

- 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

Bulverde Creek

Equity and Excellence: Everybody Counts

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 John Steinbeck*

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.

DISTRICT GOAL: Improve instruction for all students focusing on sub-populations of Anglo, African-American, Hispanic, Asian & Economically Disadvantaged, Special Education, and English Language Learners by creating engaging activities, programs, tasks, assignments, assessments and opportunities that result in increased student learning.

[For further description click on http://intranet.int.neisd.net/si/](http://intranet.int.neisd.net/si/)
RIGOR - All students will have access to a challenging, TEKS focused curriculum that engages students and reflects college readiness standards.
 * 3 Tier Instructional Model
 * Content Reading and Writing Strategies
 * Vocabulary Development
 * Similarities and Differences
 * Interactive Teaching and Learning (i.e. THINK-INK-PAIR-SHARE)
 * Cues, Questions, and Advance Organizers
RELEVANCE - Teachers will set goals with individual students and provide frequent feedback regarding progress toward goal mastery.
 * Student Goal Setting and frequent feedback with individual students
 * Assessment for learning strategies
 * Personal Graduations Plans (PGPs)
 * College / Career Readiness
RELATIONSHIPS - Every student will have a personal teacher advocate who will convey a sense of caring and support.
 * Collegial Instructional Learning and Planning (i.e. professional learning communities)

STUDENT ENGAGEMENT STRATEGIES CODES
3TL - 3 Tier Levels of Instructional Intervention
CRW - Content Reading & Writing
V - Vocabulary Development
SD - Similarities and Differences
ITL - Interactive Teaching/Learning
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BGs	TARGET AREAS (Specific goals based on campus and students' needs)	ACTION STRATEGIES (Actions needed to accomplish target areas)	EVALUATION INDICATORS (How will progress be monitored? What feedback will determine progress?)	Student Engagement Strategies	RESULTS TIMELINE	RESPONSIBLE PERSON(S)	COST / RESOURCES
1,2	Campus initiatives will focus on the district instructional goals. Student achievement will be enhanced through the 3 Rs.	Share Power Point that highlights the district/campus instructional initiatives for 2007-2008. All instructional goals will focus on one or more of the following CLP, GSF, 3TL, CRW, ITL.	The Bulverde Creek instructional team will have a clear understanding of the district/campus goals and initiatives. Agendas from Wednesday rotation meetings,, lesson plans, grade level planning agendas, classroom walk throughs, and periodic evaluations of data will produce evidence of student learning.	CLP GSF 3TL ITL CRW	August 2007 Power Point Initiatives 2007-2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Strategies for Engagement Setting Objectives and Providing Feedback - Assessments and Student Goal Setting	Individual student goal setting with frequent feedback on progress towards TEKS mastery will be conducted during lessons using the "TEKS Mastery Cards" which are located at http://intranet.int.neisd.net/si/ Students will analyze, record and set learning goals based on the results. Student goal setting system will be developed and implemented in every classroom based on individual student results on benchmark/common assessments and classroom assessments.	Data from classroom assessments and benchmarks will be used to provide feedback to students with goal setting completed by teachers and students. All teachers will use all available data to set learning objectives and provide students focused support.	GSF	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Strategies for Engagement Identifying Similarities and Differences Classifying Comparing	Teachers will use graphic organizers and other classifying tools to enhance student higher order thinking and analysis skills across the curriculum.	Lesson plans and walk throughs will depict use of tools that promote higher order thinking skills. Additional instructional activities are located at http://intranet.int.neisd.net/si/	3TL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Strategies for Engagement Six Step Vocabulary Development Process	Bulverde Creek teachers will teach the core vocabulary in their discipline using a six step vocabulary development process outlined in Building Background Knowledge. Lesson plans will reflect strategies and steps in the vocabulary development process.	Teachers will analyze lessons developed with the vocabulary development process to determine student acquisition of identified vocabulary. Student work will reflect use and comprehension of identified words	CRW	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	\$450 for 4th grade vocabulary notebooks

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1	Strategies for Engagement. SAY SOMETHING and THINK- INK (Write) -PAIR-SHARE	All teachers will use the strategies SAY SOMETHING and THINK-INK-PAIR-SHARE on a regular basis. This strategy will also be adapted to exhibit individual time to reflect on learning. i.e. WRITE- PAIR-SHARE, SOLVEPAIR-SHARE, READ-PAIR-SHARE, TAKE NOTESPAIR-SHARE	100% of walkthroughs and lesson plans will show evidence of strategies SAY SOMETHING and THINK-INK-PAIR-SHARE. Students' Knowledge Levels will be increased as they interact with content.	ITL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Strategies for Engagement. Cues, Questions and Advanced Organizers	Teachers will employ higher order questioning skills to elicit higher order thinking skills from students using strategies from "Improved Questioning" training and additional cognitive development materials.	Lesson Plans and walk-throughs will depict use of questioning strategies and analyzing student work samples will be conducted. Additional instructional strategies are located at http://intranet.int.neisd.net/si/	Q	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	TRIAND: Data Analysis, Interventions, and Student Success Initiative	All Bulverde Creek instructional staff will use TRIAND data to analyze student information. They will also use the Personal Student Educational Plans and parent contact documentation features in TRIAND to record student interventions and parental involvement in the intervention process.	Data collected from TRIAND will guide instruction that will target specific student needs. Interventions will also be documented by teachers in TRIAND system. (Campus will use TRIAND, or district-developed program, to collect data)	GSF CLP	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	\$225 dollars for half-day subs for training of GLCs
1	Strategies for Engagement	TEKS objectives will be displayed and discussed before beginning the lesson. Teachers will have level 3-4 questions formulated for easy access during instruction.	Student understanding and expectations for learning will be enhanced.	ITL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	

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1,2,3,4	Basic School Philosophy and Components	Every teacher will become familiar with the four components of the Basic School philosophy: character, curriculum, community, and climate. All teachers will participate in activities to support this philosophy, such as vertical families, curriculum discussion groups, family projects, community service projects, leadership training, and Basic School trainings.	Teachers will meet monthly in vertical teams to discuss implementation and evaluate campus progress in reaching component goals. Each family will have one annual service project.	ITL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Reading ELA	Utilize NEISD Scope and Sequence K-5	Lesson plans and walk through will indicate use of District Scope and Sequence. 100% of students 3-5 will meet expectations on TAKS reading and writing.	3TL	Spring 2008 TAKS results	Bulverde Creek Administrative Team and Instructional Staff	
1	Reading/ELA	Teachers will implement, in all content areas, instruction in before, during, and after reading and thinking strategies such as: activating background knowledge, self-questioning, drawing inferences, determining importance in text, self-monitoring, visualizing, and synthesizing as outlined in such resources as Mosaic of Thought, Reading with Meaning (K-2), Strategies That Work (3-5)	Using the What to Look for in the Reading Classroom Checklist as a guide, formal observations and walk through will indicate application of reading/ELA strategies for all students. 100% of students 3-5 will meet expectations on TAKS reading and writing.	CRW	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Reading/ELA	Continue Implementation of Building Blocks (K) and Four Blocks (1-5) strategies with emphasis on Guided Reading (K-5)	Using the What to Look for in the Reading Classroom Checklist as a guide, lesson plans, formal observations and walk throughs will indicate the appropriate implementation and application of Building Blocks (K) and Four Blocks (1-5).	3TL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	

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1	Reading/ELA	All classroom teachers will conduct regular Guided Reading Groups . Reading groups will be meaningful and planned by using data to differentiate instruction to best meet the individual needs of all students.	Using the What to Look for in the Reading Classroom Checklist as a guide, all lesson plans, formal observations, running records, anecdotal records and walk throughs will indicate the appropriate implementation of Guided Reading groups.	3TL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Reading/ELA	All classroom teachers will develop and implement cross-curricular lessons to integrate science and social studies curriculum into reading instruction. Such as, use of literacy centers, graphic organizers, guided reading groups, whole group lessons and use of a variety of texts and resources. Implementation of 90-90-90 plan will also be used to meet this goal.	Using the What to Look for in the Reading Classroom Checklist as a guide, formal observations and walk through will indicate implementation of integration strategies for all students.	3TL CLP	August 2007- June 2008	Bulverde Creek grade level teams and individual teachers	
1	Writing/ELA	Writing Instruction K-5 (developmentally appropriate) will include 6 Traits, Units of Study for the Primary Grades (1-2), Writing Workshop, the use of mentor text and other appropriate strategies for all steps in the writing process. Emphasis will be placed on differentiated writing instruction in K-5.	Using the What to Look for in the Writing Classroom Checklist as a guide, lesson plans, formal observations and walk throughs will indicate appropriate application of 6 Trait Writing Principles and best practices of writing. 100% of 4th grade students will meet expectations of TAKS writing test.	3TL	August 2007- June 2008 . Spring 2008 TAKS results	Bulverde Creek Administrative Team, Instructional Staff, and 4th grade teachers	
1	Mathematics	Utilize the NEISD Scope and Sequence for grades K-5.	Lesson plans, formal observations, and walk throughs will indicate adherence to district sequence.	3TL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	

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1	Mathematics	Integrate the use of the following Best Practices into the math program: * inquiry with higher order questioning, * class discourse (SAY SOMETHING, THINK-PAIRSHARE), * Math Investigations / Marilyn Burns * Exemplars * reading/writing strategies and math vocabulary * graphic organizers * SIOP strategies	Lesson plans, formal observations, and walk throughs will indicate appropriate application of Math Investigations and other best practices. All teachers will attend professional development in these areas as needed. 100% of students 3-5 will meet expectations on Math TAKS test.	3TL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Mathematics	Continue implementation of 90 minute math block 60/30 direct teach/small group	Using the What to Look for in the Math Classroom Checklist as a guide, lesson plans, formal observations and walk throughs will indicate the appropriate implementation of a comprehensive math program. 100% of students 3-5 will meet expectations on TAKS math test.	3TL	August 2007- June 2008 . Spring 2008 TAKS results	Bulverde Creek Administrative Team and Instructional Staff	
1	Science	Integrate inquiry-based instruction to increase student achievement including 5 Es questioning and questioning that targets the unifying concepts in Science.	Lesson plans, formal observations, and walk throughs indicate the implementation of inquiry-based strategies. All teachers will attend professional development as needed to address these areas. 100% of students in grade 5 will meet expectations on science TAKS.	3TL ITL	August 2007- June 2008. Spring 2008 TAKS results	Bulverde Creek Administrative Team, Instructional Staff and 5th grade teachers	
1	Science	Continue to use small group instruction, concrete models and manipulatives to reinforce scientific concepts.	Lesson plans, formal observations, and walk throughs will indicate the appropriate use of these instructional strategies.	3TL ITL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	Bulverde Creek Science Lab - see Bulverde Creek science budget

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1	Science	Integrate the use of reading and writing in the content area through the use of science notebooking, exploratory writing, and presentational writing.	Formative walkthroughs will indicate appropriate use of these instructional strategies.	3TL CRW	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Science	Use formative and summative assessments to inform instructional decisions (including Mini-Assessments, Benchmarks, TAKS)	Teachers will incorporate formative assessment strategies such as mini-assessments, portfolio, essay, presentation of research projects, models, notebooks, etc. to guide instruction.	CIP GSF	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1	Social Studies	Utilize the NEISD Scope and Sequence for Social Studies instruction. Continue to implement the use of Social Studies Alive, History Alive, Core Knowledge, and state adopted text.	Lesson plans, formal observations, and walk throughs will indicate the implementation of these materials.	3TL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	Guest speakers TBD by scheduled visits.
1	Social Studies	All social studies teachers will utilize the North East sixstep vocabulary development process to develop content vocabulary mastery.	Walkthroughs will indicate adherence and use of these instructional strategies.	3TL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1,2	G/T and Differentiated Instruction	Bulverde Creek teachers will be engaged in various staff development opportunities to help target G/T strategies and other best practice methods to aid in differentiated instruction.	Lesson plans, formal observations, and walk throughs will indicate an understanding of how to develop and deliver instruction to all learning styles.	CLP GSF ITL	August 2007- June 2008	Bulverde Creek Administrative Team and Instruction Staff	
1	Library	Use Big 6 Research Model grades 2-5 using higher level learning model presented by David Loertscher	The librarian will guide research projects in Language Arts, Science, and Social Studies.	CLP 3TL ITL	September 2007-May 2008	Librarian & Bulverde Creek 2-5 teachers	

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1	Library	Maintain focus on TEKS and curriculum integration through grade specific units and centers, Book Clubs, Junior Great Books, and a school-wide activity such as a book study.	Working/planning with the librarian, classroom teachers will utilize and help students understand the importance of using all available resources to increase student understanding.	CLP 3TL CRW ITL	September 2007-May 2008	Librarian & Bulverde Creek classroom teachers	
1	Library	Promote reading for pleasure and reading for purpose through activities, such as Read Kids Read, Book Clubs, Summer Reading Programs, and assistance with individual assignments.	Students will set personal goals, be selected for Book Club participation and utilize library resources to enhance reading and learning.	GSF CRW	August 2007-June 2008	Librarian and all classroom teachers	
1	ELL	Core content area classes will use the SIOP framework for making content more comprehensible for ELL students. An emphasis on Language Objectives in the core areas will be a focus.	All ELL students will make one level gain in English proficiency as measured annually.	CRW ITL CLP	August 2007-June 2008	ELL Point of Contact and ELL Teachers	
1,2	ELL	Teachers will use the SIOP in lesson planning as observed by specialist and campus administration.	All ELL students will make one level gain in English proficiency as measured annually.	GSF ITL	August 2007-June 2008	ELL Point of Contact and ELL Teachers	
1,2	ELL	Bulverde Creek will continue to provide support, and instruction to ELL students on their home campus. We will continue to participate in training to stay abreast of and implement best practices, legal updates, and available resources in order to stay in compliance with federal, state and district guidelines.	All Bulverde Creek ELL students will receive instruction by an ESL certified teacher on their home campus.	GSF ITL	At least 2 teachers per grade level certified 2007-2008. Increase number of ESL certified teachers on-going	Bulverde Creek Administrative Team and ESL teachers	District professional development

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1,2,3	Fine Arts	Bulverde Creek students will be exposed to the Fine Arts through participation in clubs/activities such as All Stars, Orff Club, Storytelling, Readers Theater, Sketchers Club and visiting performers.	Student participation in clubs/activities will increase.	ITL	August 2007- June 2008	Fine Arts Committee and all Club Sponsors	\$1,000
1,2,3	Fine Arts	Fiesta of Fine Arts and school-wide traveling art lessons expose all Bulverde Creek students to the arts.	Student exposure to the arts will be enhanced.	ITL	Fiesta Fine Arts Spring semester date TBD. Traveling art lessons 1 per 9 weeks	Classroom Teachers, Fine Arts Committee	\$500
1	Enrichment Programs	Utilize the NEISD Scope and Sequence for grades K-5 and support K-5 TEKS as appropriate.	All students will participate in physical education and music curriculum. All 3,4,5 P.E. Students must be tested twice a year using Fitness Gram program. All students will be instructed in means to improve health and should be engaged in physical activity for a minimum of 135 minutes per week.	ITL, 3TL, CRW, CLP, GSF	August 2007- June 2008	P.E. and Music Teachers	
5	Professional Development	Provide professional development activities (campus, district, outside) that support district initiatives	Lesson plans and classroom instruction will reflect ideas to enhance curriculum and instruction.	CLP	August 2007- June 2008	Bulverde Creek Faculty & Staff, District Personnel	\$2000 plus contributions from PTA
1,2,3	Accelerated Education At-Risk	All students identified as being at risk (multiple forms of data) will be paired with a Bulverde Creek staff member who will meet with them one-on-one to set goals, provide tutoring, check on progress, and serve as a "go to" person for the At-Risk student.	Increased student confidence level and self esteem will have a positive impact on student academic performance.	CSF 3TL ITL	Spring 2008 Mentor Celebration	Bulverde Creek faculty, staff and administrative team	

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1,2,3	Accelerated Education At-Risk	Based on TRIAND data, all students who did not pass TAKS, or performed on a marginal level, will be identified for the following interventions: student goal setting, close monitoring, small group instruction (RAP and MAP), tutoring, parental involvement activities, etc.	All identified students will improve on benchmark and TAKS assessments.	3TL GSF AL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1,2,3	Accelerated Education At-Risk	Based upon 2006-2007 TAKS data, instruction/curriculum will be monitored to ensure that "Best Practices" are implemented at all grade levels, with emphasis on fourth grade. The Administrative Team will meet regularly with all teachers to review data, student progress, and curriculum/instructional implementation.	Teams will review grades, benchmark data, grade level mini-assessments, and RAP/MAP implementation and placement of students to ensure all student needs are being met.	CRW V ITL Q GSF AL CLP	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	
1,2,3	Accelerated Education At-Risk	Based upon our campus' continuing changes in demographic data, the Bulverde Creek Instructional Team will identify all at-risk students by sub-population by grade level. Early intervention and monitoring of student progress will be on-going for these identified students.	A campus form will be used to track identified student progress; Intervention strategies, such as RAP/MAP and tutoring, will be monitored Students identified as LEP will receive interventions, such as SIOP and ELL resources	CRW V ITL Q GSF AL CLP	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Staff	Target TEKS Funds
1,2	Special Education	Bulverde Creek will continue to implement more inclusive instructional settings, including co-teach and instructional facilitation models, that supports special education students receiving instruction in a regular education classroom with non-disabled peers.	More special education students will be exposed to and participate in on-grade level instruction and assessment.	GWF ITL	August 2007- June 2008	Bulverde Creek Special Education Teachers	
1,2	Special Education	Bulverde Creek Perspectives Committee will meet a minimum of three times during the spring semester to plan schedule of service for upcoming year to meet needs of special education students.	Master schedule reflects students receiving instruction in the optimal learning environment maximizing resources & personnel.	ITL	January- June 2008	Bulverde Creek Perspectives Committee	

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1	Technology Applications	Continue to implement the use of classroom technology, computer lab, portable keyboards, and other technologies on a daily basis to integrate Technology Applications standards into the content areas.	Lesson plans, formal observations, walk throughs will reflect the implementation of Technology What to Look For. Students will receive a minimum of 9 hours of technology instruction per 9 week grade period.	P 3TL CRW	August 2007- June 2008	Instructional Staff and Technology Committee	
1,2,3,4	Safe and Drug-Free Schools	Implement SDFS awareness program : Red Ribbon Week, DARE, Second Step, Peer Mediation, Classroom Instruction, and Reagan Pals. Programs will address: (1) prevention or use of tobacco, alcohol and other drugs, (2) reduction of violence and bullying/improve school safety, and (3) increase parental involvement in SDFS, and (4) increase student involvement in school activities.	Students will have: (1) increased awareness of the dangers of using drugs, alcohol and tobacco, (2) tools to prevent acts of bullying and violence, (3) parental involvement in SDFS activities, and (4) realize the benefits of being involved in school activities.	GSF ITL	August 2007- June 2008	Bulverde Creek Administrative Team and Instructional Team, Bulverde Creek parents, Reagan PALS and NEISD SDFS staff	\$100 campus funds and PTA funds
1,2	Guidance	Bulverde Creek counselors will continue guidance lessons with all students K-5. In addition to classroom guidance they will meet with students on an individual and small group basis. A monthly guidance newsletter will also be provided to teachers for support of counseling issues.	Student needs are met in a proactive manner.	ITL GSF	August 2007- June 2008	Bulverde Creek Counselors	
1,3,4	Guidance	Bulverde Creek counselors will meet with all 5th grade students to discuss the importance of taking a rigorous curriculum. They will also meet with the parents of 5th grade students.	Students will have a better understanding of academic preparedness for higher education.	GSF ITL	January 2008- March 2008	Bulverde Creek Counselors, Tejada Middle School Counselors, 5th grade teachers, and parents.	

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1,3	Guidance	Bulverde Creek counselors will provide a career awareness program so that students understand the importance of a rigorous curriculum and the connection of early planning for college. This program will include a variety of activities such as, guest speakers, morning announcements, career essay contest, college showcase, spirit days, etc.	Students will begin early on to plan for academic success beyond elementary.	GSF ITL	August 2007- June 2008	Counselors and instructional staff	
1,2,4	Discipline Management	In addition to following the district and campus BMP Bulverde Creek will place emphasis on the Basic School Philosophy with particular attention to climate and character.	Student management will be reflected in positive ways such as: student agenda book, core virtues and TALL TEXANS.	n/a	August 2007- June 2008	Bulverde Creek students, classroom teachers, counselors, administration	
1,2,4	Discipline Management	Training and motivation of school personnel for BMP implementation.	All staff members will complete district, campus, and classroom BMP training.	n/a	August 2007- June 2008	Bulverde Creek Administration	