

**DISTRICT GOAL:** Improve instruction for all students, including the sub-populations of Anglo, African-American, Hispanic, Asian & economically disadvantaged, special education, and English language learners by creating engaging activities, programs, tasks, assignments and opportunities that result in student learning.

**NORTH EAST SCHOOL DISTRICT  
CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN  
WALZEM ELEMENTARY SCHOOL  
2004-2005**

**SUMMATIVE MEASURE:** All students will pass their respective grade level TAKS, each campus will receive an Exemplary or Recognized accountability rating, and each cluster will have a minimum of ten National Merit Semifinalists.

Board Goals					TARGET AREA	LEVEL				ACTION STRATEGY	FORMATIVE MEASURE	ASSESSMENT TIMELINE	RESPONSIBLE PERSON(S)	COST/ RESOURCES
1	2	3	4	5		E	M	H	D					
X					Reading	X	X	X	X	Align and implement reading strategies that reflect Best Practices: reciprocal teaching, structured note-taking, think alouds, writing to learn, and graphic organizers.  Elementary level - Four Blocks	100% of elementary teachers will achieve a 2 or above on the Innovation Configuration for Four Blocks.	August, 2002 Curriculum Day  Four Blocks and Secondary December, 2002; May, 2003  October, 2002 and April, 2003	Debe Palmer, Instructional Specialists, MS Reading Dept. chairs, HS Dean of Instruction for English, Elementary Principals	\$4,200 for staff development
X					Reading	X				All teachers K-5 will participate in two school-wide book studies, Strategies that Work & Mosaic of Thought.	100% of teacher K-5 will implement strategies learned in book study - documented through plans and walk-through observations.	October, 2003 thru May 2004	K-5 Teachers, Special Ed Staff, Principal & Asst Principal	\$1,500
X					Writing	X	X	X	X	Improve student writing by aligning instruction through a K - 12 scope and sequence for writing.	100% of students will pass TAKS writing test.	March, 2003	Debe Palmer, Virginia Guerrero, Language Arts Specialists	\$7,000 development and printing costs
X					Writing	X	X	X		Develop common instructional language and structure for the process of writing.	100% of Language Arts, English, Reading, and ESL teachers will attend workshops on writing workshop and Six Traits writing.  100% of English, Reading, and ESL teachers will achieve a 2 or above on the Innovation Configuration for Process Writing.	September, 2002 January, 2003 April, 2003	Bobbie Hunt, Virginia Guerrero, Language Arts Specialists, MS English dept. chairs, HS Instructional Deans for English; Principals	\$2,000 printing of Innovation Configuration

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X					Writing	X	X	X	X	Provide teachers instruction and support in implementation of writing workshop and in the essential elements of good writing.	100% of elementary language arts, secondary reading, English, and ESL teachers will receive instruction in Four Blocks, Six Traits, or writing workshop as appropriate to grade level.	March, 2002 - June, 2003	Virginia Guerrero, Carol Mendenhall, Debe Palmer, Language Arts Specialists	\$60,000 workshop costs; substitutes for teachers
X					Writing	X	X	X		Develop and implement a benchmark assessment program to guide writing instruction in K - 12.	100% of students at grades 2-5 will be administered periodic benchmark tests to determine progress in writing.	Fall, Winter, and Spring of 2002 - 2003	Debe Palmer, Language Arts Specialists, Virginia Guerrero, school personnel	\$22,000 printing of benchmark tests
X					Writing	X				K-5 Teachers will participate in a year long professional development on writer's workshop.	Campus Staff and Reading Specialist will review and discuss classroom observations and walk-throughs.	Sep 2003-2004	K-5 Teachers, Principal, Asst Principal and Reading Specialist	
X					Mathematics	X	X			Expand the implementation of Math Leadership Teams responsible for maintaining campus focus on TEKS, District Philosophy and Indicators of Excellence.	100% of teachers will achieve a 2 or above in teaching mathematics on the Mathematics Innovation Configuration.	September, 2002 January, 2003 April, 2003	Lu Ann Weynand, Math Specialists	\$25,000
X					Library Services	X	X			Use Big Six Research Strategy, Grades 2 - 8	47 librarians will guide research project in Lang. Arts, Science, and Social Studies.	First and second semester	Librarians, Teachers, Technology Coordinator, Diane Hopkins	Training \$3,500
X					Library Services	X	X	X		Provide training in SIRSI software.	100% of librarians will use SIRSI as indicated in monthly circulation statistics.	July, 2002 through June, 2003	Processing Coordinators, Diane Hopkins	
X					Library Services	X	X	X		Provide training in Gale Resources and electronic databases.	100% of librarians will use Gale Resources and electronic databases.	July, 2002 through June, 2003	Technology Coordinator, Diane Hopkins	

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X					Library Services	X	X	X		Maintain focus on TEKS and curriculum integration.	100% of librarians will create integrated TEKS unit to be posted online in shared library folder.	Every semester	Diane Hopkins	
X					Dyslexia	X	X	X		Implement a dyslexia program on each campus that meets state mandated requirements.	100% of identified dyslexia students will be provided service as evidenced by cluster campus rolls and reflected in STAT meeting notes as well as parent letters.	2002-2003 school year	Debe Palmer, Campus Principals, Middle School Reading Chairs, High School Reading Teachers, Campus Dyslexia Teachers, STAT	\$1,712,000 for staffing \$8,500 for materials \$4,200 for training
X					ESL	X	X	X	X	Create and implement NE ESL Scope and Sequence	80% of students taking the pre and post oral assessments will gain one-half year of language development.	Fall/Spring	Bilingual/ESL Coordinator, Bilingual/ESL Specialists	Cost of test - \$4.00 per student
X					Spanish Reading	X			X	Strengthen Spanish Building Blocks and Four Blocks Model by providing staff development with a focus on integrating technology.	The staff development evaluations will indicate exceeds expectations in 95% of the responses.  Staff development surveys of use will indicate 100% of participants used information in current position.	September, 2002 December, 2002 March, 2003	Principals, Bilingual Specialist, Bilingual Coordinator	\$5,475 for subs for 73 teachers
X					Professional Development	X				3-5 Teachers will participate in training for the Heart Math program.	3 - 5th grade students who participate in the Heart Math program will demonstrate an increase in test scores.	August 2002 - June 2003	3, 4, 5 grade teachers, Principal, Asst Principal, Counselors	\$14,000

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X					Special Education	X	X	X	X	Provide staff development regarding various service delivery options, methodology and behavior management to all NEISD educators.	Sessions will receive a rating of 3 or above. Follow-up surveys will report use of skills used in sessions. 10% reduction of referrals to special education.	Every Six weeks	Principals, Karen Cantrell, Karen Robinson, Carol Mendenhall, Frances Heath	Funds from managed accounts
X					Special Education	X	X	X		Provide an individualized program for students with disabilities in various curriculum areas in the least restrictive environment, with emphasis on increased participation in the general education curriculum.	Increase the number of students with disabilities served in general education settings by 10% from 2001-02 to 2002-03 in order to decrease the district's ratio above the state's 125% average.	Every Six Weeks	Karen Cantrell, Principals on each level	Funds from managed accounts
X					Special Education	X	X	X		Increase the percentage of students with disabilities taking TAKS.	Identified schools will increase the number of students with disabilities taking TAKS by 5%.	October, 2002, April, 2003	Principals, Karen Cantrell	Funds from managed accounts
X					Special Education	X	X	X		Monitor compliance with timelines for initial evaluations and annual ARDs (CAP-Timelines, Initial Evaluations).	ARDs and initial evaluations for all students will occur on time.	Quarterly	Karen Cantrell, Murray Worsham, Lynn Matherne, Principals, Campus Coordinators	Funds from managed accounts

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X					Accelerated Education At Risk	X				Allocate teachers to reduce student teacher ratio in prekindergarten classes.  Increase student abilities and achievement in core academic areas and social/emotional skills	Enrollment analysis indicates student teacher ratio is lower than state mandated average.  Prekindergarten students will show improvement based on the comparison between the fall and the end of the year assessment using the Prekindergarten Checklist.	Monthly September, 2002 May, 2003	Sue Moran, Mike Lara, Bobbie Hunt	\$335,800 SCE Funds 19.5 FTE
X					Accelerated Education At Risk	X	X	X	X	Increase affective, cognitive and linguistic needs of the limited English proficient students	100% of the ESL/Bilingual students will pass TAAS in the language they were assessed in.  100% of the ESL/Bilingual students will show an increase of one proficiency level as determined by the State required Reading Proficiency Test in English (RPTE).	April 2003  April, 2003	Elmosa Herrera, Sherrie Jowers, ESL Specialists	\$2,834,300 SCE Funds 56 FTE
X	X				Accelerated Education At Risk  Discipline Management	X	X	X	X	Provide a quality alternative education program (established under Section 37.005) in a highly structured environment at the JJAEP and district alternative centers.	1% decrease in discipline referrals to the district alternative centers.  1% decrease in enrollment at Alternative Centers and JJAEP.	June, 2003	Principal, Counselors	\$1,810,899 SCE Funds 18.8 FTE
X					Discipline Management	X				Provide staff development in quality school training.	Decrease in student referrals.	August 2002- June 2003	All school staff	\$25,000

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	X				Accelerated Education At Risk	X	X	X		Provide staff development designed to implement, assess, and evaluate the effectiveness of services provided to students at risk of dropping out of school.	100% of the personnel working with At Risk students will attend staff development related to teaching the At Risk student and Drop Out Prevention.	August, 2003 through May, 2003	Principals, Counselors, Carol Mendenhall, Sue Moran	\$5000 SCE Funds
		X			Accelerated Education At Risk	X				Implement effective parental involvement activities to improve student academic achievement, school performance and attendance.	1% increase in student attendance districtwide at the elementary level.  1% increase in parent attendance at school activities at each elementary Title I campus.	June, 2003  June, 2003	Family Specialists, Principal, Counselor, Sue Moran, Barbara Bading	\$590,400 SCE Funds 9.7 FTE
				X	Accelerated Education At Risk  Resource Management	X	X	X	X	Provide effective management of District resources to maximize student achievement	100% compliance with State and Federal laws.	July, 2002 through July, 2003	Sue Moran	\$75
X					Accelerated Education At Risk  Professional Development	X	X		X	Provide high quality professional development that will improve the teaching of academic subjects.	100% of the personnel working at Title I campuses with At Risk students will attend staff development related to methods and instructional strategies to strengthen the core academic program in school.	July, 2002 May, 2003	Principal, Teachers, Parents, Sue Moran	Title I Funds
		X			Accelerated Education At Risk  Parental Involvement	X	X			Implement effective parent involvement activities to improve student academic achievement, school performance and attendance.	1% increase in student attendance districtwide at the Title I elementary and middle school campuses.	Every six weeks	Principal, Counselor, Family Specialist	Title I Funds

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		X			Accelerated Education At Risk  parental Involvement	X	X		X	Provide eligible students enrolled in private nonprofit schools the opportunity to receive services or benefits under Title I part A	Quarterly reports provided by Region 20 through a Shared Services agreement will show required implementation of services. An annual documentation/evaluation report from Region 20 will show progress of the program by campus.	July, 2002 through June, 2003	Sue Moran, Region 20 Liaison	\$19,300 Title I Funds
X					Accelerated Education At Risk  Personnel	X	X		X	The district will actively recruit and hire highly qualified teachers.	Personnel rosters and recruiting records will show personnel interviewed and hired for Title I campuses are fully qualified.	July, 2002 through June, 2003	Ruth Bibb, Principals	\$2,400,523 Title I Funds
X					Accelerated Education At Risk	X	X		X	Provide educationally related support services to homeless students who do not attend participating Title I schools.	Reduce disparity in rates of high school completion between students at risk of dropping out of school and all other district students in the four core curriculum areas.	July, 2002 through June, 2003	Principal, Sue Moran, Barbara Bading	Title I Funds
X					Accelerated Education At Risk	X	X			Implement, research based accelerated education programs to address the needs of all special population students, including but not limited to, limited English proficient, migrant, students with disabilities and disadvantaged students.	Assess the results of the district AEIS report.  100% of students with special needs will pass TAAS.	Sept, 2003	Principals, Don Dalton, Curriculum Coordinators	Title I Funds

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X	X			X	Technology Applications	X	X	X		<p>Campus Technology Committees will meet a minimum of once a month with Educational Technology Staff to identify technology staff development needs, technology trainers, and campus infrastructure needs</p>	<p>Using a technology survey, 100% of teachers will gain proficiency in at least one technology knowledge and skill area.</p> <p>100% of teachers will participate in at least nine hours of staff development that has a technology component as measured by the Professional Development Planner.</p> <p>Instructional Technology Specialists will monitor to insure 100% of the Campus Technology Readiness Checklist items are addressed as needed.</p>	<p>August 2002 and May 2003</p> <p>November 2002, February 2003, and June 2003</p> <p>Monthly</p>	<p>Principals, Campus Technology Committee Representatives (one per grade level, team, department), Instructional Technology Specialists and Coordinators, Tim Miller</p>	<p>\$38,000 (technology survey)</p> <p>\$315,000 (campus staff development stipends)</p>
		X		X	Technology Applications	X	X	X		<p>Educational Technology staff will support teachers in the utilization of GradeSpeed and TeacherWeb software to manage grades and improve communication with staff, students, and parents</p>	<p>100% of teachers who report numerical grades will use GradeSpeed to record grades.</p> <p>100% of teachers who report numerical grades will use GradeSpeed to upload six-weeks grades.</p> <p>100% of teachers will post essential classroom information as outlined in the TeacherWeb template.</p>	<p>Daily to Weekly</p> <p>Six-weeks</p> <p>Daily to Weekly</p>	<p>Principals, Teachers, Data Processors, Sandy Paul, Jerry Baldrige, Steve Young</p>	<p>\$12,000 (TeacherWeb servers and software)</p>

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X					Technology Applications	X	X			Educational Technology staff will provide teachers and students with keyboarding software, equipment and staff development to deliver keyboarding instruction and practice	100% of students will demonstrate mastery of grade level keyboarding proficiencies as assessed by proficiency tests provided with software and developed by Career and Technology Education.	Twelve-weeks	Principals, Teachers, Instructional Technology Specialists and Coordinators, Jerry Baldrige, Becky Adams, Tim Miller	\$258,000 (Keyboarding equipment and software)
X					Technology Applications	X	X			Educational Technology staff will support teachers in the utilization of the North East Technology Applications Standards for Students to assess mastery of essential knowledge and skills	100% of students will demonstrate mastery of grade level technology standards as measured by district proficiency tests, rubrics, and a student portfolio stored on a CD.	Six-weeks	Principals, Teachers, Instructional Technology Specialists and Coordinators, Tim Miller	\$30,250 (CD-ROM media)

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X		X			Technology Applications	X				<p>Educational Technology staff will support teachers and students in the utilization of classroom computers, wired computer labs, and wireless computer labs on a regular basis to integrate technology standards into the content areas</p>	<p>100% of administrators and classroom teachers will use the Technology Innovation Configuration for walkthroughs, observations, and reflective practice. 100% of classroom teachers will score a two or above on the Technology Innovation Configuration.</p> <p>100% of classroom teachers will work with students a minimum of seven times during each six weeks period using the wired and/or wireless computer lab for a minimum of forty-five minutes each time as evidenced by lesson plans correlated to Content Area and Technology Application TEKS, lab schedules, and student products.</p>	<p>Weekly</p> <p>Six-weeks</p>	Principals, Teachers, Curriculum and Instructional Technology Specialists, Instructional Technology Coordinators, Tim Miller	\$222,664 (Wired and wireless labs)

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X	X		X		Safe and Drug-Free	X	X	X		All campus plans will include Safe and Drug-Free Schools program efforts including goals and strategies for violence prevention and intervention on campus addressing the following four areas: 1. Reduce the use of tobacco, alcohol and other drugs among students 2. Reduce incidents of violence/Improve school safety 3. Increase parental and community involvement in violence- and drug prevention activities 4. Increase student involvement in school activities	Review of campus plans will indicate 100% compliance with Safe and Drug-Free mandates, including the four areas: 1. Reduction in the use of tobacco, alcohol and other drugs among students 2. Reduction in incidents of violence/Improve school safety 3. Increased parental and community involvement in violence- and drug prevention activities 4. Increased student involvement in school activities	August, 2002	Principals, STAN Counselors, SDFS Campus Contacts, Pat Sanford	
X	X		X		Guidance	X	X	X	X	Create and implement guidance program. (SB518)	100% of guidance counselors will receive part one of guidance program.  100% of counselors monthly calendars will show a 10% increase in parent and staff contacts.  100% of campuses will submit Guidance Plans to Jeannie McDaniel, to be monitored quarterly.	May, 2003          Quarterly	Counselors, Guidance Leadership Team, Jeannie McDaniel	\$500 for printing costs

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X					Guidance	X	X	X	X	Designate elementary cluster counselors and secondary contact counselors for each school in order to expedite communication between schools and central office.	100% of contact counselors will file agendas of their meetings with their constituency.	Monthly	Jeannie McDaniel, Contact counselors	\$500
X		X			Guidance	X				All elementary counselors 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. (HB713, SB158)	Parent sign-in sheets will show 100% compliance.  Counselor logs will indicate 100% compliance.	April, 2003	Elementary Counselors, Principals	
		X			Health Services Community Involvement					Provide communication and representative liaison with medical community and health agencies through School Health Medical Advisory Committee and community agency representation.	Attendance at four annual meetings of Medical Advisory Committee Participation in Children's Health Insurance Program Attendance/representation at community meetings. Medical committee consultation on specific needs for District.	Quarterly Meeting of Medical Advisory Committee	Vincy Dunn	\$1,000

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					Health Services					Provide parent communication with parents and PTA through District HEALS Advisory Committee (HEALS-Health, Education, Assessment, Learning and Services) on children's health issues. Communicate with Parents, Community thru internet Health Services sites.	Quarterly meetings of HEALS, PTS Committee. PTA Newsletter Articles will have 100% of health related information and communication items in them. Current information placed on website monthly.	Quarterly Meetings	Vincy Dunn, Candy Mallonee	\$500.00- included in operational cost(s)
					Health Services					Provide support to parents/teachers regarding health-related absences and transition back to school and monitor individual attendance records on specific students.	Calls to parents/physicians regarding absences. Care procedures set up on campus to improve attendance	August, 2002 through May, 2003	Vincy Dunn, Candy Mallonee, School Nurses	Included in operational budget for Health Services
					Health Services					Develop School Health Education Advisory Council (TEC Section 28.004)	Bi-Monthly Meetings. Membership roster coordinated Health Curriculum Program improved.	5 Meetings of Council	Vincy Dunn, Designated Coordinators and Directors	\$1,000
					Health Services				2004-May 2005	Development of staff development sessions focusing on documentation, medication.	5 Sessions Per Year on improved skills in physical assessment and emergency response. Evaluations of sessions will reflect a score of 3 or above.	Inservice Days Staff Meetings	Vincy Dunn, Candy Mallonee, Presenters	\$3,000.00-\$5,000.00 per year
	X		X		Discipline Management	X	X	X		Training and motivation of school personnel for BMP implementation	Each campus will have completed initial training of staff members allowing for initial implementation of the BMP and character education module.	August, 2002	Principals	\$1000.00 per campus