



Hempstead
Independent School District

HEMPSTEAD MIDDLE SCHOOL

Campus Improvement Plan

2007 - 2009



Hempstead Independent School District

Acknowledgement

CAMPUS SITE BASED COMMITTEE

Hempstead Middle School

2007-2009

Chairperson: Blair Schmidt

Teachers

Mary Connor

Rick Kutcher

Kenan Rote

Blair Schmidt

Garrett Hartman

Non – Teaching Professionals

Rose Uherek

Courtney Williams

Business Representatives

John Amsler

Kelvin Barry

Community Representatives

Barry Bettis

Jolynne Black

Parent Representatives

Bevin Hollan

Zina Lang



Hempstead Independent School District

LONG – RANGE GOALS 2005 – 2010

- I. Hempstead ISD will become an exemplary district as determined by the Academic Excellence Indicator System (AEIS).
- II. Hempstead ISD will provide well-organized special programs that meet the needs of individual students and meet state standards as determined by the Performance Based Monitoring Analysis System.
- III. Hempstead ISD will attract and retain highly qualified staff and provide quality staff development programs.
- IV. Hempstead ISD will plan, develop, and implement a core curriculum that provides students challenging instructional experiences.
- V. Hempstead ISD will ensure a climate that is conducive to teaching and learning.

Goals included in the 2007-2009 Hempstead Middle School Campus Improvement Plan are long range district goals. Objectives included in this plan are annual objectives based on data from the 2006-07 school year. Objectives for 2008-2009 will be revised based on data from 2007-2008. Activities in the plan are for multiple years.

Ten Components Required of School-wide Planning

Location in Plan	Components
1, C; 1, D; 1, E; 1, F; 1, H; 2, A; 2, B; 2, C; 2, D	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.
1, D; 1, E (1); 1, E (2); 1, G (1); 1, G (2); 1, G (3); 1, H (3); 1, H (2); 2, E (2)	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 .
3, A (1)	3. Instruction by highly qualified professional staff.
3, C (1); 3, C (2)	4. High quality and ongoing professional development for teachers and aides (and, where appropriate, pupil services personnel, parents, principals, and other staff).
3, B (1); 3, B (2); 3, B (3)	5. Strategies to attract high-quality, highly qualified teachers to high need schools.
5, B (2); 5, C; 5, D	6. Strategies to increase parental involvement , such as family literacy services.
N/A	7. Plans for assisting preschool children in the transition from early childhood programs to local elementary programs.
1, C (1); 1, C (4)	8. Measures to include teachers in making decisions about assessments .
1, A (1); 1, A (3); 1, A (4); 1, D (2); 1, E (2); 1, G (4); 1, H (1); 2, C (1); 2, F	9. Activities to identify and ensure effective, timely assistance to students who experience difficulties.
1, A (1); 1, E (3); 1, G (3); 2, C (3); 4, E (2); 5, B (6)	10. Coordination and integration of federal, state, and local services and programs.

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Identify students who are potential drop-outs and provide intervention strategies to eliminate continued drop-outs.	All teachers	PEIMS Data	21 st Century Grant Local	September 2007 – May 2009	Review at-risk list Attendance restoration
2. Continue the implementation of and improvements to the Student Intervention Teams	Principal Assistant Principal	Campus SI Team	N/A	August 2007 – May 2009	SIT meeting notes
3. Provide tutorials before and after school	Principal	Teachers	Local SCE - \$86,632 FTE – 1.9 Teachers	August 2007 – May 2009	Record of students attending tutorials
4. Use services of bilingual district-wide parent liaison (aide) and district-wide (teacher) parent liaison	Principal Assistant Principal	L. Randle Y. Jimenez	Title I HS Grant	August 2007 – May 2009	Job descriptions Weekly report of parent contacts

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Implement Texas Scholars Program	Principal	Contract with TBEC for participation in initiative Internet access	Title I	October 2007 – May 2009	Contract with TBEC Student participation with online accounts

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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 TAKS A/M/Alt. examination will meet ARD expectations.

SUMMATIVE EVALUATION: AEIS 75% TAKS A/M/Alt. on grade level

Current: 91%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Educate teachers and parents about teaching and testing all students on grade level.	Diagnostician Principal 6 th , 7 th , 8 th grade level teams	Accelerated Instruction Training	Title II, A	August 2007 – May 2009	Observation and informal conversations with students
2. Educate parents through "Parent Night" meeting about accountability requirements	Principal	Parent Night meetings	Local	August 2007	Sign in sheet from meeting
3. Use accelerated instruction for students taking TAKS A/M in reading and math.	Principal Teachers	Accelerated Curriculum From Region IV	Local	August 2007 – May 2009	ARD Expectations TAKS Results
4. Re-evaluate current ARD expectations of all SPED students	Diagnostician Principal Teachers	ARD training on Student Expectations	Idea B	August 2007 – February 2008	ARD Expectations

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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 2008, 80% 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: 80%, 74%, 75%, 98%, 75%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Blocking 6 th and 7 th grade English Language Arts.	Sixth & Seventh grade English Language Arts teachers	Curriculum Subscriptions to current periodicals	Title I Local	August 2007 – May 2009	Benchmark tests Informal/formal assessments
2. Provide Reading Improvement class for 8 th grade and pullout class for 6 th and 6 th grade reading.	Principal Teacher	Teacher	District budget SCE - \$46,059 FTE – .88 Teachers	August 2007 – May 2009	Benchmark tests Informal/formal assessments
3. C-Scope contract for staff development on scope and sequence	Principal Teachers	Curriculum Scope & Sequence	SIP Grant	September 2007 – May 2008	Ongoing staff development
4. Align curriculum so that sufficient time is spent on TEKS that are addressed on TAKS	Principal	Region IV consultants C-Scope	Title I	August 2007 – May 2008	Scope and sequence documents

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: 62%, 44%, 66%, 75%, 58%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Utilize new textbook (Prentice Hall) and C-Scope curriculum to realign Scope & Sequence.	6 th , 7 th , 8 th grade math teachers Principal	Prentice Hall C-Scope	Local SIP Grant	August 2007-July 2008	Benchmark tests Formal/Informal conversation
2. Employ Math Intervention teacher and math lab to provide small group instruction to at-risk students	Principal Teacher	Computer Lab Sleek / My Satori software	Local SIP Grant	August 2007 – May 2008	TAKS release test Benchmark tests
3. Incorporate instructional technology to strengthen learning.	6 th , 7 th , and 8 th grade math teachers Principal Technology Director	Smart Boards Senteo Response System AirLiner Wireless Slate Document Camera	SIP Grant	November 2007- May 2008	Benchmark Tests Formal/Informal Conversation

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 2009**

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

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

SUMMATIVE EVALUATION: AEIS 90% Writing

Current: 95%, 96%, 91%, 100%, 93%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Daily writing based on genre studies that help transfer writing to test prompt.	English Language Arts Teachers 7th Grade Language Arts	Works by Authors/Writers Field trips	Student activity Local	September 2007 – February 2008 Test Date – February 2008	Informal/formal assessments Writing Conferences with students
2. Teach writing in all content areas.	Teachers	Defined writing process for all teachers to follow	Local	August 2007 – May 2009	Lesson Plans
3. Attend professional development on writing strategies.	Principal	N/A	Title I	October – December 2007	Certificates of completion
4. Align curriculum so that sufficient time is spent on TEKS that are addressed on TAKS	Principal	Region IV consultants	Title II, A	September 2007 – May 2008	Scope and sequence documents

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 2009**

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

DISTRICT OBJECTIVE: G: By May 2008, 70% 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: 46%, 31%, 40%, 92%, 40%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. All Science teachers will implement new strategies from C-Scope	Science Teachers	Supplies	Local	August 2007– May 2008	Benchmark tests Lesson Plans
2. Utilize more TAKS enriching warm-up activities.	6 th , 7 th & 8 th grade science teachers.	Supplemental TAKS Workbooks	Local	August 2007 – May 2008	Benchmark tests TAKS Lesson Plans
3. Implement hands on activities in the Science classroom to reinforce The Nature of Science objectives	6 th , 7 th & 8 th grade science teachers	Equipment / CScope curriculum Gateway to Science and other resources from workshops	Title I SIP Grant	August 2007 – May 2008	Lab results Benchmark Tests
4. Target low performing TAKS Objective as shown by disaggregated TAKS data	Principal Science Teachers	Edusoft TAKS Data/ Benchmark Results	Local	Fall 2007 – Spring 2008	Lesson plans TAKS Board
5. Purchase new science equipment.	Principal Science Department	Lab Equipment and Supplies	SIP Grant Local	Fall 2007 – Spring 2008	Lesson Plans Benchmark Tests

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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, 80% 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: 90%, 85%, 90%, 100%, 91%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Incorporate more hands on activities in cooperative learning instruction.	6 th , 7 th , 8 th , grade Social Studies teachers.	Field Trips (museums) Outside presenters	Student Activity Fundraising	August 2007 – May 2009	Informal / formal assessments Benchmark tests
2. Reading teachers teach time lines and include facts	LA Teachers	Instructional supplies	Local	August 2007 – May 2009	Informal conversations
3. All Social Studies teachers will implement new strategies from C-Scope training	6 th , 7 th , & 8 th grade social studies teachers Social studies	Supplies	Title I Title II, A	July 2007 – May 2008	Benchmark tests Formal / Informal conversations
4. C-Scope contract for staff development on vertical alignment of curriculum grades 8-11	Principal 8 th grade American history teacher	Curriculum Scope and Sequence	Title I	October 2007 – May 2008	Staff development evaluations

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: All 0

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Employ full time ESL teacher	Principal	Staff	Local	August 2007	New staff in place

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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 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. Administer a career investigation survey	CATE Director	Survey	Local	Fall 2007	Survey results
2. Require all 8 th grade students to take one semester of computer applications	Principal	Computer lab Technology teacher	Local	August 2007 – May 2009	Class enrollment / rosters

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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 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. Provide intervention strategies/ programs to at-risk students prior to referral to special education	Principal Assistant Principal	Student Intervention Team Teachers	Title I	August 2007 – May 2009	SIT meeting notes
2. Review ARD placement and testing level of all students	SPED Diagnostician Principal Assistant Principal	ARD minutes	None	August 2007 – September 2008	Student schedules
3. Review and Re-assess students for eligibility in SPED	SPED Diagnostician Principal Assistant Principal	SPED Testing	IDEA B Local	August 2007 – May 2009	ARD minutes
4. Staff development on ARD Process	District SPED Coordinator	PowerPoint presentation	Local	August 2007	Staff development evaluation

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: 8 = All AMAO's met; All 0

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Offer block classes in English Language Arts for all ESL students	Principal	Staff and schedule	Bilingual / ESL	August 2007 – May 2009	Master Schedule
2. Employ full time ESL teacher	Principal	New staff	Local	August 2007	New staff member

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Provide advanced classes for core subjects in grades 6-8	Principal	Trained teachers Time in schedule	Local	August 2007 – May 2009	Master Schedule Lesson Plans
2. Provide GT update training for all staff teaching GT students	Principal Curriculum Director	GT training	Title II, A	Fall 2007	Attendance certificates

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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. Offer before and after school tutorials	Teachers	Schedule time	SCE - \$83,632 FTE - 1.9 Teachers	August 2007 – May 2009	Tutorial sign in sheets
2. Provide intensive instruction in second language acquisition	ESL Teacher	Materials Teacher	Local	August 2007 – May 2009	Lesson plans
3. Require TAKS Reading Improvement class for all 8 th grade students who did not pass 7 th grade Reading TAKS test	Principal	Schedule	SCE – \$46,059 FTE – 0.88 Teacher	August 2007 – May 2009	Class rosters
4. Schedule all student not mastering TAKS Math in 2007 into a Math Lab class	Principal	Teacher Computer Lab Software	Title I	August 2007 – May 2009	Benchmark Tests Informal/formal assessments

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: 100%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Interview and recommend to Superintendent highly qualified teachers.	Principal and Assistant Principal Site Based Decision Making Team	Time	N/A	August 2007 – July 2009	Highly qualified teachers

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: 90.4%

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Incorporate Flippen Training Technique	ALL Staff	Teacher Packets	Title I	August 2007 – May 2008	Positive morale changes
2. Incorporate Mentor program	Special Program Dir. Mentor teachers	Books and district packets	Mentor Grant	August 2007 – May 2009	Informal conversation
3. Continue "Sunshine Club"	Secretary	Supplies	Hospitality fund	August 2007 – May 2009	Social activities

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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. All staff development included in other sections (see Goal #1 D-H, Goal #2 C & E, Goal #4 E)	Principal Teachers	Curriculum Scope & Sequence Supplies	Title I Title II Local	August 2007 – May 2008	Staff development evaluations
2. Conduct staff survey regarding needs of campus and develop a staff development program based on the needs	Curriculum Director	Survey Staff development days	Title II, A	Spring 2007 Spring 2008	Survey completed Staff development program
3. Implement a weekly one-hour staff development program and require all teachers to obtain 12 hours.	Curriculum Director	Training center Schedule of topics	Title I Title II, A Title II, D	August 2007 – May 2009	Attendance Certificates Staff Development Evaluations

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: Enrollment / Number of classes offered

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Prepare students by offering Advanced Academic / Pre-AP classes in grades 6-8 for math, English language arts, science, and social studies.	Principal Teachers	Schedule time Curriculum College board materials	Local	August 2007 – May 2009	Enrollment in classes PEIMS data
2. Implement new C-Scope curriculum assessment and scope and sequence	Principal Teachers	C-Scope	Local SIP Grant	November 2007 – May 2009	Benchmark Assessments Lesson Plans

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: District wide STAR Chart

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Update all computer labs	Technology Director Principal	Software Updates	Local	August 2007	Software Licenses
2. Increase the number of computers in classrooms	Technology Director	Hardware	Local	August 2007	Number of computers per classrooms
3. Provide training to all teachers on Microsoft Outlook	Technology Director	Computer Lab	Local	August 2007 – September 2007	Staff development schedule
4. Offer incentives of additional technology equipment to teachers who will participate in the master technology teacher training	Technology Director Special Programs Dir. Principal	Time Technology Equip.	Master Technology Teacher Grant	November 2007 – May 2008	Professional Development Schedule Inventory of new tech. equipment
5. Incorporate instructional technology to strengthen learning.	6 th , 7 th , and 8 th grade math teachers Principal Technology Director	Smart Boards Senteo Response System AirLiner Wireless Slate Document Camera	SIP Grant	November 2007 – May 2008	Benchmark Tests Formal/Informal Conversation

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 2009**

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

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

SUMMATIVE EVALUATION:	2006-07	2007-08
Number of students in PAP/AP	78	85
Number of PAP/AP Classes	12	12

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Offer advanced courses in all courses of core areas.	Principal Ad. Acad. Teachers	Curriculum materials	Local	August 2007 – May 2009	Enrollments

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: Enrollment in classes

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Offer advanced academic classes in all core subject areas for grades 6-8	Principal	Schedule time	Local	August 2007 – May 2009	Class rosters
2. Include SAT vocabulary in English Language Arts curriculum	6 th , 7 th , and 8 th grade ELA teachers	SAT vocabulary from college board SAT vocabulary cartoons	Local	August 2007 – May 2009	Usage within context Word walls

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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 and sequence.	Region VI 6 th , 7 th , 8 th grade teachers	C-Scope Scope & Sequence Time	Local SIP Grant	November 2007 – May 2008	Formal and Informal assessment Benchmark tests
2. Region IV training for all core subject areas	Principal	Scope & Sequence Time	Title I Title II, A	August 2007 – May 2008	Certificates of completion
3. Cross campus vertical alignment of curriculum with grades 5/6 and grades 8/9	Principal Teachers	Scope & Sequence Time	Local	August 2007 – May 2009	Minutes from vertical meetings
4. Continue using EduSoft as the assessment management program	Curriculum Director	EduSoft program Training	Title I - district wide (annually)	August 2007 – May 2009	EduSoft Contract

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: Survey from staff

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Introduce leaders and continually monitor facilities.	Principal Assistant Principal	N/A	N/A	August 2007 – July 2008	Quality Control Reports
2. Provide prompt written communication with central office concerning maintenance needs.	Principal Secretary	Maintenance Request forms	Local	August 2007 – August 2009	Completed maintenance requests

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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. 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: Fewer discipline referrals in PEIMS 425 record

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Behave In / Behave Out training for all staff	Principal All Staff	Materials / data	Title I	August 2007	Implementation of discipline techniques
2. Parental involvement through teacher communication	Teachers	Supplies Postage Phone Log	Local	August 2007 – May 2009	Formative Increased parental involvement
3. Teacher Intervention through classroom management techniques	Teachers	None	None	August 2007 – May 2009	Decrease in office referrals
4. Campus Discipline Guidelines by using "Level of Offense" chart	Principal Assistant Principal	Time	None	August 2007 – May 2009	Consistency in disciplinary action
5. No locker campus	Principal	Additional textbooks	Title I	August 2007	Students are issued take home books and use classroom set at school
6. ISS for students as needed for discipline	Principal Assistant Principal	Staff	Local SCE - \$5,543 FTE – 0.15 Aide	August 2007 – May 2009	ISS assignments

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 2009**

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: Increased participation based on records

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Sign in sheets of parents at all school events.	21 st Century Grant	Materials	21 st Century grant	August 2007 – June 2009	Increased participation
2. Parent night	All staff	Food and drink items	Local Student Activity fund	Fall 2007 & Spring 2008 Fall 2008 & Spring 2009	Increased participation Sign-in sheets
3. Special Programs Night	Principal , Assistant Principal, and Special Population staff	Informational Brochures	Title I Local	August 2007 August 2008	Parent Sign-in Sheet
4. Use services of district-wide (teacher) parent liaison	Principal Assistant Principal	Parent liaison	Title I	August 2007 – May 2009	Weekly report of parent contacts

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 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: Record of parent-teacher contacts and record of website hits

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Parent contact log	All teachers	Handbook Log Sheets Internet Phone	N/A	August 2007 – May 2009	Log Sheets
2. Parent news letter with progress reports	Principal	Materials Postage	Local	Once per 6 weeks	Newsletter
3. Continue to implement improvements to the campus website	Principal Public Information Officer	Computer Training	Title II, D	Ongoing	Ongoing website revisions
4. Write articles and highlight student success in newspaper	Principal Public Information Officer	Email Newspapers	Local	Ongoing	Newspaper Articles

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 2009**

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: Community survey

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Report events/results to District Public Information Officer	Principal Teachers Public Information Officer	Media form	N/A	One weeks notice	Confirmation
2. Report positive events in the local paper and papers of larger circulation	Principal Public Information Officer	Local paper cooperation Articles	N/A	Ongoing	Articles placed in portfolio

**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
HEMPSTEAD MIDDLE SCHOOL
CAMPUS IMPROVEMENT PLAN
2007 - 2009**

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: PEIMS PRS Report

ACTIVITIES/ STRATEGY	PERSON RESPONSIBLE	RESOURCES NEEDED	BUDGET ALLOCATION	TIMELINE	FORMATIVE EVALUATION
1. Require all 8 th grade students to take one semester of Health Education	Principal Health teacher	Textbooks	Local	August 2007 – May 2008	Student enrollment
2. Red Ribbon Week peer tutoring activity with Elementary campus.	Principal	Red ribbons and other materials.	Student Activity fund Title IV	October 2007	Informal conversation / observation
3. Student Assemblies	Principal	Morris Brothers Assembly Motivational Production Presentation	Title IV	October 2007 / 2008 May 2008 / 2009	Informal conversation with students Teacher observation
4. Employ police officer assigned to Middle School campus	Superintendent	Police Officer Supplies Equipment	Local	November 2007	Presence of police officer on campus