

BOARD GOALS (BGs)
 1- Challenge All Students
 2- Safe & Supportive Atmosphere
 3- Community Involvement
 4- Character Development
 5- Management of District Resources

**NORTH EAST INDEPENDENT SCHOOL DISTRICT
 CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN
 2007-2008**

Clear Spring Elementary

Equity and Excellence: Everybody Counts

Imagine---Believe---Achieve

RESULTS: In preparing all students for college readiness, North East ISD schools will be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work towards a minimum of ten National Merit Semifinalists.

BGs	RESEARCH BASED STRATEGIES			TARGET AREA	LEVEL			CODE	STUDENT ENGAGEMENT STRATEGIES	ACTION STRATEGY / EXPECTATIONS	RESULTS	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
	Rigor	Relevance	Relationship		District Initiatives	E	M							
	X	X		Strategies for Engagement - Six Step Vocabulary Development in all disciplines	X			1A	CIP GSF 3TL CRW ITL	Every teacher will teach the core vocabulary in all disciplines using a Marzano's Six Step Vocabulary process outlined in Building Background Knowledge. Lesson plans will reflect the strategies and steps in the vocabulary development.	100% of walk-throughs and lessons will show evidence of six step vocabulary instruction. Students work in the vocabulary notebook will reflect the use and comprehension of identified words in all disciplines. 100% of students will be on grade level by the end of the year in all academic areas (Reading/ ELA, Math, Science, Social Studies) School will achieve exemplary status.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	
	X	X		Strategies for Engagement - Similarities and Differences - classifying, comparing, creating metaphors, and creating analogies in all disciplines	X			1B	CIP GSF 3TL CRW ITL	Teachers and students will use these processes in all disciplines to enhance student higher order thinking and analysis skill in order to extend and refine knowledge.	Lesson plans and walkthroughs will depict use of these strategies. I.E. graphic organizers, anchor charts, and student discourse	August 2007 - May 2008	Administrators, teachers, family specialist, Title 1 facilitators, IIT	
		X	X	Strategies for Engagement Setting Objectives and Providing Feedback - Assessments and Student Goal Setting in all disciplines	X			1C	GSF	1. Student goal setting system, which includes frequent feedback from teachers, will be developed and implemented in every classroom (K-5) based on individual results on benchmarks, common assessments and classroom assessments and activities in all content areas. 2. All teachers will use formative and summative assessments to inform instructional decisions (including but not limited to classroom observations/assessments, benchmarks, common assessments, TAKS, etc.) 3. Students will have an opportunity to participate in age-appropriate goal setting activities that allow them to track their progress.	Data will be used to provide feedback to students with goal setting completed by both staff and students. All teachers will use data to set learning objectives and provide students with focused support. Students will periodically review goals and be given feedback by teachers and other staff members. 100% of teachers will incorporate assessment strategies to guide instruction. Campus leaders and District Curriculum Specialists will assist teachers in reviewing data and assist in developing individual action plans. 100% of students will be on grade level by the end of the year in all academic areas. School will achieve exemplary status.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	

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	X	X		Interactive Teaching and Learning	X			1D	ITL	In order to cognitively engage all students in their learning, teachers will use these strategies and adaptations of these strategies in all curricular areas. Strategies include, but not limited to Say Something, Think-Ink-Pair-Share, Talk Moves and meaningful field trips.	100% of walkthroughs and lesson plans will show evidence of these strategies. Students knowledge levels will be increased as they interact with content. All students will be on grade level in all curricular areas by the end of the year. School will receive exemplary status.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	
	X			Strategies for Engagement: Differentiated Instruction in all disciplines	X			1E	CIP GSF 3TL CRW ITL	In all content areas teachers will differentiate instruction in order to maximize student success through the use of: small groups, student workstations, literacy stations, technology stations, etc.	100% of walk-throughs and lessons will show evidence of differentiated instruction in all disciplines. Students work will reflect the application of grade level TEKS in all disciplines. 100% of students will be on grade level by the end of the year in all academic areas. School will achieve exemplary status.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	
	X	X	X	Special Education, ESL, LEP, Gifted and Talented, 504	X			1F	CIP GSF 3TL CRW ITL	1. Enhance success in general curriculum for students in special education, ESL, LEP, Gifted and Talented, and 504 through collaborative support in all content areas by using SIOP strategies, differentiated instruction, Marzano's best practices, RTI, and Redirection. 2. Gifted and talented students will participate in small group accelerated instruction to meet their needs.	100% of identified students will master TEKS on state assessments. 100% of students will be on grade level by the end of the year in all academic areas. 100% of gifted and talented students will achieve commended performance of TAKS. School will achieve exemplary status.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	
		X	X	Awareness of characteristics of students who are At-Risk	X			2A	3TL GSF	1. All staff will participate in Ruby Payne book study and training in order to meet the needs of students who are At-Risk. 2. All staff will participate in "Failure is not an Option" staff development. Leadership team will have an additional book study using "Failure Is Not an Option" book to reinforce ideas. 3. Elements of this training will be integrated into other professional development.	An understanding of children who come from diverse backgrounds will help all staff build significant relationships with each child in order to provide the support and resources they need to be successful.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	
				Accelerated Education At-Risk	x			2B		The campus will actively recruit and hire highly qualified teachers and Para-professionals.	Personnel rosters and recruiting records will show personnel interviewed and hired for Title I campuses are fully qualified.	August 2007-May 2008	Administrators	

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				District Initiatives										
				Accelerated Education At-Risk	X			2C	3TL CRW ITL	Implement research based instructional strategies to address the needs of all special population students including but not limited to: -Accelerated/retained students -McKinney students -Economically Disadvantaged students -All At-Risk Sub-Pop Students	100% of students will pass TAKS, TAKS I, and TAKS M	August 2007-May 2008	Administrators, Teachers, Curriculum Specialist, Instructional Interventionists	
			X	At-Risk	X			2D	CIP ITL	Teachers will strengthen relationships by greeting each student each morning by handshake, high - 5, or a hug. Frequent "Class Meetings" will be held in all classrooms.	Lesson plans and walkthroughs will depict use of class meeting. All students will develop positive relationships with their teacher and feel a sense of support, which will develop a sense of community within the school.	August 2007-May 2008	Administrators, Teachers	
	X		X	At-Risk	X			2E		Increased instructional time will include before and after school tutoring, student clubs and KINS (District after school program)	Students involved in these programs will build self confidence, improve academic progress as demonstrated on district/campus assessments as well as classwork/homework.	August 2007-May 2008	Administrators, Teachers, Curriculum Specialist, Instructional Interventionists	
				At-Risk: Mentors for all students utilizing peers and adults.	x			2F		Provide mentoring by staff, members of the community, Big Brothers and peers. All staff members will be given the opportunity to support and build a positive relationship with an At-Risk student through a school-wide mentoring program.	Improvement of "whole child" (academic, social, and emotional) as evidenced through fewer office, counselor, and redirection referrals.	August 2007-May 2008	Administrators, Family Specialist, Counselor and Teachers.	
	X			Technology Integration in All Disciplines	X			3A		1. Teachers will integrate grade level technology standards throughout instruction in all disciplines to increase students higher order thinking skills. 2. Teacher Technology proficiencies will increase.	100% of students will demonstrate mastery of grade level technology standards as measured by student produced technology projects in all discipline areas. 100% of teachers will successfully master the district foundations technology assessment.	August 2007 - May 2008	Teachers, and Technology Specialists	

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1, 2, & 4			X	Safe and Drug Free-Schools	X				GSF	School activities will focus on Safe and Drug-Free Schools program efforts including goals and strategies for violence prevention and intervention. * Reduce use of tobacco, alcohol and other drugs among students through observance of Red Ribbon Week and one anti-drug lesson. * Reduce incidents of violence. Improve school safety through one anti-violence lesson each 9 week period. * Increase student involvement in school activities, including 5th grade participation in DARE program. * Increase parental and community involvement in violence and drug prevention activities.	All classrooms will receive guidance lessons that comply with the Safe and Drug-Free program through student activities and projects.	* Red Ribbon Week Activities- October, 2007. * All other activities- August, 2007- May, 2008	Teachers, Counselor, Safe and Drug Free Coordinator, and Family Specialist	\$300
2			X	Safe and Drug Free-Schools	X				GSF	Plan and implement a comprehensive SDFS program that includes: * PAL program * Conflict Resolution * Project Wisdom * Peer Mediation	* Surveys of PAL students will reflect exceeds expectations in 95% of responses. 100% of classroom teachers will receive training on proper use of mediation/conflict resolution strategies. 100% of selected students will receive training in peer mediation from SDFS district contact.	* PAL Initial Training * End of the Year Survey (PAL and Mediation/Conflict Resolution) completed by teacher	Teachers, Counselor, Safe and Drug Free Coordinator, Family Specialist, PAL Middle School Contact, and Administrators	\$0
2 & 4		X	X	Guidance	X				GSF	Organization, planning and evaluation of Campus Guidance Programs	Counselor will submit yearly guidance plans, program improvement plans, and individual professional development goals to the Guidance Director, who will evaluate progress bi-annually.	September 2007 December 2007 June 2008	Counselor	\$0
2 & 4		X	X	Guidance	X				GSF	Implement the state-mandated comprehensive developmental guidance program. (TEC 33.001-33/009)	Evaluation process will demonstrate that all required components have been implemented.	August 2007 - May 2008	Counselor	\$0
2 & 4		X	X	Guidance	X				GSF	Develop relationship with elementary cluster counselor in order to enhance program development, provide program expectations, and expedite communication between schools and central office.	Counselor will attend cluster counselors meetings and document attendance through agendas/meeting minutes.	Every 6 weeks	Counselor	\$0

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2 & 4		X	X	Guidance	X				GSF	Elementary counselor will meet with students and parents prior to the end of 5th grade to discuss taking a rigorous curriculum and the Gear-Up Program for the Texas Grant. (TEC 33.001-33.009)	Student and Parent sign-in sheets will reflect attendance.	April 2008 May 2008	Counselor	\$0
2 & 4		X	X	Guidance	X				GSF	Decrease non-guidance tasks to increase time in counselor role and guidance program components	Decrease will reduce non-guidance tasks and activities in half.	2007-2008	Counselor	\$0
2		X	X	Health Services	X				N/A	Provide support to parents/teachers regarding health-related absences and transition back to school and monitor individual attendance records on specific students.	Phone log will reflect calls to parents/physicians regarding absences. Signs posted to document health awareness procedures set up on campus.	August 2007 - May 2008	School Nurse/Staff	
2 & 4		X	X	Discipline Management	X				GSF	Implement and review Behavior Management Plan which includes character education and school-wide discipline system to include Project Wisdom.	* 100% of walk-throughs reflect use of Campus Behavior Management Plan * Discipline referrals will decrease according to the PEIMS data.	August 2007 - May 2008	Student, Parent, Community Team, Administrators, Teachers	
1 & 4		X	X	Attendance	X				GSF	Provide meaningful instruction, activities and incentives to encourage perfect attendance	Attendance will be maintained or exceed District average through attendance reports.	August 2007 - May 2008	Teachers and Administrators	
2 & 3			X	Parent Involvement * Safe and Drug Free Schools	X				GSF	Prevention strategies that include family and community involvement as a key element in achieving program goals * Extended Parent Guidance * One on one Assistance * Grandparent Academy	100% of campus will involve community in safe and drug-free activities such as the City-wide Red Ribbon Rally and parent/grandparent meetings.	August 2007 - May 2008	Family Specialist, Counselor, Teachers, and Administration	
2 & 3			X	Parent Involvement * Health Services	X				GSF	Communicate with parents on children's health issues.	* Campus Newsletter Articles * Parent Conference documentation * Current Information placed on website, posted, and/or provided i.e bulletin boards, marquee, flyers)	August 2007 - May 2008	Parents, School Nurse, Family Specialist, Counselor, Teachers, and Administration	
1 & 3			X	Parent Involvement	X				GSF	Family Specialist will work with data processor to assist parents in accessing information using the Parent Portal.	100% of parents who wish to access the system will gain access to the Parent Portal.	August 2007 - May 2008	Parents, Family Specialist, and Data Processor	

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3 & 4			X	Parent Involvement	X				GSF	Provide opportunity for parents to acquire and apply knowledge and skills necessary to fulfill their role as their child's first teacher. Through involvement in Parent Academy training sessions, parents will be motivated, encouraged and empowered to support their children through their education as well as continue their own.	100% of parents registered in the program will receive certification from San Antonio College	August 2007 - May 2008	Parents and Family Specialist	
3			X	Parent Involvement	X				GSF	Provide English as a Second Language classes for parents each semester to develop communication skills and confidence with which to interact in our school setting and beyond.	Participant Feedback and Evaluations will demonstrate an increased communication level between home and school.	August 2007 - May 2008	Parents and Family Specialist	
3			X	Parent Involvement	X				GSF	Provide an Early Literacy Development Center. Through our Ready, Set, Read! Program and Early On KLRN program, parents can access quality literature to use with their children at home. Questioning techniques and interactive activities for parents are provided for each title. Take-Home Literacy based book bags will be sent home for the enhancement of reading at home.	Parent Program Evaluation Forms will indicate satisfaction with the program 100% of completion of at home activities will reflect an increase in student achievement.	August 2007 - May 2008	Parents and Family Specialist	
3			X	Parent Involvement	X				GSF	Develop and maintain the Parent Support Network through which the parents are trained to use workroom equipment and materials. Parents volunteer to become involved in preparing materials for classroom.	Parent volunteer hours will be increased by 10%.	August 2007 - May 2008, monthly	Parents and Family Specialist	
				Character Education	X					Continue Character Education through a school-wide program through classroom and guidance lessons. An increased recognition of students displaying character traits through community outreach including Spurs Recognition Program	100% of students will participate with all parents receiving information about the program. Office and counseling referrals will decrease as a result of lessons and implementation of program components.	August 2007 - May 2008		

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	X	X		Professional Staff Development	X				GSF CRW ITL	Teachers new to Clear Spring or to a grade level will be mentored by campus and District lead mentors. Administrators will meet a minimum of four times a year to review and reflect on instructional strategies and techniques to improve the quality of instruction.	100% of identified teachers will implement instructional strategies and effectively utilize tools in order for all students to be successful.	August 2007 - May 2008	Mentors, Administrators	
	X	X		Professional Staff Development	X				GSF CRW ITL	Professional development will be differentiated to meet the needs of all teachers and staff as it relates to their needs and the campus goals.	100% of teachers will participate in campus/district based staff development and implement strategies learned.	August 2007 - May 2008	Administrators, Teacher, Instructional Specialists	
	X			College Readiness Initiative	X				CIP GSF	Educate all students about commended levels. Use <i>Goal Setting and Providing Feedback</i> at a minimum of once a month for each student.	50% of all 3-5 grade students will obtain commended scores on TAKS for each subject. 50% of all K-2 students will be independent at the designated grade's highest benchmark level	August 2007 - May 2008	Administrators, Reading and Math facilitators, classroom teachers, counselor,	
	X			College Readiness Initiative: Use assessments to intervene for student progress	X				CIP GSF 3TL	Develop and implement curriculum based assessments at least every 2-3 weeks. Use information/data to plan intervention strategies, tutoring, and small group instruction.	100% of all students will be on grade level by the end of the year 100% of all students will pass TAKS, TAKS I, or TAKS M on grade level and 50% of students will be commended.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	
		X		Promote College, Career and Scholarship Awareness	X				CIP	Teachers and staff will promote college readiness through special assemblies, programs and conversations.	100% of students will know the year they will graduate from high school and college. 100% of students will orally demonstrate an understanding of the importance of attending college in order to reach career goals. 100% of students and teachers will wear college related attire to school once a week. School-wide walk throughs will show evidence of college and career readiness. i.e. bulletin boards, displays, college shirt day, Wall of Scholars, etc.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	
			X	College Readiness Initiative: Teach students and families key steps in college readiness process.	X				CIP	Provide parents with knowledge they need to help ensure their child graduates from high school and attends college using resources such as CollegeForTexas.com.	100% of parents will be provided knowledge in order to have skills needed to support students in their schooling success.	August 2007 - May 2008	Administrators, teachers, family specialist, counselor, Title 1 facilitators, IIT	