials, audio visual, and computer software) to improve listening, speaking, writing, and comprehending the English language.	<ul style="list-style-type: none"> ◆ Principals ◆ Assistant Principals ◆ ESL teachers 	<ul style="list-style-type: none"> ◆ SCE - \$3,000.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – March 2006 	<ul style="list-style-type: none"> ◆ Records
5. Administer released TAKS tests for practice to students who will take TAKS.	<ul style="list-style-type: none"> ◆ Principals ◆ ESL/Bilingual teachers ◆ TAKS Coordinator 	<ul style="list-style-type: none"> ◆ \$0 	<ul style="list-style-type: none"> ◆ Oct 2005 – Feb 2006 	<ul style="list-style-type: none"> ◆ Test results
6. Provide Staff Training for Linguistic accommodations.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Special Services Director 	<ul style="list-style-type: none"> ◆ \$1,000.00 ◆ Title III 	<ul style="list-style-type: none"> ◆ Jan 2006 – July 2006 	<ul style="list-style-type: none"> ◆ Implementation of Testing Accommodations
7. Administer alternative tests to all LEPs exempted from TAKS.	<ul style="list-style-type: none"> ◆ ESL/Bilingual teachers 	<ul style="list-style-type: none"> ◆ \$0 	<ul style="list-style-type: none"> ◆ Spring 2006 	<ul style="list-style-type: none"> ◆ LPAC placement
8. Maintain accurate records of LPAC (including TAKS exemption) in LEP student's folder.	<ul style="list-style-type: none"> ◆ ESL/Bilingual teachers ◆ ESL Coordinator 	<ul style="list-style-type: none"> ◆ \$0 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Records
9. Provide workshop on ESL and Bilingual Ed. for board, faculty and staff, and parents.	<ul style="list-style-type: none"> ◆ ESL teacher ◆ ESL Coordinator 	<ul style="list-style-type: none"> ◆ \$0 	<ul style="list-style-type: none"> ◆ Aug 2005 	<ul style="list-style-type: none"> ◆ Board Agenda

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SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
10. Increase parent involvement through ESL Adult Ed., Parent Information Night and maintain employment of Bilingual staff. More aggressive approach.	<ul style="list-style-type: none"> ◆ ESL/Bilingual teachers ◆ ESL/Bilingual Coordinator 	<ul style="list-style-type: none"> ◆ Region IV 	<ul style="list-style-type: none"> ◆ Sept 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets
11. Continue to designate LPAC parent for all campuses.	<ul style="list-style-type: none"> ◆ ESL/Bilingual teachers ◆ Principals 	<ul style="list-style-type: none"> ◆ \$00.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ LPAC meetings
12. Continue ESL Summer School.	<ul style="list-style-type: none"> ◆ Bilingual teachers 	<ul style="list-style-type: none"> ◆ State & Local Funds ◆ TEA provides salary 	<ul style="list-style-type: none"> ◆ Summer 2006 	<ul style="list-style-type: none"> ◆ Records
13. Provide bilingual instruction in grade levels PK-5.	<ul style="list-style-type: none"> ◆ Administrators 	<ul style="list-style-type: none"> ◆ \$60,000.00 ◆ \$150,000.00 ◆ State & Local Funds 	<ul style="list-style-type: none"> ◆ August 2005 	<ul style="list-style-type: none"> ◆ Hiring of Bilingual teacher
14. Continue TAKS Tutorials in English/Spanish at Elementary for Students in the Bi-lingual Program	<ul style="list-style-type: none"> ◆ Principals ◆ Special Services Director 	<ul style="list-style-type: none"> ◆ Title III \$5,000.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Tutorial Attendance in after school program
15. Hire Region IV Consultant to give recommendation and training to our ESL/Bilingual teachers.	<ul style="list-style-type: none"> ◆ Administrators 	<ul style="list-style-type: none"> ◆ \$5,000.00 ◆ State & Local Funds 	<ul style="list-style-type: none"> ◆ Jan 2006 	<ul style="list-style-type: none"> ◆ Contract for Staff Development

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GOAL #1: STUDENT ACHIEVEMENT – Students will meet or exceed state or educational performance standards resulting in a recognized accountability rating by May 2007.

DISTRICT OBJECTIVE #1.6: By May, 2007, at least 70% of all student populations in the senior class (African-American, Hispanic, White, Economically Disadvantaged) will take either the SAT or the ACT; of those taking the test, at 35% will achieve the state criterion for one or the other college entry test.

SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Parent/student conferences.	<ul style="list-style-type: none"> ◆ Principal ◆ Counselor ◆ Department Heads ◆ Parents 	<ul style="list-style-type: none"> ◆ Substitute pay 	<ul style="list-style-type: none"> ◆ Aug - May 	<ul style="list-style-type: none"> ◆ Students have an increased awareness of standards/credits for graduation.

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GOAL #1: STUDENT ACHIEVEMENT – Students will meet or exceed state or educational performance standards resulting in a recognized accountability rating by May 2007.

DISTRICT OBJECTIVE #1.9: Provide programs for all students who are not successful/not appropriately challenged in the mainstream course work including but not limited to special tutorials.

SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Content Mastery at Middle School, High School, and Elementary.	◆ Principal	◆ Campus Budget ◆ Spec. Ed. Funds	◆ Aug 2005 – May 2006	◆ Students' success
2. Continue Math Lab – Saxon program at elementary, Additional Math class at middle school for all 7 th graders.	◆ Principal	◆ SCE - \$174,000.00	◆ Aug 2005 – May 2006	◆ Improved TAKS scores
3. Direct instruction by the ESL teacher will be provided to LEP students and to support regular staff. ◆ Develop modifications, materials, and instructional methods to assist LEP students in each grade level. ◆ Continue to utilize TAKS instructional materials. ◆ Engage in oral language activities that foster the generation of ideas. ◆ Provide parental information workshop.	◆ ESL Teachers ◆ ESL/Bilingual Director	◆ Campus Budget	◆ Aug 2005 – May 2006	◆ Improved TAKS scores
4. Continue to provide Bi-lingual Ed Pre-K – 5 th Grade	◆ Special Program Director	◆ \$250,000.00 Title III State and Local Funds	◆ Aug 2005 – May 2006	◆ Improved Student Success on TAKS
5. Special Education – identify students and provide an environment in which each special education student will show growth as determined by his/her Individual Education Plan (IEP). ◆ Write objectives, which are obtainable, measurable, and specifically written and delineate staff responsibility for initial and support services. Objectives are developed by the ARD (Admission, Review, and Dismissal) Committee and implemented by all teachers ◆ Utilize a continuum of services to meet needs of students as stated in IEPs.	◆ Special Education Director ◆ Special Education Teachers ◆ Student Support Team	◆ Special Education Budget	◆ Aug 2005 – May 2006 ◆ Ongoing	◆ Minutes maintained and reviewed ◆ Modified bench marks ◆ 6 weeks report cards ◆ SPAP ◆ Released TAKS ◆ Improvement documented on IEP

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SUMMATIVE EVALUATION: TAKS Results.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
<ul style="list-style-type: none"> ◆ Provide staff development for all staff in the following areas: Identification, Modifications to instruction, ADD, ADHD, and Referral process. ◆ Provide Learning Labs to mainstream students. 			◆ Ongoing	◆ Sign-in sheets
<p>6. G.A.T.E. (Gifted & Talented Education)</p> <ul style="list-style-type: none"> ◆ Identify and serve appropriately K-12 in G/T classes or Pre-AP/AP. ◆ Provide staff development ◆ Administrators (6 hours) of professional development that includes natures and needs and program options. ◆ Ensure that teachers responsible for GT service obtain required 30 hours of staff development with a 6 hour update. 	<ul style="list-style-type: none"> ◆ G/T Coordinator ◆ Principals 	<ul style="list-style-type: none"> ◆ Title II ◆ GT Funds <ul style="list-style-type: none"> ➤ Elem. - \$55,160.00 ➤ MS - \$13,049.00 	◆ Ongoing	<ul style="list-style-type: none"> ◆ Nomination forms ◆ G/T orientation meeting ◆ G/T certificates
<p>7. 504</p> <ul style="list-style-type: none"> ◆ Identify and serve students. ◆ Make appropriate adaptations. ◆ Provide staff development for staff. 	<ul style="list-style-type: none"> ◆ Special Ed. Department ◆ Student Support Team ◆ Parents 	◆ State & Local Funds	◆ Ongoing	◆ Improved student services
<p>8. Dyslexia</p> <ul style="list-style-type: none"> ◆ Identify and serve students. ◆ Make appropriate adaptations. ◆ Provide staff development for staff. 	<ul style="list-style-type: none"> ◆ Special Ed. Department ◆ Student Support Team ◆ Parents 	<ul style="list-style-type: none"> ◆ None needed ◆ State & Local Funds 		
<p>9. Identify and Serve Homeless Students</p>	◆ Special Projects Director	◆ None needed	◆ Ongoing	◆ Improved TAKS test results

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GOAL #2: CLIMATE – To ensure a climate conducive to teaching and learning by providing and maintaining clean, safe, and secure facilities.

DISTRICT OBJECTIVE #2.1: Maintain a system of accountability for auxiliary staff.

SUMMATIVE EVALUATION: Annual Maintenance Report.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue employment of Operations/Maintenance Director.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Board 	<ul style="list-style-type: none"> ◆ State & Local Funds 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Annual evaluation process
2. Improve maintenance standards and checklists.	<ul style="list-style-type: none"> ◆ Operations/Maintenance Director and Staff 	<ul style="list-style-type: none"> ◆ State & Local Funds 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Cleaner and safer facilities ◆ Customer surveys ◆ Inspections
3. Develop Operational Instructions and Guidelines for Support Staff.	<ul style="list-style-type: none"> ◆ Operations/Maintenance Director and Staff 	<ul style="list-style-type: none"> ◆ None required 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Cleaner and safer facilities ◆ Worker performance evaluations
4. Conduct written evaluations of all auxiliary staff yearly.	<ul style="list-style-type: none"> ◆ Operations/Maintenance Director ◆ Supervisors of Auxiliary Staff 	<ul style="list-style-type: none"> ◆ None required 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Evaluation filed in personnel folder
5. Implement Time clock for automated time sheets	<ul style="list-style-type: none"> ◆ Operations/Maintenance Director ◆ Supervisors of Auxiliary Staff 	<ul style="list-style-type: none"> ◆ 4,000 	<ul style="list-style-type: none"> ◆ Jan 2006 	<ul style="list-style-type: none"> ◆ Computer generated time sheets
6. Implement a computer generated work order and preventative maintenance system.	<ul style="list-style-type: none"> ◆ Operations/Maintenance Director ◆ Supervisors of Auxiliary Staff 	<ul style="list-style-type: none"> ◆ 1,500 	<ul style="list-style-type: none"> ◆ Jan 2006 	<ul style="list-style-type: none"> ◆ Work order and daily work assignments

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2005-2006**

GOAL #2: CLIMATE – To ensure a climate conducive to teaching and learning by providing and maintaining clean, safe, and secure facilities.

DISTRICT OBJECTIVE #2.2: Maintain and improve facilities.

SUMMATIVE EVALUATION: Annual Maintenance Report.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to renovate and repair: ◆ Restrooms – Early Childhood	◆ Operations/Maintenance Director	◆ Budget	◆ Complete by 2007	◆ Continual checks on budget availability and progress
2. Maintain campuses. ◆ Clean buildings ◆ Improve ground maintenance methods ◆ Keep shrub beds clean and mulched ◆ Plant bedding plants when and where appropriate on a regular basis.	◆ Operations/Maintenance Director	◆ Budget	◆ Aug 2005 – May 2006	◆ Maintenance standards and checks met
3. Maintain outdoor lighting on campuses. ◆ Parking lots ◆ Canopies	◆ Operations/Maintenance Director	◆ Budget	◆ Fall 2006	◆ Weekly checks on condition of lighting
4. Automate maintenance requests	◆ Operations/Maintenance Director	◆ Maintenance Budget	◆ Fall 2006	◆ Accelerated repair completions
5. Develop and automate department inventory system and find missing supplies and equipment.	◆ Operations/Maintenance Director	◆ Maintenance Budget ◆ Grant	◆ Aug 2005 – July 2006	◆ Asset control and accountability
6. Employ summer paint crew.	◆ Operations/Maintenance Director	◆ Maintenance Budget	◆ May 2006 – Aug 2006	◆ Completion of yearly paint schedules
7. Schedule of maintenance checks for AC/Roofs, light bulb replacement.	◆ Operations/Maintenance Director	◆ Maintenance Budget	◆ Aug 2005 – July 2006	◆ Completed schedule of repairs

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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2005-2006**

GOAL #3: STUDENT DISCIPLINE – Provide a management program that leads to a learning atmosphere in which students’ behavior reflects a respect for themselves and others by taking ownership and responsibility for their actions.

DISTRICT OBJECTIVE #3.1: Relative to district data, serious discipline referrals will decrease by 10%.

SUMMATIVE EVALUATION: Annual report on Discipline Referrals.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Police Officer accessible to all campuses.	<ul style="list-style-type: none"> ◆ O/M Director ◆ Superintendent ◆ Principals ◆ Board 	◆ State & Local Funds	◆ Aug 2005	◆ Decrease in referrals
2. Research Standardized Dress and community support.	◆ Community Advisory Committee	◆ State and Local Funds	◆ Jan 2006	◆ Surveys and Sign-In Sheets from Forums
3. Implement discipline programs on all campuses.	<ul style="list-style-type: none"> ◆ Principals ◆ Assistant Principals 	◆ State and Local Funds	◆ Aug 2005 – May 2006	◆ Staff Development Sign-In Sheets and Decrease in disciplinary office referrals

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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2005-2006**

GOAL #3: STUDENT DISCIPLINE – Provide a management program that leads to a learning atmosphere in which students’ behavior reflects a respect for themselves and others by taking ownership and responsibility for their actions.

DISTRICT OBJECTIVE #3.2: Incorporate programs which develop self-esteem, motivation, attitude-changing and goal-setting strategies to decrease referrals by 10%.

SUMMATIVE EVALUATION: Annual Report on Discipline Referrals.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Emphasize positive attitudes at all campuses among staff and students.	<ul style="list-style-type: none"> ◆ Curriculum Team ◆ Principals ◆ Team Leaders 	<ul style="list-style-type: none"> ◆ \$500.00 ◆ State & Local Funds 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Programs
2. Provide district staff development.	<ul style="list-style-type: none"> ◆ Superintendent 	<ul style="list-style-type: none"> ◆ Title II - \$35,000.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Agendas

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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GOAL #3: STUDENT DISCIPLINE – Provide a management program that leads to a learning atmosphere in which students’ behavior reflects a respect for themselves and others by taking ownership and responsibility for their actions.

DISTRICT OBJECTIVE #3.3: At least 95% of all students will demonstrate responsible behavior and respect for self and others.

SUMMATIVE EVALUATION: Annual Report on Discipline Referrals.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Maintain and revise, as needed the HISD Substance Abuse Prevention Plan, which addresses the needs identified by campus identification procedures.	<ul style="list-style-type: none"> ◆ Drug Free Schools Coordinator ◆ DFS Committee ◆ District Officer 	<ul style="list-style-type: none"> ◆ Title IV - \$10,460.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Substance Abuse Prevention Plan

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2005-2006**

GOAL #4: EFFECTIVE CORE CURRICULUM – Plan, develop, and implement a core curriculum that is relevant to the present and future cultures in Hempstead, the state, the nation, and the world. This curriculum is to be geared toward providing students with competencies and skills for local and other real world jobs.

DISTRICT OBJECTIVE: Incorporate programs which enhance skills in reading, writing, mathematics, and communication.

SUMMATIVE EVALUATION: Annual evaluation.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Upgrade ARP on campuses. ♦ Computers in classrooms ♦ Additional disks ♦ Increased number of library books ♦ Continue use of S.T.A.R. testing.	<ul style="list-style-type: none"> ▪ Principals ▪ Librarian 	<ul style="list-style-type: none"> ▪ Campus Budget ▪ TIF Grant ▪ SCE - \$3,000.00 ▪ Title V ▪ \$4,800.00 	♦ Aug 2005 – May 2006	<ul style="list-style-type: none"> ▪ Improved reading comprehension ▪ Increased library circulation
2. Staff Development ♦ Learning styles ♦ G/T training <ul style="list-style-type: none"> ▪ Nominations/Identification ▪ Nature and Needs (6 hrs) ▪ Curriculum (24 hours) ♦ TAKS Writing ♦ TAKS Reading ♦ TAKS Math ♦ 504 ♦ Special Education/Referral System, Learning Labs, Inclusion ♦ Framework for Working With Families in Poverty ♦ Sexual Harassment ♦ CPR ♦ Computer training ♦ Sequence Vertical Planning ♦ Benchmark Testing ♦ Math, Science, Language Arts strategies to improve student achievement ♦ Scopes Sequence	<ul style="list-style-type: none"> ▪ Principals 	<ul style="list-style-type: none"> ▪ Title I 	♦ Aug 2005 – May 2006	<ul style="list-style-type: none"> ▪ Improved TAKS scores
3. Increase U.I.L. participation.	<ul style="list-style-type: none"> ▪ Principals 	<ul style="list-style-type: none"> ▪ Budget 	♦ Aug 2005 – May 2006	<ul style="list-style-type: none"> ▪ Comparison of number of students this year to previous year
4. Hold U.I.L. Invitational Meet at H.S./M.S. and Elementary.	<ul style="list-style-type: none"> ▪ Principals ▪ U.I.L. Campus Coordinators 	<ul style="list-style-type: none"> ▪ State and Local Funds 	♦ Oct 2005 – May 2006	<ul style="list-style-type: none"> ▪ Calendar documentation of meets
5. Recruit and train a Curriculum Math teacher and Reading Specialist to help with curriculum alignment.	<ul style="list-style-type: none"> ▪ Superintendent ▪ Principal 	<ul style="list-style-type: none"> ▪ Budget 	♦ Aug 2005 – May 2006	<ul style="list-style-type: none"> ▪ Appointment of teachers ▪ Documentation of training

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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GOAL #4: EFFECTIVE CORE CURRICULUM – Plan, develop, and implement a core curriculum that is relevant to the present and future cultures in Hempstead, the state, the nation, and the world. This curriculum is to be geared toward providing students with competencies and skills for local and other real world jobs.

DISTRICT OBJECTIVE: Incorporate programs which enhance skills in reading, writing, mathematics, and communication.

SUMMATIVE EVALUATION: Annual evaluation.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
6. Elementary, middle school, and high school tutoring AM-PM, TAKS Extended Day, and Saturday School.	▪ Principal	▪ Title II ▪ Master Reading Teacher Funds ▪ SCE - \$68,000.00	♦ Aug 2005 – May 2006	▪ Documentation of attendance
7. Continue to update the Region 4 CLC Curriculum district-wide and Scope & Sequence.	♦ Superintendent ♦ Principals	♦ \$15,000.00	♦ Aug 2005 – May 2006	♦ Teacher attendance in training ♦ PASS Program Student Reports
8. Continue CEI, and PLATO computer aided instruction.	♦ Principals	♦ N/A	♦ Aug 2005 – May 2006	♦ Documentation of individual progress
9. Complete Personal Graduation Plans for all students grades 6-12.	♦ Counselors ♦ Principals	♦ % of counselor's salary ♦ SCE - \$6,831.00	♦ Aug 2005 – May 2006	♦ Plans in cumulative folders of all at-risk students
10. Continue module lab for career and technology training in: a. hydraulics b. pneumatics c. electricity d. auto CAD e. computer aided publishing f. bio-medical g. electronics h. industrial control lab i. mechanisms j. auto technology	♦ Superintendent ♦ Principals ♦ CATE	♦ \$82,000.00 CATE funds	♦ August 2005	♦ Student schedules of enrollment
13. Continue distance learning lab for dual credit.	♦ Superintendent ♦ Principals ♦ CATE	♦ Facilitator salary % of \$10,000.00	♦ Aug 2005 – Aug 2006	♦ Increase in dual-credit classes taken
14. Curriculum Director will continue to work with teachers to implement TEKS and Reading Coach will continue to help with Reading First implementation, hire a Math Curriculum Specialist from Region IV.	♦ Superintendent	♦ \$82,500.00	♦ Aug 2005 – Aug 2006	♦ Director on staff
15. Implement 21 st Century Community Learning Centers at each campus.	♦ Superintendent	♦ \$657,000.00 Grant Funds	♦ Aug 2005 – Aug 2006	♦ Documentation of Attendance on each Campus

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2005-2006**

GOAL #5: EFFECTIVE USE OF DISTRICT AND CAMPUS SITE-BASED DECISION COMMITTEES

DISTRICT OBJECTIVE: Hempstead I.S.D. will establish a District Plan for Site-Based Decision Making that sets parameters for defining authority at the Campus and Central Office level.

SUMMATIVE EVALUATION: Written recommendations.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to meet with District Improvement Committee.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Principals ◆ Curriculum Team 	◆ \$250.00 snacks, materials	◆ Aug 2005 – May 2006	◆ Updated District Plan and Goals
2. Involve SBDM Committees in the district and campus needs assessment process.	◆ District Team	◆ \$250.00 snacks, materials	◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Agendas ◆ Sign-in sheets
3. Implement a Community/Parent Advisory Committee	<ul style="list-style-type: none"> ◆ Superintendent ◆ Board President 	◆ \$500.00 snacks, materials	◆ Sept 2005 – May 2006	<ul style="list-style-type: none"> ◆ Agendas ◆ Sign-In Sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2005-2006**

GOAL #6: INCREASE STUDENT ATTENDANCE

DISTRICT OBJECTIVE: By May 2006 the students' annual attendance rate will increase to at least 97%.

SUMMATIVE EVALUATION: AEIS Report.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Each campus will provide a student handbook, which outlines school policy and state law in relation to student attendance.	<ul style="list-style-type: none"> ◆ Principals ◆ Superintendent 	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$3,000.00 for handbooks 	◆ Aug 2005	<ul style="list-style-type: none"> ◆ Handbooks ◆ Informed parents
2. Provide campus attendance committee.	<ul style="list-style-type: none"> ◆ Principals ◆ Campus Improvement Teams 	◆ N/A	◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Committee lists ◆ Agenda
3. Contact parents of students with three consecutive absences.	◆ Attendance Clerks	◆ State and Local Funds	◆ Aug 2005 – May 2006	◆ Phone logs
4. Request written documentation from parents of students who have been absent.	◆ Attendance Clerks		◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Phone calls ◆ Improved attendance ◆ Responsive parents
5. Mail letters of concern to parents after 5 student absences.	◆ Attendance Clerks	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$300.00 certified postage 	◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Copies of letters ◆ Parent responses
6. Charges will be filed against parents of students who are habitually absent from school.	<ul style="list-style-type: none"> ◆ Principals ◆ Assistant Principals 	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$200.00 certified postage 	◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Documentation ◆ Responses
7. Reward systems will be developed for students with good attendance at regular intervals on each campus.	<ul style="list-style-type: none"> ◆ Principals ◆ Assistant Principals ◆ Teachers 	◆ State and Local Funds	◆ Aug 2005 – May 2006	<ul style="list-style-type: none"> ◆ Rewards ◆ Newsletters, newspaper articles
8. Address the problems of student parents in helping them get/stay in school.	<ul style="list-style-type: none"> ◆ Counselors ◆ Homebound 	◆ N/A	◆ Aug 2005 – May 2006	◆ Improved attendance

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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2005-2006**

GOAL #7: Recruit, retain, and educate through staff development, the most effective teachers, administrators, and other staff while ensuring that staff at all levels treat each other with sensitivity and respect.

DISTRICT OBJECTIVE: 7.1: Provide professional growth through meaningful staff development.

SUMMATIVE EVALUATION: Record of teacher staff development hours.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development updates on: <ul style="list-style-type: none"> ◆ 504 ◆ Learning Styles ◆ Integrated Curriculum ◆ TAKS strategies ◆ G/T training <ul style="list-style-type: none"> ▪ Nominations/Identification ▪ Nature and Needs (6 hours) ▪ Curriculum (24 hours) ◆ E.S.L. Modifications ◆ Special Education Referral System ◆ P.D.A.S. (Professional Development and Appraisal System) ◆ TEKS ◆ TAKS ◆ A Framework for Working With Families in Poverty (Follow-up) ◆ Core Curriculum Strategies 	<ul style="list-style-type: none"> ◆ Region IV, other consultants 	<ul style="list-style-type: none"> ◆ In Staff Development Budget 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Improved teaching, improved student learning
2. Allow teachers to visit successful schools.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Principals ◆ Staff 	<ul style="list-style-type: none"> ◆ Travel Budget 	<ul style="list-style-type: none"> ◆ Nov 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Morale Boost ◆ Excitement of seeing new ideas
3. New Teacher Mentoring Program and staff development. Develop a mentoring program with stipend.	<ul style="list-style-type: none"> ◆ Principals ◆ Superintendent ◆ Curriculum Director 		<ul style="list-style-type: none"> ◆ Sept 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Record of new teacher attendance

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2005-2006**

GOAL #7: Recruit, retain, and educate through staff development, the most effective teachers, administrators, and other staff while ensuring that staff at all levels treat each other with sensitivity and respect.

DISTRICT OBJECTIVE: 7.2: Faculty and staff will build loyalty, allegiance, and pride in our school and community.

SUMMATIVE EVALUATION: Reduced staff turnover.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to identify/provide staff development on this topic.	◆ Principal	◆ N/A	◆ Aug 2005 – May 2006	◆ Faculty meetings
2. Increase positive contact with parents about student success on a regular basis through telephone calls and correspondence.	◆ Teachers	◆ N/A	◆ Aug 2005 – May 2006	◆ Feedback from parents
3. Write newsletters to parents.	◆ Elementary/Middle School/High School Principals ◆ Superintendent	◆ State and Local Funds ◆ \$1,000.00	◆ Aug 2005 – May 2006	◆ Feedback from parents
4. Communicate to community through meetings, newspaper, phone calls, newsletter, and brochures the positive progress of our school.	◆ Superintendent ◆ District Improvement Council	◆ State and Local Funds ◆ \$2,000.00	◆ Aug 2005 – May 2006	◆ Increased phone calls about our district
5. Recruit new teachers through a partnership with the teacher education programs at area colleges and hiring future teachers as permanent subs.	◆ Superintendent ◆ Board	◆ Substitute Budget	◆ Jan 2005 – May 2006	◆ Hire subs
6. Promote our school through speaking events at various clubs and organizations and through business breakfasts and brochures.	◆ Superintendent	◆ N/A	◆ Aug 2005 – Aug 2006	◆ Documentation of speaking events
7. Promote our school.	◆ Superintendent	◆ \$500.00 for breakfast ◆ \$50.00 for invitation mailing	◆ Aug 2005 – Aug 2006	◆ Documentation of breakfast agenda
8. Implement an early start date that will allow a partial week for the first week of school and a weeks' holiday at Thanksgiving as per faculty and staff request.	◆ Superintendent	◆ \$50.00 Staff & Community Survey	◆ Jan 2006	◆ School calendar in line with surrounding schools

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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2005-2006**

GOAL #7: Recruit, retain, and educate through staff development, the most effective teachers, administrators, and other staff while ensuring that staff at all levels treat each other with sensitivity and respect.

DISTRICT OBJECTIVE: 7.3: Increase teacher attendance in the 2005-2006 school year over teacher attendance in the 2004-2005 school year by 5%.

SUMMATIVE EVALUATION: Annual report on teacher absences.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide rewards and incentives to improve teacher attendance (gift certificates, cash).	♦ Superintendent	♦ State and Local Funds ♦ \$2,000.00	♦ May 2006	♦ News articles ♦ Presentation
2. Host teacher appreciation dinner and fellowship gathering (Opening of school).	♦ Superintendent ♦ Food Service Director	♦ State and Local Funds ♦ \$500.00	♦ Aug 2005	♦ Events
3. Provide Christmas letter.	♦ Superintendent	♦ State and Local Funds ♦ \$500.00	♦ Dec 2005	♦ Events ♦ Memos
4. End of year awards dinner.	♦ Superintendent	♦ State and Local Funds ♦ \$1,500.00	♦ May 2006	♦ Memos
5. Research the result of taking the cap from local sick leave.	♦ Superintendent	♦ State and Local Funds	♦ Jan 2006 – ♦ May 2006	♦ Plan for removing cap

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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2005-2006**

GOAL #7: Recruit, retain, and educate through staff development, the most effective teachers, administrators, and other staff while ensuring that staff at all levels treat each other with sensitivity and respect.

DISTRICT OBJECTIVE: 7.4: Reduce teacher turnover rate.

SUMMATIVE EVALUATION: Report on turnover rate.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to offer competitive salaries.	◆ Board	◆ State and Local Funds	◆ Aug 2005 – May 2006	◆ Board Minutes
2. Complete Intervention Plan when needed and assist teachers with improvement.	◆ Principals	◆ None needed	◆ Aug 2005 – May 2006	◆ Improvements and no non-renewals
3. Continue to offer incentives/stipend for additional hours of service.	◆ Superintendent	◆ Special Program Fund ◆ Campus Budgets	◆ Aug 2005 – May 2006	◆ Stipend Payment
4. Provide a mentoring program.	◆ Principals	◆ TX Bess Grant	◆ Aug 2005 – May 2006	◆ Monthly meeting
5. Offer longevity pay to reward teachers for continuous employment	◆ Superintendent ◆ Board	◆ Local Funds ◆ \$32,000.00	◆ Dec 2005	◆ Longevity pay documentation in month of December

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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GOAL #8: Increase PARENTAL INVOLVEMENT while creating partnerships with parents, businesses, community, organizations, local and state agencies, and institutions of higher learning.

DISTRICT OBJECTIVE: 8.1: Eighty percent of teacher/parent and teacher/student conferences will occur for the purposes of constructive communication and information sharing.

SUMMATIVE EVALUATION: Annual reports on parent involvement.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Conduct parent-teacher conferences across grade levels.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Teachers 	<ul style="list-style-type: none"> ◆ State and Local Funds 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets
2. Continue to implement a "Parent Involvement Policy".	<ul style="list-style-type: none"> ◆ Principals 	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$50.00 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Signatures
3. Continue to solicit Parent Involvement on each campus.	<ul style="list-style-type: none"> ◆ Principals 	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$50.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets
4. Develop and maintain programs to encourage volunteer participation.	<ul style="list-style-type: none"> ◆ Principals 	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$50.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets
5. Implement an awareness of drug, alcohol, and tobacco abuse with parents through: <ul style="list-style-type: none"> ◆ Meetings ◆ Pamphlets ◆ Newsletters 	<ul style="list-style-type: none"> ◆ Principals ◆ Counselors 	<ul style="list-style-type: none"> ◆ Title IV ◆ \$500.00Time 	<ul style="list-style-type: none"> ◆ Fall 2005- Spring 2006 	<ul style="list-style-type: none"> ◆ Ongoing
6. Implement drug awareness as part of programs at: <ul style="list-style-type: none"> ◆ P.T.O. general meetings ◆ Booster Clubs ◆ Assemblies 	<ul style="list-style-type: none"> ◆ Principals ◆ Counselors 	<ul style="list-style-type: none"> ◆ Time 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Campus Calendar Agendas ◆ Sign-in sheets
7. Survey parent's opinions on proposed changes.	<ul style="list-style-type: none"> ◆ Counselors 	<ul style="list-style-type: none"> ◆ Title IV ◆ \$700.00 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Improved behavior ◆ Surveys
8. Class for Parents	<ul style="list-style-type: none"> ◆ Counselors 	<ul style="list-style-type: none"> ◆ Grant Coordinator 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Improved Student Behavior

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GOAL #8: Increase PARENTAL INVOLVEMENT While creating partnerships with parents, businesses, community, organizations, local and state agencies, and institutions of higher learning.

DISTRICT OBJECTIVE: 8.2: The business community and volunteers from Prairie View A & M University will participate in the academic success of Hempstead I.S.D.

SUMMATIVE EVALUATION: Annual contact hours.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Involve community volunteers and parents in the After School Program at each campus.	<ul style="list-style-type: none"> ◆ 21st Century Learning Centers Grant Coordinator 	<ul style="list-style-type: none"> ◆ \$100.00 Training Meeting 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets
2. Implement a Community Advisory Council.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Board President 	<ul style="list-style-type: none"> ◆ \$200.00 Snacks, Materials 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets
3. Implement a Parent Advisory Group.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Parent Facilitator 	<ul style="list-style-type: none"> ◆ \$200.00 Snacks, Materials 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets

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GOAL #8: Increase PARENTAL INVOLVEMENT While creating partnerships with parents, businesses, community, organizations, local and state agencies, and institutions of higher learning.

DISTRICT OBJECTIVE: 8.3: H.I.S.D will develop a line of communication to build school and community spirit, pride, and cohesiveness.

SUMMATIVE EVALUATION: Annual report of events and newspaper scrapbook.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Produce school newsletters generated at the campus and district level with a calendar of events.	<ul style="list-style-type: none"> ◆ Principals ◆ Designated staff 	<ul style="list-style-type: none"> ◆ \$100.00 ◆ State and Local Funds 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Archives
2. Provide reception for GT parents in connection with GT orientation.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Principal 	<ul style="list-style-type: none"> ◆ Gifted and Talented Funds ◆ \$50.00 refreshments 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ News articles ◆ Agenda
3. Plan and produce programs for historical, cultural, and patriotic celebrations including Texas Heritage and Texas History.	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers 	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$300.00 for supplies 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Programs
4. Host business and community organizations breakfasts to inform community of school issues.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Principals 	<ul style="list-style-type: none"> ◆ State and Local Funds ◆ \$1,500.00 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Letters of invitation
5. Produce school newspaper. Increase publicity and media coverage to area newspapers through a Public Relations Representative for the district.	<ul style="list-style-type: none"> ◆ Public Relations Representative 	<ul style="list-style-type: none"> ◆ \$750.00 stipend 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Articles
6. Hold forums for parents and community input on proposed changes in our school.	<ul style="list-style-type: none"> ◆ Superintendent 	<ul style="list-style-type: none"> ◆ \$50.00 Refreshments 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets

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GOAL #9: Maintain the districts student graduation rate and reduce the dropout rate by meeting or exceeding the state graduation student completion rate of 82.8%.

DISTRICT OBJECTIVE: The annual dropout rate for all 7-12 grade students for the 2005-2006 school year will be no greater than 1% for any student population (economically disadvantaged, male, female, over-age, L.E.P., or special education).

SUMMATIVE EVALUATION: AEIS Report.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Identify student failures each six weeks.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Principals ◆ Assistant Principals 	<ul style="list-style-type: none"> ◆ N/A 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Failure lists ◆ Student grades
2. Provide scheduled tutorials and assign students, as needed each day during tutorial period.	<ul style="list-style-type: none"> ◆ Teachers ◆ Principals ◆ Assistant Principals 	<ul style="list-style-type: none"> ◆ N/A 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Tutorial lists ◆ Student grades
3. Continue DAEP and ABU.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Principals ◆ Special Ed. Director 	<ul style="list-style-type: none"> ◆ SCE - \$80,746.00 ◆ Instructional Budget ◆ Special Ed. Funding 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Plans
4. Implement credit recovery campus AAA.	<ul style="list-style-type: none"> ◆ Assistant Principals ◆ Department Heads ◆ Counselors 	<ul style="list-style-type: none"> ◆ SCE - \$246,598.00 	<ul style="list-style-type: none"> ◆ Oct 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Students will identify role models who can motivate them to stay in school and graduate
5. Parent conferences Pre-K-12.	<ul style="list-style-type: none"> ◆ Counselors ◆ Teachers ◆ Administrators ◆ Teams 	<ul style="list-style-type: none"> ◆ N/A 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Sign-in sheets
6. Extended year program or summer school.	<ul style="list-style-type: none"> ◆ Superintendent 	<ul style="list-style-type: none"> ◆ Grant/State appropriations 	<ul style="list-style-type: none"> ◆ May 2006 – July 2006 	<ul style="list-style-type: none"> ◆ Record of Attendance

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GOAL #10: Increase students' and employees' access to technology for learning school management.

DISTRICT OBJECTIVE: By May 2006, the Hempstead I.S.D. campuses will increase the level of technology at each campus.

SUMMATIVE EVALUATION: Computer to staff/student ratios.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to <u>update computers</u> for classrooms.	<ul style="list-style-type: none"> ◆ Principals ◆ Director of Technology 	<ul style="list-style-type: none"> ◆ Technology Budget 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Increased student use
2. Continue to <u>upgrade existing</u> labs.	<ul style="list-style-type: none"> ◆ Principals ◆ Director of Technology 	<ul style="list-style-type: none"> ◆ Technology Budget 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Better use of labs
3. Continue to provide <u>internet availability</u> at all campuses	<ul style="list-style-type: none"> ◆ Principals ◆ Director of Technology 	<ul style="list-style-type: none"> ◆ Technology Budget 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Ability to use for research
4. Continue to update "Web-Site".	<ul style="list-style-type: none"> ◆ Superintendent ◆ Director of Technology ◆ Office Staff 	<ul style="list-style-type: none"> ◆ Technology Budget 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Access to general information by community
5. Research an Electronic Lesson Plan process for teachers.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Curriculum Director ◆ Director of Technology ◆ Principals 	<ul style="list-style-type: none"> ◆ Technology Budget 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Better communication between campuses and parents
6. Continue to pursue grant money in technology. Pursue funding from local sources.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Administrators 	<ul style="list-style-type: none"> ◆ E-RATE, and TIE Grant 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Improved Technology Plan ◆ Grants successfully obtained and managed
7. Provide " <u>Family Access</u> " Program enabling parents to check student grades and discipline on line.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Director of Technology ◆ Principals 	<ul style="list-style-type: none"> ◆ Technology Budget 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Better home/school communication
8. Continue to update <u>Disaster Recovery Plan</u> .	<ul style="list-style-type: none"> ◆ Superintendent ◆ Administrators 	<ul style="list-style-type: none"> ◆ Technology Budget 	<ul style="list-style-type: none"> ◆ Aug 2005 – May 2006 	<ul style="list-style-type: none"> ◆ Test and revisit areas not met – continue to provide service
9. Provide technology for disabled students and staff.	<ul style="list-style-type: none"> ◆ Superintendent ◆ Director of Technology ◆ Administrators ◆ Special Services 	<ul style="list-style-type: none"> ◆ Technology Budget ◆ Special Services 	<ul style="list-style-type: none"> ◆ Ongoing 	<ul style="list-style-type: none"> ◆ Meet all state requirements for the handicapped
10. Add an extra Tech Technician per campus	<ul style="list-style-type: none"> ◆ Superintendent ◆ Director of Technology 	<ul style="list-style-type: none"> ◆ State & Local Funds 	<ul style="list-style-type: none"> ◆ Aug 2006 	<ul style="list-style-type: none"> ◆ List of computer request and completed request

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GOAL #11: Provide effective instruction to high achieving students.

DISTRICT OBJECTIVE: 11.2: Increase the opportunity for students to participate in advance placement, dual credit, and distance learning.

SUMMATIVE EVALUATION: Student enrollment.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to offer GT, Advance Placement and Pre-Advanced Placement Classes.	<ul style="list-style-type: none"> ◆ Principals ◆ Teachers 	<ul style="list-style-type: none"> ◆ Gifted and Talented ◆ HS - \$67,767.00 	<ul style="list-style-type: none"> ◆ English 2005-2006 ◆ Govt./Eco 2005-2006 ◆ Math 2005-2006 ◆ Science 2005-2006 ◆ Geography 2005-2006 ◆ Spanish 2005-2006 ◆ Chemistry 2005-2006 ◆ U.S./World History 2005-2006 ◆ Pre-Calculus 2005-2006 ◆ Speech 2005-2006 ◆ Accounting 2005-2006 ◆ Physics 2005-2006 ◆ Biology 2005-2006 	<ul style="list-style-type: none"> ◆ 55% of students scoring 3 or better on Advanced Placement Exams

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
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GOAL #11: Provide effective instruction to high achieving students.

DISTRICT OBJECTIVE: 11.5: H.I.S.D. will increase participation in U.I.L. events by 25%.

SUMMATIVE EVALUATION: Annual report.

ACTIVITY/STRATEGY	PERSON(S) RESPONSIBLE	RESOURCE ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to celebrate U.I.L. winners by ordering trophies for winners.	◆ Principals	◆ \$2,000.00	◆ May 2006	◆ Awards program
2. Encourage U.I.L. participation:	◆ Teachers ◆ Campus U.I.L. Coordinator	◆ \$30,000.00	◆ Aug 2005 – May 2006	◆ Full student participation in all events.