



*Hempstead*

*Independent School District*

**HEMPSTEAD ELEMENTARY**

**Campus Improvement Plan**

**2008 - 2009**



# Acknowledgement

## HEMPSTEAD ELEMENTARY SCHOOL

### SITE-BASED COMMITTEE MEMBERS

JOY TONEY – PRINCIPAL

TONYA BRONIKOWSKI – ASSISTANT PRINCIPAL

KIM TRIBBETT – ASSISTANT PRINCIPAL

2008-2009

<b>Classroom Teachers</b>	<b>Completed Years</b>	<b>Professional Non-Teaching Staff</b>	<b>Completed Years</b>
Martha Burch	(3)	Debbie Scrogin	(2)
Ida Harmon	(3)	Stacy Fisher	(2)
Doug Matuska	(2)		
Laura Cook	(2)	<b>Parent Representatives</b>	
Pam Kmiec	(1)	Maria Novelo	(2)
Monica Cupp	(1)	Sheryl Gilmore	(1)
Kim Lucherk	(1)		
Joshua Hatfield	(new)		
William Ealy	(new)		
		<b>Community Representative</b>	
<b>Business Partners</b>		Vickey Cole	(3)
JT Howard, Jr. – Howard Insurance (1)		Carol Rinehart	(new)

**Ten Components Required of School wide Planning  
2008-2009**

<b>Location in Plan</b>	<b>Components</b>
1D, 1E, 1F, 1G	1. A <b>comprehensive needs assessment</b> 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 <b>all children</b> to meet the advanced and proficient levels of student achievement; <b>use effective and instructional strategies</b> 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 <b>state and local plans</b> .
3A	3. Instruction by <b>highly qualified</b> professional staff.
3C	4. High <b>quality and ongoing professional development</b> for teachers and aides (and, where appropriate, pupil services personnel, parents, principals, and other staff).
3A	5. Strategies to attract <b>high-quality, highly qualified teachers</b> to high need schools.
1D 2, 1E 1, 1G 4, 5C, 5D	6. Strategies to <b>increase parental involvement</b> , such as family literacy services.
2C, 2D, 2F	7. Plans for assisting <b>preschool children</b> in the transition from early childhood programs to local elementary programs.
1C, 1D 1, 3, 4, 5, 2C 3, 2F 1, 4E 2	8. Measures to include teachers in making <b>decisions about assessments</b> .
1C 1-4, 1D 1, 1D 3 1D 4, 1D 5, 1E 2, 2C 3, 2D 1, 2F 1, 4E 1-3, 2D 2, 2F 2	9. Activities to identify and insure <b>effective, timely assistance</b> to students who experience difficulties.
1A 1, 1B 1-2, 1D 1, 1D 4, 2C 2, 2F 3, 3A 3	10. <b>Coordination and integration</b> 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 2006-2007 Hempstead Early Childhood had 365 students of which 29% are African American, 46% are Hispanic, 24% are White and 1% is Asian/Pac. Islander. 77% were economically disadvantaged and 29% were Limited English Proficient. The Elementary campus had 301 students of which 26% are African American, 50% are Hispanic, 23% are White, and less than 1% is Asian/Pac. Islander. 71% were economically disadvantaged and 26% were Limited English proficient.

An analysis of the AEIS report from the 2006-2007 school years indicates the following:

- The percentages of students meeting state standards on TAKS, summed across all grades, increased from 2006 to 2007 for every subject except Writing, which declined from 96% to 94%. Science scores increased from 50% to 73% with 31% of students receiving commended performance to achieve a gold performance acknowledgment.
- The performance levels of the African American student group increased in all subjects except Reading. African American Reading scores fell to 61%. Therefore, we were required to assemble a technical assistance team to develop a plan to improve reading scores. The Hispanic student group increased in Reading and Science. Math scores declined from 87% to 81% and Writing declined from 94% to 91%. The White student group increased in all subjects.
- TAKS scores are above the state in Math, Writing and Science but were below the state for Reading by 5%.
- 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 except for Writing with all student groups scoring in the 90% range.
- The Elementary campus is ranked Academically Acceptable for 2007. Groups below 75% are African Americans in Reading with 61% and Science with 54%.

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

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

DISTRICT OBJECTIVE: A: By May 2009, Hempstead ISD will maintain a 0.4% 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 2009	Number of retentions after completing summer school
2. Provide small-group tutorials to prepare for the TAKS test	Reading Coach, Assistant Principals	Teachers Aides for 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup>	SCE \$53,238.96 FTE 3.0 aides	September 2008- May 2009	TAKS Scores
3. Provide a TAKS pep-rally	A-Team Committee	TAKS incentives	Community Donations	January 2009	TAKS Scores

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

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

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DISTRICT OBJECTIVE: B: By May 2009, Hempstead ISD will achieve a 98.6% completion rate as reported on AEIS.

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SUMMATIVE EVALUATION: AEIS 99% Completion Rate

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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 2009	Number of retentions after summer school
2. Monitor attendance	Registrar, Assistant Principals, Parent Liaison	Personal Contacts, Home Visits, Registered Letters Parent Liaison	Title funds, Local funds	August 2008 - May 2009	Attendance Rate
3. Reduce tardies by assigning after-school detention	Assistant Principals	Staff assigned to monitor detention	After-school grant	October 2008 – May 2009	Sign-in sheets for after-school detention

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CAMPUS IMPROVEMENT PLAN  
2008 - 2009**

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

DISTRICT OBJECTIVE: C: By May 2009, 94% of all students taking the TAKS – A or TAKS - M Examination will meet ARD expectations.

SUMMATIVE EVALUATION: TAKS – A, TAKS - M

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide small group instruction with 2 half day Resource Teachers.	Principal Gibson ½ S. Hill ½	Resource Teachers	Sp. Ed. Funds FTE – 2. 0 Teachers	August 2008 – May 2009	Resource Class Schedules
2. Begin inclusion for 2 <sup>nd</sup> /3 <sup>rd</sup> grade SpEd students.	Principal	Co-teacher	Sp Ed Funds FTE 1.0 teacher	November 2008 – May 2009	TAKS – A TAKS – M
3. Administer tests on grade level	Assistant Principals	TAKS – A TAKS – M	N / A	September 2008- April 2009	Scores / ARD Meeting Minutes
4. Provide a content mastery class	Principal	Teacher	Sp Ed Funds FTE 1.0 teacher	November 2008 – May 2009	Sign-in sheets for content mastery class

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2008 - 2009**

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

DISTRICT OBJECTIVE: D: By May 2009, 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 Reading/ELA

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Read 180 Program for 4 <sup>th</sup> and 5 <sup>th</sup> grade	Read 180 Teacher	Open Computer Lab Read 180 Teacher	IRI Grant Special Ed fund FTE .5 teacher	August 2008 - May 2009	Student Reports, Assessments
2. Continue to share strategies with parents through "Family Reading Week".	Reading Committee	Staff	N / A	September 2008	Parent Sign-In Sheets
3. Implement Pull-Out Program and Progress Monitoring for struggling readers.	Reading Coach	Instructional Aides	SCE \$48,903.96 FTE 3.0 aides	September 2008 – May 2009	TPRI/ TAKS, assessments
4. Continue Reading Coach Position to work with K – 5.	Principal	Reading Coach	Reading First Grant FTE 1.0 Teacher	July 2008 – May 2009	TPRI / TAKS
5. Continue utilizing two Reading First instructional aides to work with struggling readers	Reading Coach	Instructional aides	SCE \$32,344.08 FTE 2.0 aides	August 2008 – May 2009	TPRI Progress monitoring

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DISTRICT OBJECTIVE: D: By May 2009, 94% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS reading/ELA test will pass.

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SUMMATIVE EVALUATION: AEIS Reading/ELA

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ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
6. Continue dyslexia classes	Principal	Teacher	FTE 1.0 teacher	September 2008 – May 2009	Progress of students TAKS scores

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2008 - 2009**

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

DISTRICT OBJECTIVE: E: By May 2009, 70% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS math test will pass.

SUMMATIVE EVALUATION: AEIS Math

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to share strategies with parents at "Family Math Week".	Math Committee	Staff	N /A	October 2008	Parent Sign-In Sheets
2. Implement Pull-Out Program for struggling Math Students K-5.	Classroom Teachers	Instructional Aides	SCE \$102,142.92 FTE 5.0 aides	September 2008 – May 2009	TAKS scores / grades, assessments
3. Implement program to learn "Math Facts".	Math Committee	Classroom Teachers	N /A	August 2008 – May 2009	Number of students on the Amazing Mathematician Board

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2008 - 2009**

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DISTRICT OBJECTIVE: F: By May 2009, 90% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS writing test will pass.

SUMMATIVE EVALUATION: AEIS Writing

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue to share strategies at four "Writing Rallies".	4 <sup>th</sup> grade Teachers	Weekly Grammar Tests, Writing Prompts	N / A	January 2009	TAKS Scores
2. Continue the monthly writing prompt to practice all styles of writing. Monthly Writing Contest	Writing Committee	Teachers	N / A	September 2008 – May 2009	TAKS scores / grades
3. Implement training from the <u>Writing Academy</u>	Teachers	Training	Staff Development Funds	August 2008 – May 2009	Lesson Plans, Classroom Walk-throughs

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DISTRICT OBJECTIVE: G: By May 2009, 70% of all students and each subgroup (African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS science test will pass.

SUMMATIVE EVALUATION: AEIS Science

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue K-4 Science enrichment program	Principal	Teacher /Science Room	FTE 1.0 teacher	August 2008	TAKS scores
2. Departmentalize 5 <sup>th</sup> grade. 1 Specialized Science Teacher	Principal	Teacher / Lab	FTE 1.0 teacher	August 2008 – May 2009	TAKS scores
3. Continue the Science Fair and have a Science Field Trip.	Science Committee	Rubrics judges, field trip for participants	Activity Fund	December 2008	TAKS scores
4. Identify students needing extra Science intervention.	5 <sup>th</sup> grade Science teacher	Tutorial time	N/A	September 2008 – May 2009	Benchmark Data

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

DISTRICT OBJECTIVE: H: By May 2009, 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 Social Studies

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue providing a school – wide Social Studies enrichment teacher.	Principal	Teacher / Room	FTE 1.0 teacher	August 2008	Grades
2. Begin an annual Social Studies Fair	Social Studies Teacher	Teacher	N / A	May 2009	Social Studies Fair Participation
3. Participate in the annual Patriotic Writing Contest.	Teachers	Topic	N / A	May 2009	Participation in contest

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

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

DISTRICT OBJECTIVE: A: By May 2009, all Bilingual/ESL indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS 0-B/ESL

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Utilize Imagine Learning software for identified limited English students.	Bilingual Department Teachers	Computers, software	Title III funds	August 2008 – May 2009	TELPAS
2. Provide a bilingual instructional aide for support for K-5	Reading Coach	Instructional aide	SCE \$26,871 FTE 1.0 aide	August 2008 – May 2009	TELPAS

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2008 - 2009**

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

DISTRICT OBJECTIVE: B: By May 2009, all Career and Technology Education indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS 0-CTE

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 2008-May 2009	Number of guest speakers
2. Hold a Career Fair	Counselor	Participants	N/A	May	Number of participants, student survey
3. Continue utilizing the computer lab for technology applications skills and for remedial math and reading.	Computer aide	Computer lab	SCE \$21,066.96 FTE 1.0 aide	August 2008 – May 2009	Teacher surveys

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

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

DISTRICT OBJECTIVE: C: By May 2009, all Special Education indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS 0-SpED

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue ½ Day PPCD Preschool Program for children with Disabilities	Assistant Principals	½ Day PPCD Teacher	Sp. Ed. Funds FTE - .5 teacher	August 2008 – May 2009	Class Schedule
2. Include preschool children with non-disabled children from the district daycare.	Assistant Principals	2 PPCD Aides	Special Ed funds, grant FTE 2.0 aides	September 2008 – May 2009	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 2008 – May 2009	Record of Intervention, Team meetings, assessments
4. Provide two LifeSkills classrooms for age appropriate activities.	Principal		Special Ed funds FTE 2.0 teachers	September 2008 – May 2009	TAKS – Alt, IEPs

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

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

DISTRICT OBJECTIVE: D: By May 2009, all No Child Left Behind indicators will receive a rating of 0 or AMA0's met as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS 0-NCLB

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue PK Program	Assistant Principals	2 teachers	FTE 2.0 teachers	October 2008 - May 2009	August 2008 – May 2009
2. Provide a bilingual instructional aide for Reading support for K-5.	Reading Coach	Instructional Aide	SCE \$26,871.00 FTE 1.0 aide	September 2008 – May 2009	TPRI / TAKS / TELPAS

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

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

DISTRICT OBJECTIVE: E: By May 2009, all students identified eligible for the Gifted and Talented Program will score commended on all TAKS test taken.

SUMMATIVE EVALUATION: AEIS Commended by GT

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue the Gifted and Talented Pull-Out Program in grades K – 5	GATE Teacher	GT Teacher / Room	GT Funds FTE 1.0 teacher	August 2008 – May 2009	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 2008	Participation

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

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

DISTRICT OBJECTIVE: F: By May 2009, the percent of students, identified as at-risk for the State Compensatory Education Program, mastering each TAKS subtest (reading/ELA, math, writing, science, social studies) will increase by ten points.

SUMMATIVE EVALUATION: AEIS At-Risk + 10%

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	Title funds FTE 1.0 parent liaison	September 2008 – May 2009	Record of Referrals and Interventions, assessments
2. Provide school – wide Reading and Math Tutorials for all students.	Classroom Teachers and Aides	Tutorial Time	SCE \$102,142.92 FTE 6.0 aides	August 2008 – May 2009	TAKS / TPRI
3. Continue PK Program	Principal	Teacher	Special ed funds, local funds, FTE 2.0 teachers	August 2008 – May 2009	Kindergarten Readiness
4. Continue bilingual program in each grade PK - 5	Principal	Teachers	FTE 7.0 teachers	August 2008 – May 2009	TPRI, TAKS, TELPAS

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

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

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

SUMMATIVE EVALUATION: 100% HQ

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 2008 – September 2009	Verify credentials
2. Attend job fairs to attract certified teachers to our district	Principal	HR coordinator	N / A	April 2009 – June 2009	Number of applicants obtained from job fair
3. Add an additional K, 1 <sup>st</sup> , 2 <sup>nd</sup> grade teacher to reduce class sizes	Principal	Teacher	FTE 3.0 teachers Title II finds Local funds	May 2008 – July 2009	Student enrollment
4. Encourage teachers to get the ESL certification	Assistant Principals	Study guides	ESL stipend from local funds	ongoing	certification

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2008 - 2009**

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

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

SUMMATIVE EVALUATION: State Retention Rate = 83.9%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Mentor Program	Special Services Coordinator	Mentor Training	Mentor Grant	September 2008 – May 2009	Surveys, Teacher Observations
2. Establish "Sunshine Club" for the staff	Sunshine Club Committee	Birthday lists, Dates for Special occasions	Hospitality Fund	August 2008-May 2009	Social Activities
3. Monthly Staff luncheons	Counselor, PTO president	Gathering area	Community donations, PTO donations	August 2008 – May 2009	Staff Participation

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2008 - 2009**

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

DISTRICT OBJECTIVE: C: By May 2009, the district will develop and present quality staff development for state and federal programs and district instructional goals as determined by a staff survey.

SUMMATIVE EVALUATION: \_\_\_\_\_

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 2008 – May 2009	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 2008 – May 2009	Sign – In sheets, Staff Development Logs
3. Provide a staff development on behavior interventions	Principal	Contracted trainer	Title funds	August 2008	Sign-in sheets
4. Provide a staff development on discipline procedures at HES.	Assistant Principals	Presentation	N/A	August 2008	Sign-in sheets

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
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2008 - 2009**

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

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

SUMMATIVE EVALUATION:

2007-08

2008-09

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 2009	List of Speakers

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT  
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2008 - 2009**

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

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

SUMMATIVE EVALUATION: \_\_\_\_\_

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue Read 180 program	Read 180 teacher	18 computers	Technology Budget	October 2008	TAKS scores
2. Continue utilizing the computer lab for student and teacher trainings.	Principal	25 computers	Technology Budget	October 2008	TAKS scores
3. Improve electronic elementary report card.	Principal	Skyward Grade-book System	N / A	September 2008	Response from teachers and parents
4. Purchase more computers for the classrooms	Principal	Computers	Campus budget	January 2009	Teacher feedback

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2008 - 2009**

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

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

SUMMATIVE EVALUATION:

2007-08

2008-09

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 2008-May 2009	Number of students added to the program



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2008 - 2009**

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

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

SUMMATIVE EVALUATION: \_\_\_\_\_

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement C-Scope Curriculum for Math, Science, Social Studies K-5	Teachers	C-Scope	Title Funds	October 2008-May 2009	TAKS scores
2. Implement the English C-Scope curriculum for grades 4-5	Teachers	C-Scope	Title Funds	October 2008 – May 2009	TAKS scores, Grades
3. Use C-Scope assessment results to drive instruction and remediation	Reading Coach Assistant principals	C-Scope Assessments	N / A	October 2008 - May 2009	Benchmark Results, assessments

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

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 "cup system" for maintaining an orderly environment in the cafeteria	Counselor Assistant principals	Cups, Charts	N / A	September 2008 – May 2009	Improved behavior, Student accountability
2. Develop schedules and checklists for custodians.	Assistant Principal	Schedules	N / A	October 2008 – May 2009	Schedules Copies of Check List

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2008 - 2009**

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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 2008 – May 2009	Discipline Reports
2. Continue Boystown Social Skills Program.	Principal	Boystown Skills	Activity Fund	August 2008 – May 2009	Conduct Grades
3. Continue Ribbon Days each 6 weeks	Office Staff	Certificates and ribbons	Activity Fund	October 2008 – May 2009	School image
4. Recognize the "Top Cat" or most improved from each class each 6 weeks	Receptionist	Achievement checklists	N/A	Each 6 weeks	Improved behavior, grades

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2008 - 2009**

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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 funds FTE-1.0 Parent Liaison	August 2008 – May 2009	Contact Log
2. Continue holding monthly events for parents to attend.	Principal	Calendar of Events	N / A	August 2008 – May 2009	Parent Sign-In Sheets
3. Hold a parent conference day for all parents to sign the parent compact.	A-team	Teachers	N/A	September 2008	Signed parent compacts

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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 2008 – May 2009	Parent Sign-In Sheets from School Activities
2. Send home weekly grade level newsletters	Team Leaders	Newsletters	N / A	September 2008 – May 2009	Parent Contact Logs

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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 2008 – May 2009	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 2008 – May 2009	Record of Activities

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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 2008	Student participation
2. Continue a 5 <sup>th</sup> grade Health Class during TEAM Time.	Principal	Health Teacher	FTE 1.0 teacher	August 2008 – May 2009	Grades
3. Continue with two full-time PE teachers	Principal	PE Teacher	Local funds FTE 2.0 teacher	August 2008 – May 2009	Student Participation