



HEMPSTEAD
INDEPENDENT SCHOOL DISTRICT

HEMPSTEAD ELEMENTARY

Campus Improvement Plan

2007 - 2008



Acknowledgement

HEMPSTEAD ELEMENTARY SITE-BASED COMMITTEE MEMBERS

2007-2008

Classroom Teachers	Completed Years	Professional Non-Teaching Staff	Completed Years
Martha Burch	(2)	Joy Toney	
Ida Harmon	(2)	Tonya Bronikowski	
Peggy Kelley	(2)	Debbie Scrogin	(1)
Doug Matuska	(1)	Stacy Fisher	(1)
Laura Werner	(1)		
Pam Kmiec	(new)	Parent Representatives	
Monica Cupp	(new)	Maria Novelo	(1)
Kim Lucherk	(new)	Sheryl Gilmore	(new)
Business Partners		Community Representative	
JT Howard, Jr. – Howard Insurance (new)		Vickey Cole	(2)
		Beth Ewing	(1)

**Ten Components Required of School-wide Planning
2007-2008**

Location in Plan	Components
1D, 1E, 1F, 1G	1. A comprehensive needs assessment of the entire school based on information that includes the performance of children in relation to the state academic content and achievement standards.
1E, 1F, 1G, 2A, 2C, 2D, 2E, 2F	2. School-wide reform strategies that provide opportunities for all children to meet the advanced and proficient levels of student achievement; use effective and instructional strategies based on scientifically based research; address the needs of all children in the school; address who the school will determine if the needs have been met; and are consistent with the state and local plans .
3A	3. Instruction by highly qualified professional staff.
3C	4. High quality and ongoing professional development for teachers and aides (and, where appropriate, pupil services personnel, parents, principals, and other staff).
3A	5. Strategies to attract high-quality, highly qualified teachers to high need schools.
1D 3, 1E 1, 1G 3, 5C, 5D	6. Strategies to increase parental involvement , such as family literacy services.
2C, 2D, 2F	7. Plans for assisting preschool children in the transition from early childhood programs to local elementary programs.
1C, 1D, 2C 3, 2F 1, 4E 2	8. Measures to include teachers in making decisions about assessments .
1C 1-3, 1D 1, 1D 4, 1E 2, 2C 3, 2D 1, 2F 1, 4E 3, 1D 6, 1E 4	9. Activities to identify and insure effective, timely assistance to students who experience difficulties.
1A 1, 1B 2, 1D 4, 1D 6, 1E 4, 1C 2, 2A 3, 2C 2, 2D 2, 2F 3, 2F 4, 3A 3	10. Coordination and integration of federal, state, and local services and programs.

Needs Assessment Current State of Hempstead Elementary School

The elementary campus is comprised of two separate schools, Hempstead Early Childhood, grades PK–2, and Hempstead Elementary School, grade 3–5. In 2005-2006 Hempstead Early Childhood had 347 students of which 28% are African American, 48% are Hispanic, 23% are White and 1% is Asian/Pac. Islander. 75% were economically disadvantaged and 28% were Limited English Proficient. The Elementary campus had 284 students of which 30% are African American, 44% are Hispanic, 25% are White, and 1% is Asian/Pac. Islander. 65% were economically disadvantaged and 23% were Limited English proficient.

An analysis of the AEIS report from the 2005-2006 school years indicates the following:

- The percentages of students meeting state standards on TAKS, summed across all grades, increased from 2005 to 2006 for every subject except Reading which stayed the same at 82%.
- The performance levels of the African American student group increased in all subjects except Science. The Hispanic student group increased in all subjects except Reading which went from 83% to 82%. The White student group increased in Science from 69% to 85% but declined slightly in Reading and Writing.
- TAKS scores are above the state in Math and Writing but are below the state for Reading and Science.
- In analyzing the TAKS Met Standard, disparities in student achievement continue to exist between the performance of the White students and the other identified special populations although the Hispanic group made gains.
- The Elementary campus is ranked Academically Acceptable for 2006. Groups below 75% are African Americans in Math with 62% and Econ. Disadv. In Science with 49%.



Hempstead Independent School District

DISTRICT IMPROVEMENT PLAN

2007 – 2008

APPROVED:

President of Board Date

Secretary of Board Date

Superintendent Date

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

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

DISTRICT OBJECTIVE: A: By May 2008, Hempstead ISD will maintain a 0.4% dropout rate as reported on AEIS.

SUMMATIVE EVALUATION: AEIS 0.0% Dropout Rate

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide summer school program	Principal	Teachers Intervention Materials	ARI, AMI, State Comp Ed	June 2008	Number of retentions after completing summer school
2. Provide small-group tutorials to prepare for the TAKS test	Reading Coach, Math Coach	Teachers Aides for 3 rd , 4 th , 5 th	Title 1 \$48,527 FTE 2.0 aides Title 3 \$18,681 FTE 1.0 aide	September 2007- May 2008	TAKS Scores
3. Provide a TAKS pep-rally	A-Team Committee	TAKS incentives	Community Donations	January 2008	TAKS Scores

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

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

DISTRICT OBJECTIVE: B: By May 2008, Hempstead ISD will achieve a 98.6% completion rate as reported on AEIS.

SUMMATIVE EVALUATION: AEIS 99% Completion Rate

Current Rate:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Reduce retentions through a Summer School Program	Teachers	Teachers, Intervention Materials	ARI, AMI, State Comp Ed	June 2008	Number of retentions after summer school
2. Monitor attendance	Registrar, Counselor, Parent Liaison	Personal Contacts, Home Visits	SCE \$10,414 FTE .19 counselor Local \$41,659 FTE .81 counselor Title \$44,175 FTE 1.0 Parent Liaison	August 2007-May 2008	Attendance Rate

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

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

DISTRICT OBJECTIVE: C: By May 2008, 94% of all students taking the TAKS – A or TAKS - M Examination will meet ARD expectations.

SUMMATIVE EVALUATION: AEIS 75% TAKS – A TAKS - M Current: 94%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide small group instruction with Resource Teacher. 1 full day and 2 half day Resource Teachers.	Principal, Resource Teachers	Resource Teachers	Sp. Ed. Funds - \$84,844.01 FTE – 2.0 Teachers	Throughout year 2007-2008	Resource Class Schedules
2. Group students according to ability to meet their deficits.	Resource Teachers	Team Meetings	N / A	September 2007	TAKS – A TAKS – M
3. Administer tests on grade level	Assistant Principal	TAKS – A TAKS - M	N / A	September 2007- April 2008	Scores / ARD Meeting Minutes

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

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

DISTRICT OBJECTIVE: D: By May 2008, 94% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS reading/ELA test will pass.

SUMMATIVE EVALUATION: AEIS 80% Reading/ELA

Current: 84%, 61%, 90%, 95%, 81%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Read 180 Program for 4 th and 5 th grade	Read 180 Teacher	Open Computer Lab Read 180 Teacher	IRI Grant State Comp Ed \$22,087.50 FTE .5 teacher	October 2007 - May 2008	Student Reports, Assessments
2. Continue to share strategies with parents through "Family Reading Night".	Reading Committee	Staff	N / A	September 2007	Parent Sign-In Sheets
3. Implement Pull-Out Program and Progress Monitoring for struggling readers.	Reading Coach	Instructional Aides	Reading First \$15,474 FTE-1.0 Aides Student Success Initiative - \$15,474 FTE 1.0 Aide	September 2007	TPRI/ TAKS, assessments
4. Continue Reading Coach position to work with K – 5.	Principal	Reading Coach	Reading First- \$57,714.24 FTE 1.0 Teacher	July 2007 – May 2008	TPRI / TAKS
5. Departmentalize 5 th grade with 2 English/Language Arts Teachers	Principal	Teachers	SCE \$6,689 FTE .16 Local \$76,926 FTE 1.84	August 2007	TAKS Scores, assessments

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

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

DISTRICT OBJECTIVE: D: By May 2008, 94% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS reading/ELA test will pass.

SUMMATIVE EVALUATION: AEIS 80% Reading/ELA

Current: 84%, 61%, 90%, 95%, 81%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
6. Begin Mentor program to address African American students struggling in Reading	Principal	Mentors	N / A	January 2008 – May 2008	TAKS scores
7. Send a teacher to dyslexia training	Principal	Teacher	SCE \$29,154 FTE .66 Teacher Title \$14,577.33 teacher	October 2007	

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

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

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

SUMMATIVE EVALUATION: AEIS 70% Math

Current: 83%, 77%, 81%, 94%, 82%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to share strategies with parents at "Family Math Night".	Math Committee	Staff	N /A	December 2008	Parent Sign-In Sheets
2. Implement Pull-Out Program for struggling Math Students.	Classroom Teachers and aides	Teachers / Instructional Aides	Title I- Part A \$29,483.94 FTE-2.0 aides	September 2007 – May 2008	TAKS scores / grades, assessments
3. Implement program to learn "Math Facts".	Math Committee	Classroom Teachers	N /A	August 2007 – May 2008	Number of students on the Amazing Mathematician Board
4. Departmentalize 5 th grade – 1 Specialized Math Teacher	Principal	Teacher	SCE \$3,373 FTE .08 teacher Local \$38,800 FTE .92 teacher	September 2007 – May 2008	TAKS
5. Add Math Coach Position	Principal	Teacher	Title 1, Part A \$44,824 FTE 1.0	August 2007 – May 2008	TAKS scores

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

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

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

SUMMATIVE EVALUATION: AEIS 90% Writing

Current: 94%, 95%, 91%, 100%, 94%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to share strategies at four "Writing Rallies".	4 th grade Teachers	Weekly Grammar Tests, Writing Prompts	N / A	January 2008	TAKS Scores
2. Continue the monthly writing prompt to practice all styles of writing. Monthly Writing Contest	Writing Committee	Teachers	N / A	September 2007 – May 2008	TAKS scores / grades
3. Implement training from the <u>Writing Academy</u>	Teachers	Training	Staff Development Funds	August 2007 – May 2008	Lesson Plans, Classroom Walk-through

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

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

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

SUMMATIVE EVALUATION: AEIS 70% Science

Current: 77%, 54%, 82%, 92%, 78%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Hire a K - 4 Science Teacher.	Principal	Teacher /Science Room	State Comp Ed \$42,675 FTE 1.0 teacher	August 2007	TAKS scores
2. Departmentalize 5 th grade. 1 Specialized Science Teacher	Principal	Teacher / Lab	SCE \$3,235 FTE .08 teacher Local \$37,204.80 FTE .92 teacher	August 2007 – May 2008	TAKS scores
3. Continue to share strategies with parents through "Family Science Night".	Science Committee	Staff	N / A	October 2007	Parent Sign-In Sheets
4. Continue the Science Fair and have a Science Field Trip.	Science Committee	Rubrics judges, field trip for participants	Activity Fund	December 2007	TAKS scores

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

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

DISTRICT OBJECTIVE: H: By May 2008, 0% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS social studies test will pass.

SUMMATIVE EVALUATION: AEIS 80% Social Studies

Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue providing a school-wide Social Studies Teacher.	Principal	Teacher / Room	SCE \$41,400 FTE 1.0 teacher	August 2007	Grades
2. Begin an annual Social Studies Fair	Social Studies Teacher	Teacher	N / A	May 2008	Social Studies Fair Participation
3. Participate in the annual Patriotic Writing Contest.	Teachers	Topic	N / A	May 2008	Participation in contest

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

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

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

SUMMATIVE EVALUATION: PBMAS 0-B/ESL

Current: 3 i i = 3

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Establish Elementary Campus standards that will increase the percentage of English spoken in Bilingual classes grades K-5.	Assistant Principal	Teacher Contracts	N / A	September 2007	Teacher Observation Notes, TELPAS
2. Hire a full-time ESL teacher.	Principal	ESL Teacher	Bilingual \$41,600 FTE 1.0 teacher	August 2007	TELPAS/ TOP
3. Add PK & 5 th grade bilingual teachers	Principal	Two Bilingual Teachers	Bilingual \$83,820 FTE 1.92 SCE \$3,280 FTE .08 teacher	August 2007	TELPAS /TOP

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

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

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

SUMMATIVE EVALUATION: PBMAS 0-CTE

Current: All 0

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Invite speakers from different occupations to speak to the students at our Monday morning assemblies	Principal	Assemblies	N / A	September 2007-May 2008	Number of guest speakers

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

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

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

SUMMATIVE EVALUATION: PBMAS 0-SpED

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

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue ½ Day PPCD Preschool Program for children with Disabilities	Assistant Principal	½ Day PPCD Teacher	Sp. Ed. Funds-\$22,087 FTE- .5 teacher	August 2007 – May 2008	Class Schedule
2. Include preschool children with non-disabled children from the district daycare.	Assistant Principal	2 PPCD Aides	Special Ed \$21,448 FTE 1.5 aides Local \$7,597 FTE .5 aides Title - \$44,175 FTE 1.0 teacher	September 2007 – May 2008	Class Schedule
3. Continue student intervention team meetings to address problems before students are referred to Special Education.	SIT facilitator	Teachers and SIT facilitator	N / A	August 2007 – May 2008	Record of Intervention, Team meetings, assessments
4. Provide two Life Skills teachers	Principal	Teachers Aide	SCE \$3,235 FTE .08 teacher Sp Ed \$79,883 FTE 1.92 teachers	September 2007 – May 2008	TAKS – Alt IEPs

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

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

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

SUMMATIVE EVALUATION: PBMAS 0-NCLB

Current: All = 0 / Met

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Hire a PK Aide	Principal	Instructional Aide	SCE \$8,974 FTE 1.0 aide	October 2007-May 2008	Kindergarten Readiness, assessments
2. Provide a bilingual instructional aide for Reading support for K-4.	Reading Coach	Instructional Aides	Title \$26,520 FTE 1.0 aide Reading First \$15,474 FTE 1.0 aide	September 2007 – May 2008	TPRI / TAKS / TELPAS

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

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

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

SUMMATIVE EVALUATION: AEIS 100% Commended by GT Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue the Gifted and Talented Pull-Out Program in grades 3-5 and the Talent Pool for K-2	GATE Teacher	GT Teacher / Room	GT Funds- \$54,835 FTE 1.0 teacher	August 2007 – May 2008	TAKS – Students that receive commended performance.
2. Continue to get more GATE Students to participate in UIL.	UIL coordinator, GATE teacher	UIL Coaches	N / A	December 2007	Participation

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

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

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

SUMMATIVE EVALUATION: AEIS At-Risk + 10%

Current: 3rd R – 36%; 3rd M – 62%; 4th R – 57%; 4th M – 66%; 4th W – 100%;
5th R – 17%; 5th M – 83%; 5th S – 45%;

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue the Student Intervention team at the Elementary Campus.	Counselor / Parent Liaison	SIT Forms	SCE \$10,414 FTE .19 Counselor Local \$41,659 FTE .81 counselor Title \$44,175 FTE 1.0 parent liaison	September 2007 – May 2008	Record of Referrals and Interventions
2. Provide school – wide Reading and Math Tutorials for all students.	Classroom Teachers and Aides	Tutorial Time	Title \$52,053 FTE 3.0 aides	August 2007 – May 2008	TAKS / TPRI
3. Continue PK Program	Principal	Teacher	SCE-\$12,268 FTE -.25 teacher Special Ed \$36,805 FTE .75 teacher Bilingual \$43,100 FTE 1.0 teacher	August 2007 – May 2008	Kindergarten Readiness
4. Continue bilingual program in each grade	Principal	Teachers	SCE - \$21,594 FTE – .48 teachers Bilingual - \$313,732 FTE 7.36	August 2007 – May 2008	TPRI, TAKS, TELPAS

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

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

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

SUMMATIVE EVALUATION: 100% HQ

Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Interview only candidates that are certified and highly qualified	Principal	HR coordinator, applicants, job fairs	N / A	May 2007 – September 2008	Verify credentials
2. Attend job fairs to attract certified teachers to our district	Principal	HR coordinator	N / A	April 2008 – June 2008	Number of applicants obtained from job fair
3. Add an additional 1 st grade teacher	Principal	Teacher	SCE \$4,306.80 FTE .08 teacher Local \$49,528.20 FTE .92 teacher	May 2007 – July 2008	Student enrollment
4. Encourage teachers to get the ESL certification	Assistant Principal	Study guides	ESL stipend from local funds	ongoing	certification

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

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

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

SUMMATIVE EVALUATION: State Retention Rate = 83.9%

Current: 90.4%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Mentor Program	Special Services Coordinator	Mentor Training	Mentor Grant	September 2007 – May 2008	Surveys, Teacher Observations
2. Establish "Sunshine Club" for the staff	Sunshine Club Committee	Birthday lists, Dates for Special occasions	Hospitality Fund	August 2007-May 2008	Social Activities
3. Monthly Staff luncheons	Counselor	Gathering area	Community donations, PTO donations	August 2007 – May 2008	Staff Participation

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

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

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

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development at monthly staff meetings	Principal	Trainers, Teachers	Title funds	August 2007 – May 2008	Sign-In sheets
2. Require 12 additional hours outside of the school-day of staff development for all staff members	Secretary	Staff Development	N / A	August 2007 – May 2008	Sign-In sheets, Staff Development Logs

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

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

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

SUMMATIVE EVALUATION:

2006-07

2007-08

Number of students enrolled in concurrent classes		
Number of concurrent classes		

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide a college field trip for GATE students	GATE teacher	Transportation	N / A	Spring Semester	Student Surveys
2. Invite speakers from local colleges to our Monday morning assemblies	GATE teacher	Speakers	N / A	January 2008 – May 2008	List of Speakers

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

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

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

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Open new Read 180 lab	Read 180 teacher	18 Computers	Technology Budget	October 2007	TAKS scores
2. Open new computer lab	Principal	25 computers	Technology Budget	October 2007	TAKS scores
3. Improve electronic elementary report card.	Principal	Skyward Grade-book System	N / A	September 2007	Response from teachers and parents

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

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

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

SUMMATIVE EVALUATION:

2006-07

2007-08

Number of students in PAP/AP		
Number of PAP/AP Classes		
Number of students taking AP Exams		
Number of students scoring 4 or 5		

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Increase the number of students in the GATE program	GATE Teacher	Qualifying Tests, Qualifying Committee	GT Budget	November 2007-May 2008	Number of students added to the program

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

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

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

SUMMATIVE EVALUATION:	2004	2005	2006
SAT			
ACT			

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue submitting student referrals to the DUKE Talent Search Program	GATE Teacher	Duke information	N / A	Spring 2008	Number of students that receive the Duke recognition

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

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

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

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement C-Scope Curriculum for Math, Science, Social Studies	Teachers	C-Scope	Title Funds	October 2007-May 2008	TAKS scores
2. Begin experimenting with the English C-Scope curriculum	Teachers	C-Scope	Title Funds	October 2007 – May 2008	TAKS scores, Grades
3. Use C-Scope assessment results to drive instruction and remediation	Reading Coach and Math Coach	C-Scope Assessments	N / A	October 2007 - May 2008	Benchmark Results, assessments

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

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

DISTRICT OBJECTIVE: A: Decrease the amount of time to respond to a maintenance or custodial request. Provide clean and well-maintained schools to promote a positive school climate conducive to effective teaching and learning.

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Mr. Manners Award program	Counselor	Award Posters	N / A	September 2007 – May 2008	Improved cleanliness Student accountability
2. Continue "cup system" for maintaining an orderly environment in the cafeteria	Counselor	Cups, Charts	N / A	September 2007 – May 2008	Improved behavior, Student accountability
3. Develop schedules and checklists for custodians.	Assistant Principal	Schedules	N / A	October 2007 – May 2008	Schedules Copies of Check List

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

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

DISTRICT OBJECTIVE: B: Reduce the number of discipline referrals. Reduce the number of violent acts at school. Increase the number of students participating in positive school activities. Provide programs and structures to address and improve student discipline thereby resulting in increased time on task and increased student achievement.

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Right Choice Program and Right Choice Bingo	Assistant Principal	Right Choice Program	Activity Fund, Community Donations	August 2007 – May 2008	Discipline Reports
2. Continue Boystown Social Skills Program.	Principal	Boystown Skills	Activity Fund	August 2007 – May 2008	Conduct Grades
3. Continue Ribbon Days each 6 weeks	Office Staff	Certificates and ribbons	Activity Fund	October 2007 – May 2008	School image

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

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

DISTRICT OBJECTIVE: C: Gather information to determine what percent of parents attended one or more school events. Implement practices and outreach activities which increase participation of parents in their child's education.

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue utilizing Parent Liaison for parent contacts and home visits	Parent Liaison	Social Worker	Title I \$44,175 FTE-1.0 Parent Liaison	August 2007 – May 2008	Contact Log
2. Continue holding monthly events for parents to attend.	Principal	Calendar of Events	N / A	August 2007 – May 2008	Parent Sign-In Sheets

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

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

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

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Send home monthly calendars	Secretary	Calendars	N / A	September 2007 – May 2008	Parent Sign-In Sheets from School Activities
2. Send home weekly grade level newsletters	Team Leaders	Newsletters	N / A	September 2007 – May 2008	Parent Contact Logs

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

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

DISTRICT OBJECTIVE: E: Gather information about the district's image through a community/parent survey and a staff survey. Continue to report positive events, awards, and achievements to the public.

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to invite speakers to Monday morning Assemblies	Principal	Assemblies	N / A	August 2007 – May 2008	Record of Speakers
2. Participate in community projects like "Diabetes Walk", Food Drives, "Pennies for Patients", "Jump Rope for Heart", etc.	Nurse, PE teachers	Community Events	N / A	August 2007 – May 2008	Record of Activities

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

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

DISTRICT OBJECTIVE: F: Increase information on abstinence, and drug and alcohol education.

SUMMATIVE EVALUATION: _____

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Drug Awareness Programs with all student participation.	Parent Liaison	Red Ribbon Week	Safe and Drug Free Funds	October 2007	Student participation
2. Implement a 5 th grade Health Class during TEAM Time.	Principal	Teacher		August 2007 – May 2008	Grades
3. Add an additional PE Teacher	Principal	PE Teacher	Local \$43,000 FTE 1.0 teacher	August 2007 – May 2008	Student Participation