



Hempstead
Independent School District

HEMPSTEAD HIGH SCHOOL

Campus Improvement Plan

2008 - 2009



Acknowledgement

HEMPSTEAD HIGH SCHOOL SITE-BASED COMMITTEE MEMBERS

2008-2009

Classroom Teachers

Anthony Borski
Jean Adams
Randell Lacey
Christine Herbert
Gail Schroeder
MaBisha Stubblefield

Parent

Melinda Hashaw
Brad Qualls

Professional Non-Teaching Staff

Laurie Bettis
Rena' Batson

Business Representative

Thelma Uvalle
J. T. Howard

Community Representative

Jonelle Hammack
Elma Murray



Hempstead Independent School District

HEMPSTEAD HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

2008 – 2009

APPROVED:

President of Board Date

Secretary of Board Date

Superintendent Date

Current State of Hempstead High School

Hempstead High School (HHS) had an enrollment of 365 students in the 2007-2008 school year. The ethnic breakdown of the student body was 40 % African American, 39.7 % Hispanic, 20 % White, 0.3 % Native American and 0 % Asian/Pacific Islander. The student body was 69.9 % economically disadvantaged, 63 % of the students met one or more of the criteria for being considered At Risk for dropping out of school, and 11.5% of the students were classified as Limited English Proficient (LEP).

An analysis of the TAKS data from the spring of 2008 test administration indicates the following:

- The percentage of HHS students meeting state standards on TAKS went up in all subgroups on the campus for all tests given with the exception of the white subgroup for mathematics/ELA which remained the same.
- All subgroups tested at the high school met state standards with the exception of African American in mathematics.

Hempstead High School		Reading/ELA			Math			Social Studies			Science		
TAKS Comparison		% Passing 2008	% Passing 2007	% Change	% Passing 2008	% Passing 2007	% Change	% Passing 2008	% Passing 2007	% Change	% Passing 2008	% Passing 2007	% Change
All Grades 9-12	All Students	87	79	8	58	53	5	91	79	12	64	52	12
	Afr. Amer.	88	69	12	46	38	8	88	67	21	46	28	18
	Hispanic	79	77	2	59	50	9	90	83	7	66	60	6
	White	96	96	0	79	79	0	97	94	3	88	76	12
	Econ. Disadv	82	74	8	53	47	6	87	77	10	61	47	14

- HHS made significant gains in all subjects.
- HHS will be rated “Academically Acceptable” for the 2007-2008 school year (required improvement was used to satisfy the standard for the African American subgroup in mathematics).
- HHS will concentrate on the improvement of math scores in all subgroups for the 2008-2009 school year.
- HHS will continue to concentrate on the improvement of science scores in all subgroups for the 2008-2009 school year.
- HHS will maintain and improve performance in Social Studies and English Language Arts.

Hempstead High School
AYP Data

Hempstead High School		Reading/ELA			Math			Graduation Rate		
AYP Comparison		% Passing 2008	% Passing 2007	% Change	% Passing 2008	% Passing 2007	% Change	Graduation Rate 2008	Graduation Rate 2007	% Change
Grade 10	All Students	79	81	-2	45	56	-11	75.7	87.5	-11.8
	Afr. Amer.	73	78	-5	21	41	-20	75	86.2	-11.2
	Hispanic	71	81	-10	47	54	-7	67.3	83.3	-16.0
	White	>99	89		81	89	-8	87.9	100	-12.1
	Econ. Disadv	66	81	-15	32	51	-19	73.8	92.3	-18.5
	Special Educ.	29	80	-51	<1	73		94.7	94.1	0.6
	LEP	20	50	-30	<1	60		12.5	5	

HHS did not meet AYP based on the performance of All Students in the area of mathematics.

Mission Statement

Hempstead High School is committed to providing a quality education to meet the needs of all students. Every learner will have the opportunity to be challenged, successful, and prepared for a future as a responsible and productive citizen.

The school believes that a quality education will provide the opportunity for students

- to develop the ability to think logically, independently, and creatively.
- to develop effective communication skills.
- to develop appreciation and respect for themselves, other people, and the property of others.
- to develop and build responsibility to local, state, national, and world communities.
- to develop positive feelings of self-worth and a personal value system.
- to develop competent problem-solving skills.

Slogan

Promoting Excellence in Education for All Students
Through “Teamwork”

Nondiscrimination Notice

Hempstead ISD does not discriminate on the basis of race, religion, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights act of 1964, as amended; Title IX of the Educational Amendments of 1972, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

**Ten Components Required of School Wide Planning
Hempstead High School
2008 – 2009**

Location in Plan	Components
3C1, 4E1, 4E2, 5E1	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.
1A3,1A4, 1C1,1C2, 1C3, 1E1,1E2, 1H1, 2C1, 2C2, 2D1, 2E1, 2F2, 3C1, 3C2, 4A1, 4C1, 4D1	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 .
3A1, 3B1	3. Instruction by highly qualified professional staff.
3B, 3C, 4A	4. High quality and ongoing professional development for teachers and aides (and, where appropriate, pupil services personnel, parents, principals, and other staff).
3A, 3B	5. Strategies to attract high-quality, highly qualified teachers to high need schools.
5C2, 5C3, 5C4, 5D1,5D2, 5E2, 5E3	6. Strategies to increase parental involvement , such as family literacy services.
Not Applicable	7. Plans for assisting preschool children in the transition from early childhood programs to local elementary programs.
4E2, 4E3	8. Measures to include teachers in making decisions about assessments .
1A2, 2F	9. Activities to identify and insure effective, timely assistance to students who experience difficulties.
1A1, 3C2	10. Coordination and integration of federal, state, and local services and programs.

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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 2008, Hempstead ISD will maintain a 0.0% dropout rate as reported on AEIS.

SUMMATIVE EVALUATION: AEIS 0.0% Dropout Rate

Current Rate: 0.0%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement credit recovery with Odysseyware Lab.	Principal Instructional Aide	Computer Lab API Curriculum Odyssey software	SCE - \$43,500 FTE = .5 teacher, 1.0 aide	August 2008 - May 2009	Six weeks reports of credit recovered.
2. Continue the implementation of and improvements to the Student Intervention Teams on each campus.	Principal	Campus teams	NA	August 2008	SIT meeting reports
3. Use services of bilingual district-wide parent liaison (aide).	Principal	Bilingual aide J. Jimenez	HS Grant - \$17,000 FTE = 1.0 aide	August 2008	Job descriptions Weekly report of parent contacts
4. Provide tutorials before and after school at all campuses.	Principal	Teachers	Title I – \$37,500 FTE = 8 core teachers @ 12.5% SCE – \$37,500 FTE = 7 core teachers @ 12.5%	Aug 08 – May 09	Record of students attending tutorials

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

SUMMATIVE EVALUATION: AEIS 99% Completion Rate Current Rate: 94.9%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement credit recovery program at the high school with Odysseyware lab.	Principal Instructional Aide	Teacher Odyssey software	SCE - \$43,500 FTE = .5 teacher, 1.0 aide		Six weeks reports of credit recovered
2. Continue use of Texas Scholars – High School and Beyond Initiative	Asst. Principal	Assistant Principal Contract with TBEC for participation in initiative	Title I –		Contract with TBEC All students grades 9-12 have personal accounts Monthly checks on all students by campus administrator
3. Participate in the creation of a Dropout Prevention Plan	Principal Curriculum Director Superintendent	Administration		By Dec. 1, 2008	Reduction in dropout number/ location of dropouts

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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 2008, 75% of all students taking the TAKSM/TAKS ACC/TAKS Examination will meet ARD expectations.

SUMMATIVE EVALUATION: AEIS 75% TAKSM

Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue training PreAP and AP for secondary core teachers.	Principal	PreAP and AP training	HS Grant Local funds –	2008-2009 school year	Certificates of completion
2. Train teachers on differentiation strategies to prepare for a full inclusion model.	Principal	C. Williams	IDEA B -	August 2008	District staff development program Training agendas Sign in sheets
3. Provide an intensive reading intervention program for students who are reading below grade level.	Principal	Read 180 software Reading teacher Sp. Ed. Reading teacher	SCE - \$4,085 FTE = .1 teacher Sp. Ed. - \$4,085 FTE = .1 teacher	August 2008 – May 2009	AEIS scores Benchmark scores
4 Provide Inclusion Teachers/training	Principal	“Using Co-Teaching to Increase Learning for all Students”	\$500	Oct. 08 – Jan. 09	AEIS scores Benchmark scores

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2008 - 2009**

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

SUMMATIVE EVALUATION: AEIS 80% Reading/ELA

Current: AA-87%, AA-88%, His-79%, W-96%, ED-82%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement reading classes at the high school.	Principal		SCE – \$19,750 FTE = .5 teachers	August 2008	Contracts Master schedules
2. Provide staff development on teaching reading strategies in the content areas.	Principal	Reading trainers Staff development days	Title II, A –	Fall 2008	Staff development program Sign in lists
3. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principal	Region 4 consultants	High School Grant Title II, A –	August 2008	Revised scope and sequence documents
4. Provide after school tutorials 3:18 – 4:00 pm	Principal			Aug. 08- May 09	Sign-in sheets turned in weekly
5. Teach the writing process in all content areas using HHS Writing Across the Curriculum	Principal	Defined writing process	Local funds	Fall 2008	Lesson plans for all teachers showing more writing activities. Writing samples using the WAC Rubric
6. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS	Principal	Region 4 consultants	High School Grant Title II, A	Aug. 08	Scope and sequence documents

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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 2008, 70% of all students and each subgroup (All, African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS math test will pass.

SUMMATIVE EVALUATION: AEIS 70% Math

Current: All-58%, AA-46%, His-59%, W-79%, ED-53%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development on teaching reading strategies in math.	Principal	Reading trainers Staff development days	HS Grant –	Fall 2008	Staff development program Sign in lists
2. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principal	Region 4 consultants	HS Grant –	August 2008	Revised scope and sequence documents
3. Provide after school tutorials from 3:18 – 4:00pm	Principal			Aug 08 – May 09	Sign-in sheets turned in weekly
4. Mandatory use of C-Scope Curriculum	Principal	C-Scope CBA's locally developed assessments, math teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
5. Follow C-Scope Scope and Sequence for each math course	Principal	C-Scope CBA's locally developed assessments, math teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
6. Follow C-Scope pacing for each math course	Principal	C-Scope CBA's locally developed assessments, math teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED

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ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
7. Administer C-Scope CBA's at the end of each unit	Principal	C-Scope CBA's locally developed assessments, math teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
8. Utilize C-Scope suggested instructional practices to increase rigor of instruction	Principal	C-Scope CBA's locally developed assessments, math teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
9. Conduct weekly data walks in math classes to determine rigor of instruction and depth and complexity of student learning and provide feedback to teachers	Principal	Leadership team, Data Walk training at HISD on Sept 23 and Oct 16		End of each unit taught Aug 08 – May 09	Increase in rigor of instruction and depth and complexity of student learning REVIEWED
10. Provide opportunity for math teacher to attend ESC Region VI C-Scope Curriculum Academy training each six weeks and share information with math department	Principal	Math teachers, C-Scope, Region VI		End of each unit taught Aug 08 – May 09	Lesson plans and implementation of C-Scope curriculum REVIEWED
11. Analyze results of CBA's to develop interventions for students not meeting standards on common assessments	Principal	C-Scope CBA's locally developed assessments, math teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED

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ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
12. Analyze results of CBA's and locally developed assessments to adjust instructional practices within classroom to meet students' learning needs	Principal	C-Scope CBA's locally developed assessments, math teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessments (CBA) and locally developed assessments REVIEWED
13. Administer Released Math TAKS test in Sept and Dec to gauge student performance	Principal	2004 and 2006 Released Math TAKS tests		End of each unit taught Aug 08 – May 09	Student performance on released test REVIEWED
14. Disaggregate data from Released TAKS test and provide intensive intervention strategies to students who have not met standard (What type of strategies would be implemented-examples of)	Principal	2004 and 2006 Released Math TAKS tests		Aug 08, Nov 08, Jan 09	Student performance on released test REVIEWED
15. Lengthen instructional day (7:45am-3:18pm) to eight 48 minutes periods	Principal	Leadership team		Aug 08- May 09	Master Schedule REVIEWED
16. Limit the number of students in each math class so that the enrollment in each class does not exceed 18 students	Principal	Leadership team		Aug 2008	Master schedule and class size results REVIEWED

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ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
17. Conduct vertical alignment of math curriculum with Prairie View A&M University math curriculum (Current curriculum is not aligned with TEKS?)	Principal	Math teachers, leadership team, university math personnel		Nov 2008	Vertically aligned curriculum REVIEWED
18. Provide common planning time for math teachers so principal and math teachers can discuss instructional issues and student progress	Principal	Leadership team		Aug 08 – May 09	Master Schedule and minutes from meetings REVIEWED
19. Provide tutorials M-Th from 3:18-4:00pm for math students not meeting standards on CBAs and locally developed assessments	Principal	Tutorial teachers and leadership team		Aug 08 – May 09	Data from Curriculum Based Assessments (CBA) and locally developed assessments
20. Provide Instructional Support Period (ISP) for any math student that has not mastered the grade level math TAKS test (How will this period be integrated into the student's schedule – before school/after school/during the day?)	Principal	Leadership team		Aug 08 – May 09	Master Schedule and TAKS results REVIEWED

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2008 - 2009**

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DISTRICT OBJECTIVE: G: By May 2008, 75% of all students and each subgroup (All, African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS science test will pass.

SUMMATIVE EVALUATION: AEIS 70% Science

Current: All-64%, AA-46%, His-66%, W-88%, ED-61%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement more hands-on activities in the science classes to equal or exceed 40%.	Principal & Curriculum Director CIT	Staff development Supplies	Title I –	08-09 school year	Lesson plans Monitoring Benchmarks
2. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principal & Curriculum Director CIT	Region 4 consultants	High Grant - Title I -	Fall 2008	Implement C-Scope
3. Provide after school tutorials from 3:28 – 4:00pm	Principal			Aug 08 – May 09	Sign-in sheets turned in weekly
4. Mandatory use of C-Scope curriculum	Principal	C-Scope CBA's locally developed assessments, science teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
5. Follow C-Scope Scope and Sequence for each science course	Principal	C-Scope CBA's locally developed assessments, science teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
6. Follow C-Scope pacing for each science course	Principal	C-Scope CBA's locally developed assessments, science teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED

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ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
7. Administer C-Scope CBA's at the end of each unit	Principal	C-Scope CBA's locally developed assessments, science teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
8. Utilize C-Scope suggested instructional practices to increase rigor of instruction	Principal	C-Scope CBA's locally developed assessments, science teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED
9. Conduct weekly data walks in science classes to determine rigor of instruction and depth and complexity of student learning and provide feedback to teachers	Principal	Leadership team, Data Walk training at HISD on Sept 23 and Oct 16		End of each unit taught Aug 08 – May 09	Increase in rigor of instruction and depth and complexity of student learning REVIEWED
10. Provide opportunity for science teacher to attend ESC Region VI C-Scope Curriculum Academy training each six weeks and share information with science department	Principal	Science teachers, C-Scope, Region VI		End of each unit taught Aug 08 – May 09	Lesson plans and implementation of C-Scope curriculum REVIEWED
11. Analyze results of CBA's to develop interventions for students not meeting standards on common assessments	Principal	C-Scope CBA's locally developed assessments, science teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessment (CBA) REVIEWED

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SUMMATIVE EVALUATION: AEIS 70% Science

Current: All-64%, AA-46%, His-66%, W-88%, ED-61%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
12. Analyze results of CBA's and locally developed assessments to adjust instructional practices within classroom to meet students' learning needs	Principal	C-Scope CBA's locally developed assessments, science teachers, leadership team		End of each unit taught Aug 08 – May 09	Data from Curriculum Based Assessments (CBA) and locally developed assessments REVIEWED
13. Administer Released Science TAKS test in Sept and Dec to gauge student performance	Principal	2004 and 2006 Released Science TAKS tests		End of each unit taught Aug 08 – May 09	Student performance on released test REVIEWED
14. Disaggregate data from Released TAKS test and provide intensive intervention strategies to students who have not met standard (What type of strategies would be implemented-examples of)	Principal	2004 and 2006 Released Science TAKS tests		Aug 08, Nov 08, Jan 09	Student performance on released test REVIEWED
15. Lengthen instructional day (7:45am-3:18pm) to eight 48 minutes periods	Principal	Leadership team		Aug 08- May 09	Master Schedule REVIEWED
16. Limit the number of students in each science class so that the enrollment in each class does not exceed 18 students	Principal	Leadership team		Aug 2008	Master schedule and class size results REVIEWED

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SUMMATIVE EVALUATION: AEIS 70% Science

Current: All-64%, AA-46%, His-66%, W-88%, ED-61%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
17. Conduct vertical alignment of science curriculum with Prairie View A&M University science curriculum (Current curriculum is not aligned with TEKS?)	Principal	Science teachers, leadership team, university science personnel		Nov 2008	Vertically aligned curriculum REVIEWED
18. Provide common planning time for science teachers so principal and science teachers can discuss instructional issues and student progress	Principal	Leadership team		Aug 08 – May 09	Master Schedule and minutes from meetings REVIEWED
19. Provide tutorials M-Th from 3:18-4:00pm for science students not meeting standards on CBAs and locally developed assessments	Principal	Tutorial teachers and leadership team		Aug 08 – May 09	Data from Curriculum Based Assessments (CBA) and locally developed assessments
20. Provide Instructional Support Period (ISP) for any science student that has not mastered the grade level science TAKS test (How will this period be integrated into the student's schedule – before school/after school/during the day?)	Principal	Leadership team		Aug 08 – May 09	Master Schedule and TAKS results REVIEWED

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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: H: By May 2008, 95% of all students and each subgroup (All, African American, Hispanic, White, and Economically Disadvantaged) taking the TAKS social studies test will pass.

SUMMATIVE EVALUATION: AEIS 80% Social Studies

Current: All-91%, AA-88%, His-90%, W-97%, ED-87%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development on teaching reading strategies in social studies classes.	Principal	Reading trainers Staff development days	Title II, A –	Fall 2008	Staff development program Sign in lists
2. Align the curriculum so that sufficient time is spent on TEKS that are addressed on TAKS.	Principal	Region 4 consultants	HS Grant – Title II, A -	August 2008	C-Scope
3. Provide after school tutorials from 3:18 – 4:00pm	Principal			Aug 08 – May 09	Sign-in sheets turned in weekly

**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 2008, all Bilingual/ESL indicators will receive a rating of 0 as reported on PBMAS.

SUMMATIVE EVALUATION: PBMAS 0-B/ESL

Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue full-time ESL Program.	Principal	ESL Teacher	SCE - \$53,650 FTE = 1 teacher	August 2008	Classroom Walk-through documentation Master schedule
2. Read 180	Principal	ESL Teacher		August 2008	Lexile Report
3. Odyssey Ware	Principal	Principal		August 2008	Course completion

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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: 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

Current: All 0

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Administer a career investigation survey to high school students.	CTE Coordinator	Survey	Local funds -	Fall 2008	Survey results in each student's permanent folder
2. Provide information to parents on CTE programs.	CTE Coordinator	Parent brochure	Carl Perkins -	Fall 2008	Brochure Sign-in sheet from Special Programs Night
3. Increase the number of tech-prep classes being offered.	CTE Coordinator	Tech prep information Tech prep training for teachers	Carl Perkins -	Fall 2008	2008-09 Master schedule

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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

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

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide staff development on differentiation strategies.	Principal	CIT Team	IDEA -	August 2008	Training documented Sign in lists
2. Provide intervention strategies/programs to at risk students prior to referral to special education.	Principal	Campus interventions Student Intervention Committee	SCE - \$38,250 FTE = .5 teacher, .5 aide Sp. Ed. - \$38,250 FTE = .5 teacher, .5 aide	August 2008	Master schedules CIT meeting notes
3. Provide inclusion Teachers/ Training	Principal	Using Co-Teaching to Increase Learning for all Students	\$500	Oct 08 – Jan 09	AEIS scores Benchmark scores

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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: 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:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide additional instruction in English for LEP students.	Principal	Designated time	SCE - \$63,150 FTE = 1 teacher, .5 aide	2008-09 school year	Master Schedule
2. Continue use of full time ESL teachers.	Principal	Certified teacher	SCE - \$53,650 FTE = 1 teacher	August 2008	Contracts Master Schedule

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

SUMMATIVE EVALUATION: AEIS 100% Commended by GT Current:

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide advanced classes for core subjects in grades 6-12.	Principal	Trained teachers Time in master schedule	GT funds	2008-09 school year	Master Schedules Lesson plans
2. Provide staff development in PreAP and AP strategies and content to core teachers for grades 9-12.	Principal	College Board training	High School grant Local funds -	Summer 2008	Attendance certificates
3. Furlough/Exit those students not passing TEKS	Principal	TAKS scores / GT Rosters		Sept 2008	Updated GT records

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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 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%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Continue student intervention team on each campus.	Principal	Student Intervention Team Schedule of meetings	Title I -	2008-09 school year	CIT meeting minutes
2. Provide reading classes for students in grades 9-12.	Principal	Certified reading teachers	SCE - \$19,750 FTE = .5 teacher	August 2008	Master Schedules
3. Provide after school tutorials from 3:18 – 4:00pm	Principal			Aug 08 – May 09	Sign-in sheets turned in weekly
4. PGP for each student	Principal/Counselor	Skyward		Sept / Oct 08	PGP for each At Risk student

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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 2008, all new teachers will be certified and highly qualified as specified by their job description/assignment.

SUMMATIVE EVALUATION: 100% HQ

Current: 97%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Follow-up with ACP Program and progress toward certification.	Principal	Observations	N/A	May 2009	Evaluations, recommendations for full certification.

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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: 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: 71%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Mentor program, teacher training and support. Provide mentors.	Principal & Special Programs Director	Materials Mentors	Local funds -	August 09 – Ongoing throughout 2008-09 school year	Survey of mentors and mentees. Data on retention of employees.

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

SUMMATIVE EVALUATION: Staff survey

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Conduct staff survey regarding needs of high school and develop a staff development program based on the needs.	Principal	Survey Staff development days	\$0	Fall 2008	Surveys completed Staff development program
2. Provide staff development on: <ul style="list-style-type: none"> • Test taking strategies • Differentiation • Reading in the content areas • Discipline management • Technology • Local policies and procedures • Pre-advanced placement and advanced placement strategies • Curriculum alignment • TEKS in the core areas. 	Principal	Staff development days Staff development program Trainers	Title I - Title II, A - Title II, D - Title III - HS Grant -	July – August 2008 Fall 2008 Spring 2009	Staff development program Attendance certificates

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

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

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

SUMMATIVE EVALUATION:	2005-06	2006-07	2007-08	2008-09
Number of students enrolled in concurrent classes	14	7	6	19
Number of concurrent classes	4	2	2	2

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement advanced classes in math, English language arts, science, and social studies for grades 9-12.	Principal	Trained teachers College Board materials	High school grant	August 2008	Master schedules Increased number of students in advanced classes – PEIMS data
2. Increase awareness of concurrent enrollment courses among student body	Principal & Asst. Principal	College Recruitment material	\$0	2008 – 2009 school year	Increased number of students in advanced classes – PEIMS data
3. Provide books/tuition	Principal	Enrollment forms for students	Approx \$3,000		Increased number of students in advanced classes – PEIMS data

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

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

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

SUMMATIVE EVALUATION: STAR Chart

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Update all computer labs in the high school.	Technology Director	Dell Lease	Technology Allotment - \$40,000 Local funds - \$100,000	August 2008	Inventory of Dell computers Distribution diagram
2. Increase the number of computers in all classrooms.	Technology Director	Dell Lease	Included in 1	August 2008	Same as above
3. Provide training to all teachers on Microsoft Outlook.	Technology Director	Training center	Included in 1	Aug 08 – May 09	Staff development program
4. Provide tutorial software such as Odyssey Ware	Principal	Software	High School Grant	Aug 08 – May 09	Software installed

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

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

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

SUMMATIVE EVALUATION:	2005-06	2006-07	2007-08	2008-09
Number of students in all PAP/AP classes	215/59		215/62	218/54
Number of PAP/AP Classes	10/6		15/5	17/5
Number of AP Exams taken	16	65	32	
Number of scores of 4 or 5	2	4	6	

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Increase the number of teachers trained to teach Pre-AP and AP classes.	Principal	College Board training & Institutes	High school grant -	August 2008	Attendance certificates
2. Provide more information to students and parents about graduation requirements and courses offered – Course Selection Guide.	Principal	Chapter 75 requirements	\$500 – printing costs	Spring 2009	Course guide
3. Recognize students who score 4 or 5 on the AP exams with newspaper articles.	Principal	Student results	NA	Fall & Spring	Award Night Program

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

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

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

SUMMATIVE EVALUATION:	2003-2004	2004-2005	2005-2006	2006-07	2007-2008	2008-09
SAT	886	856	836			
ACT	17.9	17.3	16.3	16.5	18.6	

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Increase the number of students meeting college readiness standards.	Principal	Core teachers Study materials	Local funds 21 st Century money	Aug 08 – May 09	ACT/SAT practice scores and final scores
2. Provide PSAT testing opportunities for all Sophomores and Juniors	Principal Counselor	Testing materials	Local funds	Oct 08	PSAT scores
3. Provide SAT & ACT tutorial classes	Principal Counselor	Tutorial teacher	Local funds 21 st Century money	2008-09 school year	SAT & ACT scores

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

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

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

SUMMATIVE EVALUATION: Localized Scope and Sequence for each Subject tested

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement new C-Scope curriculum as transition from Region IV Scope & Sequence.	Principal	C-Scope	High school grant	Fall 2008	Formal and informal assessments
2. Evaluate, edit and revise as needed the Benchmark Assessments.	Principal	Benchmarks	N/A	Fall 2008	Revised benchmarks
3. Continue using EduSoft as the assessment management program.	Technology Director	EduSoft program Training	Title I =	2008-09 school year	Contract

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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: Provide clean and well-maintained schools to promote a positive school climate conducive to effective teaching and learning.

SUMMATIVE EVALUATION: Survey from staff

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Survey/checklist for Custodial and Maintenance Depart	Asst. Principal	Checklist	\$0	2008-09 school year	Satisfactory survey results

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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: B: Reduce the number of discipline referrals and the number of violent acts at school. Increase the number of students participating in positive school activities.

SUMMATIVE EVALUATION: Fewer discipline referrals in PEIMS 425 report

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement character education programs on each campus.	Principal	Character education program Training	Title I =	August 2008	Staff development program with training listed
2. Implement structured campus discipline management plans on each campus.	Principal	Discipline plans Training	\$0	August 2008	Discipline management plan for each campus Staff development program
3. Train all staff with strategies for dealing with student behaviors.	Principal	Discipline strategies	Title II, A - IDEA B -	2008-09 school year	Staff development program Attendance certificates
4. Develop and implement a positive behavior reward system on each campus.	Principal	Rewards	Local funds =	August 2008	Schedule of award ceremonies
5. Continue DAEP program.	Principal	Asst. Principal	SCE = \$58,500 FTE = .5 teacher, 1.0 aide	2008-09 school year	PEIMS records
6. Continue a no locker campus at HS.	Principal	Additional textbooks	Title I -	August 2008	Purchase order for additional textbooks

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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: C: Implement practices and outreach activities which increase participation of parents in their child's education.

SUMMATIVE EVALUATION: Increased participation based on records

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Develop a system at each campus to track the numbers of parents attending school events.	Principal	Computer	\$0	August 2008	Monthly reports to Superintendent
2. Host one event each month at each campus that invites parents to the school.	Principal	Topics to cover Program	Title I -	2008-09 school year	Event listed on activity calendar each month
3. Require parent liaisons to make home visits.	Principal	Parent liaisons	HS Grant-\$17,000 FTE = 1.0 bilingual aide \$1,000 travel costs Title I - \$15,000 FTE = .3 professional	2008-09 school year	Monthly log of home visits
4. Continue Community Advisory Committee	Principal & Board President	List of members	Title I -	Aug 08 – May 09	Sign in sheets Activity Calendar

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

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

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Require all teachers to have at least one parent teacher conference each semester.	Principal	Conference time	\$0	August 2008	Administrator meeting notes PDAS evaluations
2. Require each campus to publish parent newsletters each six weeks to be sent with report cards.	Principal	Printing Articles	Title I -	Distributed with report cards.	Copies mailed with each report card

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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: E: Improve the image of the district within the community and outside the community.

SUMMATIVE EVALUATION: Community survey

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Conduct a staff survey.	Principal	Survey Printing	Local -	Spring 2008	Survey developed Survey results tallied and reported to Board
2. Report positive events to ISD & PTO	Principal & Asst. Principal	Local paper cooperation Articles	\$0	Ongoing during the 2008-09 school year	Weekly articles placed in annual portfolio
3. Develop cooperative activities with the city and the ministerial alliance.	Superintendent	Meetings with city officials Meetings with ministerial alliance Meetings with parent advisory committee	Local -	2008-09 school year	Meeting agendas and minutes

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD HIGH 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: G: Decrease the number of pregnant students and the number of students involved in drug-related incidents.

SUMMATIVE EVALUATION: PEIMS PRS Report – fewer pregnancies

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide assemblies at the HS to alert students to the negative effects of illegal drug usage.	Principal	Guest speakers	Title IV -	2008-09 school year	Assemblies scheduled on activity calendar
2. Provide assemblies with guest speakers on teen pregnancy	Principal	Guest speakers		2008-09 school year	Assemblies scheduled on activity calendar
3. Provide tobacco and drug use prevention education through Family and Consumer Science classes and Tobacco Prevention Pilot Project	Principal	Family Consumer Science Teacher		Aug 08 – May 09	Lesson Plans from Prevention Class lessons.
4. Tobacco and drug use and abuse assembly.	Principal	Guest Speaker		October 08	None