



**HEMPSTEAD INDEPENDENT SCHOOL DISTRICT
DISTRICT IMPROVEMENT PLAN
2016-2017**

Site-Based Committee Members for 2016-2017

<u>Printed Name</u>	<u>Affiliation</u>	<u>Printed Name</u>	<u>Affiliation</u>
Dr. Angela Gutsch	Superintendent	Gayla Gardner	Teacher-Elementary
Rose Uherek	Director of Student Services	Tierashia Adair	Teacher Elementary
MaBisha Stubblefield	Director of Human Resources	Sharon Shafer	Teacher-Elementary
Melissa Skinner	Executive Director C&I	Amberly Wagner	Teacher-Elementary
Bea Sanchez	Director Bilingual/ESL	Kristie Tolliver	Aide
Eric Mullens	High School Principal	Lisa Buschman	Aide
Kim White	Middle School Principal	Willie Dunham	Non-Certified Staff
Larry Gajewsky	Elementary Principal	Darrell Gross	Non-Certified Staff
Courtney Williams	Director of Special Education	Kyle Contraras	Student
Alex Miller	Chief Technology Officer	Roderick Walton	Student
Floyd Richard	Director of M&O	Laila Trujillo	Student
Laurie Bettis	District Public Relations	Leti Aguilar	Parent
Debbie Scrogin	Nurse	Bonnie Allen	Parent
Todd Thiel	CTE Team Lead	Sylvia Cedillo	Business Representative
Fred Ragston	Teacher-High School	Dr. Chad Barber	Business Representative
Anna Riley	Teacher-High School	Dr. Halcyon Watkins	Community Member
Bobbie Ryan	Teacher-High School	Mary Ragston	Community Member
Robert Thomas	Teacher-Middle School		
Rebekah Henry	Teacher-Middle School		
Carly Becker	Teacher-Middle School		

HEMPSTEAD ISD DISTRICT IMPROVEMENT PLAN

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Performance Targets								
Hempstead ISD STAAR Results								
Percent at Phase-In 1 Level II or Above (Passing)								
Subject	Students	Test	2013	2014	2015	2016	2016 (Target)	2017 (Target)
All Subjects	All	STAAR	65%	64%	53%	56%	62%	67%
All Subjects	Afr Americ	STAAR	56%	56%	40%	46%	62%	67%
All Subjects	Hispanic	STAAR	64%	62%	52%	57%	62%	67%
All Subjects	White	STAAR	78%	77%	69%	69%	70%	70%
All Subjects	Americ Ind	STAAR						
All Subjects	Asian	STAAR	86%	90%		93%	90%	90%
All Subjects	Pac Island	STAAR						
All Subjects	Two or More	STAAR	91%	73%		63%	75%	75%
All Subjects	SpEd	STAAR	52%	47%	41%	27%	62%	67%
All Subjects	Eco Dis	STAAR	62%	60%	50%	53%	62%	67%
All Subjects	ELL	STAAR	43%	46%	26%	31%	62%	67%
Subject	Students	Test	2013	2014	2015	2016	2016 (Target)	
Reading	All	STAAR	66%	66%	51%	56%	62%	
Reading	Afr Americ	STAAR	60%	59%	43%	46%	62%	
Reading	Hispanic	STAAR	64%	64%	51%	55%	62%	
Reading	White	STAAR	81%	79%	64%	69%	70%	
Reading	Americ Ind	STAAR						
Reading	Asian	STAAR	88%	100%		86%	90%	
Reading	Pac Island	STAAR						
Reading	Two or More	STAAR	100%	92%		86%	75%	
Reading	SpEd	STAAR	58%	50%	13%	23%	62%	
Reading	Eco Dis	STAAR	63%	62%	46%	52%	62%	
Reading	ELL	STAAR	44%	46%	24%	31%	62%	

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Subject	Students	Test	2013	2014	2015	2016	2016 (Target)
Math	All	STAAR	66%	66%	64%	55%	62%
Math	Afr Americ	STAAR	57%	56%	33%	44%	62%
Math	Hispanic	STAAR	65%	65%	70%	57%	62%
Math	White	STAAR	78%	82%	77%	65%	62%
Math	Americ Ind	STAAR					
Math	Asian	STAAR	88%	100%	N/A	N/A	62%
Math	Pac Island	STAAR					
Math	Two or More	STAAR	88%	73%		58%	62%
Math	SpEd	STAAR	48%	42%	N/A	25%	62%
Math	Eco Dis	STAAR	63%	62%	63%	52%	62%
Math	ELL	STAAR	45%	51%	53%	38%	62%
Subject	Students	Test	2013	2014	2015	2016	2016 (Target)
Writing	All	STAAR	49%	67%	54%	45%	62%
Writing	Afr Americ	STAAR	46%	71%	38%	34%	62%
Writing	Hispanic	STAAR	49%	62%	55%	45%	62%
Writing	White	STAAR	54%	82%	68%	61%	70%
Writing	Americ Ind	STAAR					
Writing	Asian	STAAR					
Writing	Pac Island	STAAR					
Writing	Two or More	STAAR					
Writing	SpEd	STAAR	44%		9%	N/A	62%
Writing	Eco Dis	STAAR	49%	62%	50%	40%	62%
Writing	ELL	STAAR	41%	34%	34%	30%	62%
Subject	Students	Test	2013	2014	2015	2016	2016 (Target)
Science	All	STAAR	70%	52%	47%	64%	62%
Science	Afr Americ	STAAR	58%	42%	36%	58%	62%
Science	Hispanic	STAAR	70%	54%	44%	63%	62%
Science	White	STAAR	85%	59%	72%	76%	75%
Science	Americ Ind	STAAR					
Science	Asian	STAAR					
Science	Pac Island	STAAR					
Science	Two or More	STAAR	100%				
Science	SpEd	STAAR	53%	39%	21%	41%	62%
Science	Eco Dis	STAAR	67%	52%	44%	60%	62%
Science	ELL	STAAR	45%	47%	20%	19%	62%

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Subject	Students	Test	2013	2014	2015	2016	2016 (Target)	
Social Studies	All	STAAR	68%	62%	56%	60%	62%	
Social Studies	Afr Americ	STAAR	51%	54%	53%	45%	62%	
Social Studies	Hispanic	STAAR	70%	61%	53%	61%	62%	
Social Studies	White	STAAR	83%	78%	75%	74%	62%	
Social Studies	Americ Ind	STAAR						
Social Studies	Asian	STAAR						
Social Studies	Pac Island	STAAR						
Social Studies	Two or More	STAAR	100%					
Social Studies	SpEd	STAAR	53%	39%	14%	N/A	62%	
Social Studies	Eco Dis	STAAR	67%	52%	50%	55%	62%	
Social Studies	ELL	STAAR	45%	47%	36%	N/A	62%	
Performance Targets								
Hempstead ISD STAAR Results								
Percent at Level III (Advanced)								
Subject	Students	Test	2013	2014	2015	2016	2016 (Target)	
All Subjects	All	STAAR	5%	6%	7%	6%	8%	
Reading	All	STAAR	8%	7%	7%	7%	9%	
Math	All	STAAR	6%	8%	5%	5%	3%	
Writing	All	STAAR	1%	5%	2%	5%	4%	
Science	All	STAAR	3%	2%	3%	5%	5%	
Social Studies	All	STAAR	2%	3%	16%	13%	20%	
Performance Targets								
Hempstead ISD Graduation and Dropout Criteria								
Criteria	Students	Test	2011-12	2012-13	2013-14	2014-15 (Target)		
Rate	All	STAAR	95.5%	98.8%				
Rate	All	STAAR	97.9%	97.2%				
9-12 Dropout Rate	All	STAAR	0.7%	0.7%				
Grads	All	STAAR	68.4%	75.9%				

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Hempstead ISD Goals & Strategies for 2016-17

The following are the Goals and Strategies pursued by the Hempstead ISD in 2016-2017:

	<u>GOALS</u>		<u>STRATEGIES</u>
Goal 1	The district will provide programs, resources, support and recognition to ensure ongoing progress in achievement for all student groups and equip all students for post-high school success.	Strategy 1	Analyze Data and Assess Needs
		Strategy 2	Evaluate, Update and Implement Curriculum
		Strategy 3	Train Administrators and Staff
		Strategy 4	Monitor Student Progress and Intervene
		Strategy 5	Implement Special Programs
		Strategy 6	Improve Attendance, Completion and College & Career Readiness
		Strategy 7	Plan and Implement Improvement Strategies for Targeted Areas
Goal 2	The district will provide support to ensure continuous improvement in the quality of the district curriculum and classroom instruction.	Strategy 1	Hire Highly Qualified Staff
		Strategy 2	Monitor and Improve PDAS Implementation
		Strategy 3	Provide Support for Improved Instruction
		Strategy 4	Retain Highly Qualified Staff
Goal 3	The district will expand and enhance its communication with the community in order to strengthen and develop partnerships.	Strategy 1	Expand Public Relations Efforts
		Strategy 2	Begin Partners In Education (PIE) Efforts
Goal 4	The district will provide a plan for effective and efficient operations with available resources.	Strategy 1	Maintain safe and secure environment
		Strategy 2	Provide and maintain outstanding district facilities, equipment and support services.
		Strategy 3	Maximize financial resources to support district initiatives
Goal 5	The district will monitor and improve alignment of core/elective programs and interventions to increase academic achievement and close achievement gaps in math, reading, writing, science, social studies and all tests for all students PK-12.	Strategy 1	Provide Support for Improved Instruction
		Strategy 2	Train Administrators and Staff
		Strategy 3	Evaluate, Update and Implement Curriculum

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Goal 6	The District will improve Reading and Writing Scores to Texas State Standards within two years.	Strategy 1	Evaluate, Update and Implement Curriculum
		Strategy 2	Monitor Student Progress and Intervene
		Strategy 3	Train Administrators and Staff
Goal 7	The District will improve Math Scores to Texas State Standards within two years.	Strategy 1	Evaluate, Update and Implement Curriculum
		Strategy 2	Monitor Student Progress and Intervene
		Strategy 3	Train Administrators and Staff
Goal 8	The District will increase the use of high quality backwards design lesson planning.	Strategy 1	Provide Support for Improved Instruction
		Strategy 2	Analyze Data and Assess Needs
		Strategy 3	Monitor Teacher Progress and Intervene
Goal 9	The District will create and sustain a High Quality, High Yield Intervention Process for Reading, Math and Behavior	Strategy 1	Train Administrators and Staff
		Strategy 2	Monitor Student Progress and Intervene
		Strategy 3	Analyze Data and Assess Needs
Goal 10	The district will expand and enhance its communication with the community in order to strengthen and develop partnerships.	Strategy 1	Evaluate, Update and Implement Special Programs
		Strategy 2	Hire Highly Qualified Staff

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No Child Left Behind Schoolwide Components

The following schoolwide components will be correlated to each activity in the District Improvement Plan in accordance with federal regulations:

- A. Comprehensive needs assessment based on student achievement**
- B. Research-based schoolwide reform strategies to provide opportunities for students to be successful**
- C. Instruction provided by “Highly Qualified” teachers**
- D. High-quality and ongoing professional development for all staff members**
- E. Strategies to attract “Highly Qualified” teachers to high-need schools**
- F. Strategies to increase parent involvement**
- G. Assisting preschool children with transition to elementary school programs**
- H. Include teachers in decisions in the use of academic assessments**
- I. Provide effective and timely assistance to students in need**
- J. Coordinate and integrate services and programs from all revenue sources**

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
Goal 1: The district will continue to provide programs, resources, support and recognition to ensure ongoing progress in achievement for all student groups and equip all students for post-high school success.							
Strategy 1: Analyze Data and Assess Needs							
1	1	A	1. Provide a data management tool and support for disaggregation and analysis of student data.	Melissa Skinner, Alex Miller	Completed 2015	N/A	N/A
1	1	A	2. Assess the effective integration of technology across the curriculum. Complete Texas Teacher STaR Chart and Campus STaR Chart to profile Campus' status toward reaching the goals of the Long Range plan for Technology (LRPT), No Child Left Behind, and federal E-Rate Program.	Alex Miller Laurie Bettis	Hasn't been completed	N/A	N/A
1	1	A	3. Conduct a comprehensive needs assessment to identify the needs of all educational stakeholders.	Dr. Gutsch	Complete July 1, 2016	N/A	N/A
1	1	A	4. Facilitate campus data analysis and response at the classroom and student level. Assist campuses in determining improvement goals and developing detailed instructional intervention plans; including Response to Intervention (Rtl), Personal Graduation Plans (PGP's), Accelerated Instruction Plans (AIPs), Language Acquisition Plans (LAPs) and Individual Graduation Plans (IGPs) for individual students.	Melissa Skinner, Eric Mullens, Kim White, Larry Gajewsky	Ongoing	N/A	N/A
1	1	A	5. Monitor and address needs identified through all accountability systems, including State Accountability, Federal Accountability (AYP), Performance Based Monitoring Assessment Systems (PBMAS), Annual Measures Achievement Objectives (AMAOs), State Performance Plans for Special Educations (SPPs).	Melissa Skinner, Rose Uherek	Ongoing	N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
Strategy 2: Evaluate, Update and Implement Curriculum							
1	2	I	1. Monitor and support the implementation of the HISD Guide for Teaching and Learning and update as needed, including the areas of curriculum, instruction, assessment, and staff development.	Melissa Skinner, Instructional Coaches	Completed August 2016	N/A	N/A
1	2	A	2. Monitor the implementation and feedback from District Leadership Team (DLT) and provide support as needed as it relates to curriculum, instruction, assessment, and staff development.	Dr. Gutsch		N/A	N/A
1	2	A	3. Monitor the implementation and feedback from the Technology DLT Team and provide support as it relates to technology integration in all curricular areas, technology applications curriculum, technology professional development, and student digital literacy/fluency.	Alex Miller	In Process	N/A	N/A
1	2	A	4. Coordinate the School Health Advisory Council (SHAC) that reviews and makes recommendations in the areas of: health instruction, healthy school environment, health services, physical education, school counseling, food services, school site health promotion for faculty and staff and parent involvement. Increase meeting to at least 2 times per year.	Rose Uherek	On going Complete May 2017	N/A	N/A
1	2	I	5. Facilitate the process for all unit assessments per the Guide for Teaching and Learning in all core areas through Eduphoria Aware.	Melissa Skinner	Complete and ongoing	N/A	N/A
1	2	J	6. Expand the use of digitally based curriculum at school and at home.	Alex Miller	In Process	N/A	N/A
1	2	D	7. Theater: Develop an aligned scope & sequence based on new Fine Arts TEKS adopted in 2015-16.	Eric Mullens	Incomplete - In Process	N/A	N/A
1	2	D	8. Speech: Develop an aligned scope & sequence.	Eric Mullens	Incomplete - In Process	N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	2	D	9. Music: Conduct vertical planning sessions to continue development of an aligned Scope & Sequence for the HISD Music curriculum <u>based on new Fine Arts TEKS adopted in 2015-16.</u>	Kim White	Ongoing	N/A	N/A
1	2	D	10. Art : Conduct vertical professional development sessions to integrate technology into Art. _Develop an aligned scope & sequence for the HISD Art bases on new Fine Art TEKS adopted for 2015-16.	Kim White	Ongoing	N/A	N/A
1	2	J	11. Refine and update resources and integration activities to ensure student technology literacy by the end of 8th grade.	Principals Alex Miller	In Process	N/A	N/A
1	2	J	12. Continue to update the online HISD Technology Applications Scope & Sequence for KG through 12th grades.	Principals Alex Miller	Ongoing	N/A	N/A
1	2	A	13. Oversee, update and maintain the access of curriculum through the Curriculum Management System.	Melissa Skinner. Kristy Bowers	Ongoing	N/A	N/A
1	2	F	14. Enable the transparency of curriculum in the Hempstead ISD by providing tools and resources, including syllabi, to parents through the district website.	Principals, Laurie Bettis, Kristy Bowers	Ongoing	N/A	N/A
1	2	A	15. Provide a guaranteed and viable curriculum in the core areas as a means of ensuring student success, specifically as it relates to state and federal accountability.	Dr. Gutsch	Complete July 1, 2016	N/A	N/A
1	2	A	16. Support principals/instructional leaders through observations and walkthroughs collecting trend data and feedback as it relates to curriculum, instruction, assessment and progress monitoring.	Dr.Gutsch Shirley Johnson Melissa Skinner Bea Sanchez Courtney Williams	Completed Sept 2016 and Ongoing	N/A	N/A
1	2	A	17. Add structure to daily K-8 Language Arts through the continuation of Daily 5 and Café protocols.	Dr.Gutsch Shirley Johnson		N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	2	A	18. Continuation of a stand alone phonics program K-5	Melissa Skinner Larry Gajewsky	Program purchased Aug 2015 - Ongoing	N/A	N/A
Strategy 3: Staff Development							
1	3	D	1. Support teachers in the facilitation of Professional Learning Communities (PLCs) that will focus on: data analysis, instructional planning, networking and professional development.	Dr.Gutsch Principals Melissa Skinner		N/A	N/A
1	3	D	2. Provide leadership training for administrators to improve our ability to positively impact student progress.	Dr.Gutsch		N/A	255
1	3	H	3. Maintain the alignment of the written, taught and tested curriculum through internal and external training during summer, in-service and Professional Learning Communities (PLCs) throughout the year.	Melissa Skinner	Ongoing	N/A	N/A
1	3	D	4. Coordinate staff development for administrators and staff in the areas determined by needs assessment data (surveys, assessment data, planning meetings and research-validated practices).	Dr. Gutsch		N/A	255
1	3	D	5. Implement a focused approach to staff development. Provide and support training to ensure that teachers are implementing goals identified by curriculum and instruction.	Melissa Skinner Instructional Coaches			
1	3	D	6. Coordinate New Teacher Induction (NTI) to include two days of preservice training to include campus needs as determined by needs assessment survey and principal input.	MaBisha Stubblefield Melissa Skinner	Completed Aug 2016		211

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	3	D	7. Increase pedagogical understanding of second language acquisition for all teachers within Hempstead ISD.	Bea Sanchez	Complete and ongoing		263
1	3	D	8. Accelerate learning and achievement for LEP (Limited English Proficient) students in the core curriculum areas. Continued to provide focused training that improves teacher skills in making learning accessible to students through enhanced training on existing district initiatives that better meet students needs.	Bea Sanchez	Complete and ongoing	N/A	N/A
1	3	D	9. Train all new teachers in TELPAS and have them complete the qualifications to become TELPAS raters for the district. Training will include pedagogical awareness and best practices to reduce LEP achievement gap.	Bea Sanchez	Begun-Not due till Spring 2016	N/A	N/A
1	3	I	10. Begin HISD Staff Development Talent Search to highlight effective teacher leaders in the district and the knowledge base that they provide.	MaBisha Stubblefield Melissa Skinner	Ongoing	N/A	N/A
1	3	C	11. All Fine Arts Areas: Conduct classroom visits & informal instructional "Best Practices" discussions in all areas.	Eric Mullens Kim White Larry Gajewsky	Ongoing	N/A	N/A
1	3	F	12. Maintain and update HISD website with technology mandates, resources, tutorial and support.	Alex Miller Laurie Bettis Kristy Bowers	Ongoing	N/A	N/A
1	3	F	13. Develop and provide professional development on innovative instructional practices for all curricular content areas for principals and teachers.	Melissa Skinner	Ongoing	N/A	N/A
1	3	D	14. Based on staff identified needs create just-in-time training through an online platform to provide opportunities for ongoing staff development.	Melissa Skinner	Ongoing	N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	3	D	15. Utilize a variety of ELPS and Sheltered Instruction professional development opportunities for all teachers to allow more flexibility in course selection.	Bea Sanchez	Complete and ongoing	N/A	N/A
1	3	F	16. Provide staff development for the purpose of School Improvement in all core areas to ensure ongoing progress in student achievement as it relates to state and federal accountability.	Melissa Skinner	Ongoing		211
1	3	F	17. Provide staff development in the use of the new stand alone phonics program for both Gen Ed and Bilingual Ed to all K-5 Teachers.	Melissa Skinner			211
1	3	F	18. Provide staff development in the use of guided reading for both Gen Ed and Bilingual Ed to all K-5 Teachers.	Melissa Skinner	Ongoing		211
1	3	F	19. Addition of 2 additional content staff members (Master Teachers) who will coach, develop and model for classroom teachers K-12. (For 16-17- Added Pk-12 Bilingual Coach and 6-12 ELAR Coach)	Melissa Skinner	Completed July 2016	\$110,000	211
Strategy 4: Monitor Student Progress and Intervene							
1	4	I	1. Develop appropriate Response to Intervention (RtI) processes to respond to student assessment data and student academic needs, including program selection and support (e.g., training, materials, funding, etc...) and a comprehensive tracking system for documenting interventions provided for all students.	Melissa Skinner Bea Sanchez	2017-complete and ongoing for accommodations	N/A	N/A
1	4	B	2. Improve core area support programs through the implementation of research-based interventions. Monitor the implementation of these programs. Analyze progress monitoring data for program effectiveness.	Melissa Skinner Bea Sanchez Courtney Williams	Complete and ongoing		

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	4	I	3. Begin the use of Positive Behavior Interventions (CHAMPS) as outlined in the HISD Guide for Teaching and Learning through ongoing training and consultation support.	Eric Mullens Kim White Larry Gajewsky	Complete and ongoing		
1	4	I	4. Encourage campuses to develop a student mentoring program to provide additional support for the whole child.	Dr. Gutsch		N/A	N/A
1	4	I	5. Facilitate the provision of early intervention for struggling readers in elementary grades using literacy specialists. Assist campuses in selecting students in greatest need of literacy intervention. Monitor progress of interventions and follow students after dismissal to ensure continued success.	Eric Mullens Kim White Larry Gajewsky	Ongoing	N/A	N/A
1	4	B	6. Continue the implementation of Language Acquisition Plans through Eduphoria that addresses linguistic and content accomodation recommendations by the LPAC to better meet students' needs while being served in the general education classroom.	Bea Sanchez Eric Mullens Kim White Larry Gajewsky	Complete in Ellevation and ongoing	N/A	N/A
1	4	I	7. Provide research-based intervention programs (i.e., accelerated instruction on top of regular instruction) to ensure that students remain on grade level and successful on state assessments.	Melissa Skinner Bea Sanchez Courtney Williams	Complete and ongoing		
Strategy 5: Implement Special Programs							
1	5	I	1. Improve post-secondary outcomes for students with disabilities with effective transition planning prior to their 14th birthday.	Courtney Williams		N/A	N/A
1	5	H	2. Increase the number of Special Education students participating in STAAR.	Eric Mullens Kim White Larry Gajewsky	decreased	N/A	N/A
1	5	I	3. Continue to support the administration of the STAAR-Alt. to Special Education students who need that level of assessment.	Courtney Williams		N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	5	I	4. Provide special education services in an intervention model that supports general classroom participation to the maximum extent appropriate. Implement accommodations, co-teaching, inclusion support and intervention to accelerate special education students not demonstrating mastery of grade level TEKS.	Eric Mullens Kim White Larry Gajewsky Courtney Williams	Complete and ongoing		
1	5	I	5. Increase the use of the inclusion classroom model for students ages 3-5 in Preschool Programs for Children with Disabilities (PPCD) by providing services in Pre-Kindergarten classrooms and consistently monitoring inclusion data to identify more opportunities for inclusion. (The physical location of PK will move to make access to transitioning for PPCD students possible.)	Courtney Williams Larry Gajewsky	Complete and ongoing	N/A	N/A
1	5	I	6. Continue the use of the inclusion classroom model for students grades K-12 by providing ongoing support to general education teachers through co-teaching. In addition, all general education teachers will have access to student ARD Accommodations through Eduphoria Aware.	Eric Mullens Kim White Larry Gajewsky Courtney Williams	Complete and ongoing	N/A	N/A
1	5	I	9. Provide specific intervention services to eligible dyslexic students who have been identified by campus 504 committees as having difficulty processing oral & written language.	Eric Mullens Kim White Larry Gajewsky	incomplete due to staffing	N/A	N/A
1	5	J	10. Maintain and continually improve K-5 GT program services at the elementary campus, the GT offerings at Junior High and Advanced Academic Program at Hempstead High School.	Eric Mullens Kim White Larry Gajewsky	Ongoing	N/A	N/A
1	5	J	11. Coordinate a comprehensive review of the existing GT Program K-12 as outlined in the Texas State Plan for Gifted and Talented Education.	Melissa Skinner Cindy Jenkins		N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	5	J	12. Implement, monitor, and evaluate character education programs at all levels addressing issues such as bullying, suicide prevention, conflict resolution, sexual harassment, and unwanted physical or verbal aggression.	Bea Sanchez	Complete Sep. 2016	N/A	N/A
1	5	A	13. Provide data disaggregation for LEP students to principals and ESL teachers. Ensure that all LPAC procedures are followed and that assessment decisions are made for each individual student based on data.	Bea Sanchez Eric Mullens Kim White Larry Gajewsky	Completed Sept 2016 and ongoing	N/A	N/A
1	5	J	14. Begin LEP verifications to ensure that ESL services are strategically scheduled throughout HISD. Ensure effective scheduling procedures are in place and that students needs are being met in addition to meeting requirements set forth in the English Language Proficiency Standards.	Bea Sanchez Eric Mullens Kim White Larry Gajewsky	Complete and ongoing	N/A	N/A
1	5	J	15. Begin the implementation of the Gomez & Gomez One-Way Dual Language model for students served in bilingual education in grades PK-2. Transition model will continue for bilingual students grades 3-5.	Bea Sanchez Eric Mullens Larry Gajewsky	Complete and ongoing	N/A	N/A
1	5	J	16. Assist campuses to facilitate the acquiring of resources to enhance content delivery of the TEKS and ELPS throughout all content areas with priority given to areas of lowest student achievement.	Bea Sanchez Eric Mullens Kim White Larry Gajewsky	Complete and ongoing	N/A	N/A
1	5	I	18. Coordinate with Early Childhood Intervention (ECI) providers to evaluate and place students who meet eligibility criteria in Special Education prior to their 3rd birthday.	Courtney Williams		N/A	N/A
1	5	I	19. Locate through various outlets students with disabilities ages 3-21 in order to assure appropriate services for all students who are eligible (Child Find).	Courtney Williams		N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	5	J	20. Continue to provide a Teen Parenting program at the campus level as well as a six-week homebound instruction for new parents.	Rose Uherek Eric Mullens	Aug. 2016- May 2017	N/A	N/A
1	5	G	21. Conduct elementary teacher visits for all PPCD and Pre K students transitioning to kindergarten in HISD and notify parents of their teacher and placements for the upcoming school year.	Larry Gajewsky	Ongoing	N/A	N/A
1	5	J	22. Provide work based education opportunities through the Diversified Career Preparation Program.	Eric Mullens	Ongoing	N/A	N/A
1	5	J	23. CTE Articulated Programs with Blinn College. Concurrent enrollment for college credit.	Eric Mullens	Ongoing	N/A	N/A
1	5	J	24. Continue to provide the Career and Technology programs. Career & Technology programs enable students to gain entry-level employment in a high-skill, high-wage job and/or to continue their education. HHS offers the following: Agriculture, Business, Family & Consumer Science, Architecture & Const., AIV Tech & Comm., Info. Tech., and Marketing.	Eric Mullens Todd Thiel	Ongoing		
1	5	A	25. Continue to assess all existing CTE programs.	Eric Mullens Todd Thiel	Ongoing	N/A	N/A
1	5	A	26. Monitor the need for additional work based programs as determined by CTE Advisory Board input.	Eric Mullens Todd Thiel	Ongoing	N/A	N/A
1	5	A	27. Increase awareness of CTE program and opportunities (development of a CTE course guide, videos, website enhancement).	Eric Mullens Todd Thiel	Ongoing	N/A	N/A
1	5	A	28. Begin to host an Annual Career Expo each Winter.	Eric Mullens Todd Thiel Angela Butler	Ongoing	N/A	N/A
1	5	I	29. Design and implement summer school/intervention programs that meet the needs of at-risk students who fail the state assessment and/or courses that prevent promotion to the next grade level.	Eric Mullens Kim White Larry Gajewsky Melissa Skinner	Ongoing		

**2016-2017 Hempstead ISD
District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	5	I	32. Develop a Response to Intervention Guide and website as a resource to campuses in the RTI process.	Melissa Skinner	In Progress	N/A	N/A
1	5	I	33. Guide the expansion of the RTI process to Early Childhood, Intermediate, and Secondary campuses	Melissa Skinner		N/A	N/A
1	5	I	34. Provide comprehensive alternative education programs.	Eric Mullens/Kim White	incomplete	N/A	N/A
1	5	I	35. Provide comprehensive training to K-8 ELAR teachers in fundamentals of Daily 5 and Café protocols	Melissa Skinner		N/A	N/A
Strategy 6: Improve Attendance, Completion and College & Career Readiness							
1	6	I	1. Provide middle and high school students, teachers, and parents with information about (1) higher ed admissions and financial aid, (2) the Texas grant program and Teach for Texas, and (3) making informed curriculum choices for success beyond high school.	Eric Mullens	Ongoing	N/A	N/A
1	6	I	2. Counseling services will provide middle and high school students, teachers, and parents with information about (1) higher ed admissions and financial aid, (2) the Texas grant program and Teach for Texas, and (3) making informed curriculum choices for success beyond high school.	Eric Mullens Kim White	Ongoing	N/A	N/A
1	6	I	4. Implement strategies to reduce drop-out. Solicit internal and external input from the Truancy/Dropout Prevention Team formed with Principals, Assistant Principals, District Leadership, Justice of the Peace, and the District Attorney's Office	Eric Mullens Kim White Chief Douglas Rose Uherek	Ongoing Sept.2016- May 2017	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
Strategy 7: Plan and Implement Improvement Strategies for Targeted Areas (Intended to Address State and Federal Accountability including System Safeguard, PBMAS and AMAOs)							
1	7	D	1. Intensive analysis of student expectation level data to determine and identify patterns for targeted improvement.	Eric Mullens Kim White Larry Gajewsky Melissa Skinner	Ongoing	N/A	N/A
1	7	D	2. Develop strategy based materials to make available to support teachers for building vocabulary and process skills that cross core area content.	Melissa Skinner	Completed & Ongoing		
1	7	B	3. Provide monthly reports to Principals regarding number of students referred to Special Education, served in least restrictive environment and students with disabilities placed in out of class placement for disciplinary reasons.	Courtney Williams		N/A	N/A
1	7	I	4. Reduce discretionary discipline out of class placements of students with disabilities through prevention and intervention training and individualized interventions for repeat offenders.	Eric Mullens Kim White Larry Gajewsky	Ongoing		
1	7	I	5. Reduce percentage of students in Special Education by utilizing the Response to Intervention process, monitoring referrals, and providing <u>consultation in appropriate interventions.</u>	Eric Mullens Kim White Larry Gajewsky Melissa Skinner	Ongoing	N/A	N/A
1	7	I	6. Decrease the disproportionate representation of African Americans in Special Education through-ongoing support and training in high-impact teaching strategies for struggling learners and providing interventions based on data from the District Benchmarking.	Eric Mullens Kim White Larry Gajewsky Melissa Skinner	Ongoing	N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	7	I	7. Provide special education services in an intervention model that supports general classroom participation to the maximum extent appropriate. Implement accommodations, co-teaching, inclusion support and intervention to accelerate special education students not demonstrating mastery of grade level TEKS.	Eric Mullens Kim White Larry Gajewsky Courtney Williams	Ongoing		
1	7	I	8. Increase the use of the inclusion classroom model for students ages 3-5 in Preschool Programs for Children with Disabilities (PPCD) by providing services in Pre-Kindergarten classrooms and consistently monitoring inclusion data to identify more opportunities for inclusion.	Larry Gajewsky Courtney Williams	Ongoing	N/A	N/A
1	7	I	9. Continue to increase the use of the inclusion classroom model for students grades K-12 by providing ongoing support to general education teachers through co-teaching. In addition, all general education teachers will have access to student ARD Accommodations through Eduphoria Aware.	Eric Mullens Kim White Larry Gajewsky Courtney Williams	Ongoing	N/A	N/A
1	7	B	10. Support campus level initiatives for improving increased academic performance for SpEd and ELL students.	Courtney Williams Bea Sanchez			
1	7	B	11. Provide campus principals with monthly data reporting on ELL student performance across core content areas and highlight top three student expectations by campus and grade level that teachers need to focus on with students in ensure higher levels of student success.	Melissa Skinner	Ongoing	N/A	N/A
1	7	B	12. Coordinate a review of the existing writing program Pk-12 to align and improve writing instruction and promote writing across the curriculum to ensure increased student performance.	Melissa Skinner	Ongoing	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
1	7	B	13. Provide professional development and support to promote critical thinking and metocognition in Social Studies classrooms.	Melissa Skinner	Ongoing		
1	7	B	14. Provide professional development and support in focusing on the TEKS process standards through rigorous instructional strategies.	Melissa Skinner	Ongoing		
1	7	B	15. Monitor and support the Campus Leadership Teams (CLT) as they develop and implement their Targeted Improvement Plan(s).	Dr. Gutsch Shirley Johnson			
1	7	B	16. Monitor and support Campus Leadership Teams (CLT) as they develop and implement strategies to address areas that are below target for system safeguards.	Dr. Gutsch			
Goal 2: The district will provide support to ensure continuous improvement in the quality of all district instruction through traditional and innovative methods of reaching, enriching and educating our students.							
Strategy 1: Hire Highly Qualified Staff							
2	1	E	1. Develop a salary schedule that is competitive with the market (i.e. peer districts in Texas).	Dr. Gutsch MaBisha Stubblefield		N/A	N/A
2	1	E	2. Address staffing shortage for Bilingual Programs. Meet staffing ratios to avoid waivers or exemptions. Strategically identify potential candidates. Network with area universities. Recruit bilingual office staff, assistants, substitutes.	MaBisha Stubblefield Bea Sanchez	Complete and ongoing	N/A	N/A
2	1	E	3. Pay salary supplement for core and acute shortage areas as needed.	Dr. Gutsch	Complete August 1, 2016		
2	1	E	4. Monitor and adjust to develop competitive salary schedules and benefit package (including access to major medical, vision, dental, cancer, heart, disability, life & Section 125 cafeteria plans) for all pay grades as a recruitment tool.	MaBisha Stubblefield		N/A	N/A

**2016-2017 Hempstead ISD
District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
2	1	E	5. Recruit highly qualified candidates at educator job fairs: College/University job fairs and Regional job fairs.	Eric Mullens Kim White Larry Gajewsky	Ongoing	N/A	N/A
2	1	E	6. Identify and hire highly qualified paraprofessional and auxiliary staff.	MaBisha Stubblefield		N/A	N/A
2	1	E	7. Utilize the online application for all positions.	MaBisha Stubblefield		N/A	N/A
2	1	E	10. Hire Highly Qualified staff to educate students and support teachers on Title I Schoolwide campuses.	MaBisha Stubblefield			
Strategy 2: Monitor and Improve ttes Implementation							
2	2	C	1. Complete initial ttes observations for new teachers per the HISD ttes Calendar.	Eric Mullens Kim White Larry Gajewsky	Ongoing	N/A	N/A
2	2	C	2. Monitor the implementation of administrator's conducting classroom visits and informal instructional "Good Teaching" discussions according to HISD ttes calendar and walkthroughs according to the HISD Guide for Teaching and Learning.	Eric Mullens Kim White Larry Gajewsky	Ongoing	N/A	N/A
2	2	C	3. Assign all probationary contract teachers to building principals for ttes observation & documentation.	Eric Mullens Kim White Larry Gajewsky	Complete and ongoing	N/A	N/A
Strategy 3: Provide Support for Improved Instruction							
2	3	E	1. Provide a supportive environment and value all staff members' contributions.	Dr. Gutsch		N/A	N/A
2	3	A	2. Evaluate and refine the Continuous Improvement Process for Professional Development System, including a quality staff development program impacting all areas of instruction and addressing needs.	Melissa Skinner	Complete and ongoing	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
2	3	D	3. Provide technology training to improve the capacity of all teachers, administrators and staff to integrate technology effectively in curriculum, instruction, and administrative activities.	Alex Miller Kristy Bowers	Currently in Progress	N/A	N/A
2	3	B	5. Facilitate additional instructional support that is specific to the core areas via instructional coaching and training to deepen understanding of curriculum and enhance instructional practices	Melissa Skinner	Ongoing	N/A	N/A
2	3	I	6. Create the Special Education Guide for use by all staff to guide ARD/IEP implementation.	Courtney Williams		N/A	N/A
2	3	I	7. Increase communication with the General Education teacher and the ARD Committees through Eduphoria IEPs and teacher report forms.	Courtney Williams		N/A	N/A
2	3	D	8. Expand opportunities for internal and external online professional development.	MaBisha Stubblefield		N/A	N/A
2	3	F	10. Establish and create a semi annual "Merienda con Mama" to engage Spanish speaking parents while providing a platform to better understand ways to engage Spanish speaking families.	Bea Sanchez	Spring 2016	N/A	N/A
2	3	D	11. Provide training on accommodations, modifications and differentiation for students with disabilities in the general education classroom for all teachers.	Courtney Williams		\$2,500	224
2	3	I	12. Continue implementation of a Staff, Team and Volunteer Recognition Program to recognize both good teaching and performance that furthers the district mission.	Dr. Gutsch		N/A	N/A
2	3	F	13. Develop additional parent-focused aids at the classroom level to assist parents in their child's education as evidenced by teacher developed online digital resources and flipped lessons that will be made available to students and parents.	Melissa Skinner	Ongoing	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
2	3	B	14. Implement innovative uses of technology in the classroom to extend learning including: training on flipped classrooms, Moodle support, website support and online courses for students.	Alex Miller	Implement First Quarter 2017	N/A	N/A
2	3	F	15. Access a wide range of instructional materials to address different learning needs among students through online access to a variety of resources for teachers, parents and students.	MaBisha Stubblefield Melissa Skinner	Ongoing	N/A	N/A
Strategy 4: Retain Highly Qualified Staff							
2	4	C	1. Provide a 3% increase to starting teacher pay	Dr. Gutsch	Complete August 1, 2016		
Goal 3: The district will continue strengthening and developing partnerships with the community and industry through increased awareness and involvement.							
Strategy 1: Expand Public Relations Efforts							
3	1	F	1. Organize and facilitate various community advisory committees (as needed) to support district initiatives and respond to community interests.	Dr. Gutsch		N/A	N/A
3	1	F	2. Market the HISD via speaking engagements and involvement on local & state board of directorships.	Dr. Gutsch		N/A	N/A
3	1	F	3. Superintendent will meet periodically with local business leaders.	Dr. Gutsch		N/A	N/A
3	1	F	4. Create and disseminate monthly letter to staff and community highlighting accomplishments and providing updates regarding district activities.	Laurie Bettis	Will begin in January	N/A	N/A
3	1	F	5. Publish and distribute the district newsletter to inform all patrons & the community about HISD programs, accomplishments and initiatives.	All Directors/ Principals	Ongoing	N/A	N/A
3	1	F	6. Work with superintendent in weekly marketing of HISD publicity for the newspaper page and HISD website, complete with photographs.	Laurie Bettis	In progress - Weekly	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
3	1	F	7. Develop brochure showcasing HISD with the target being staff, new businesses/industries/parents considering relocation to Hempstead	Laurie Bettis	Working on updated brochure	N/A	N/A
3	1	F	8. Create and provide press releases to local media.	Laurie Bettis	Ongoing	N/A	N/A
3	1	F	9. Create and provide billboard messages with a goal of increasing positive PR marketing to the community.	Laurie Bettis	City will have 2 up	N/A	N/A
3	1	F	10. Develop a plan for effective communication with all media with the goal of increasing positive PR marketing to the community.	Laurie Bettis	Plan in Place	N/A	N/A
3	1	F	12. Maintain relationships and provide assistance to Booster Clubs, PTA, PTO, and other external entities.	Dr. Gutsch Laurie Bettis	Ongoing	N/A	N/A
3	1	F	13. Increase amount of HISD financial information on HISD website and develop press releases as needed.	Kevin Mathis	Complete	N/A	N/A
3	1	F	14. Facilitate and support all schools contacting parents with a positive phone call within 1st 6 weeks.	Eric Mullens Kim White Larry Gajewsky	Completed & Ongoing	N/A	N/A
3	1	F	15. Coordinate open houses and orientations at all schools.	Eric Mullens Kim White Larry Gajewsky	Completed	N/A	N/A
3	1	F	16. Increase ELL parental capacity to participate as full partners in their students' education.	Bea Sanchez	Complete and ongoing	N/A	N/A
3	1	F	17. Continue to provide communication to parents and the community through the HISD web site.	Laurie Bettis	News & Events posted as received	N/A	N/A
3	1	F	18. Begin to create and support the develop of teacher sites on the HISD website to enhance communications between the teachers, students, and parents.	Alex Miller Laurie Bettis	All teacher sites up and running	N/A	N/A
3	1	F	19. Develop and maintain a Hempstead ISD App available for a variety of mobile operating systems to enhance communications between Hempstead ISD and the community, teachers, students, and parents.	Alex Miller Laurie Bettis	Website has mobile app - looking a Appegy	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
3	1	F	21. Implement and maintain a system to post game and competition results online in real-time on a daily basis.	Laurie Bettis Bobby Spain	Began..Using Twitter & Facebook Posts	N/A	N/A
3	1	F	22. Work with staff to make available HISD communications and information via district marquees, billboards, videos, digital and printed material.	Laurie Bettis	Ongoing	N/A	N/A
3	1	F	23. Create, implement and educate HISD teachers and employees in the area of media relations.	Dr. Gutsch Laurie Bettis		N/A	N/A
Strategy 2: Implement a Partnership in Education Program							
3	2	J	1. Meet with the following entities to review & plan ways to continue strengthening their partnerships: Parents via PTA Presidents, School-based booster clubs, Area Colleges, Local Mentor & Tutorial Coordinators, and the Chamber of Commerce.	Dr. Gutsch Laurie Bettis	Ongoing	N/A	N/A
3	2	J	2. Encourage and facilitate partnerships with local businesses, colleges, professionals & agencies.	Dr. Gutsch Laurie Bettis	Ongoing	N/A	N/A
3	2	J	3. Expand ongoing district partnerships with local business and industry to build community engagement/support and enhance post-secondary readiness.	Dr. Gutsch Laurie Bettis	Ongoing	N/A	N/A
3	2	J	4. Begin Adopt-A-School community and faith-based partnerships for HISD campuses.	Dr. Gutsch Laurie Bettis		N/A	N/A
3	2	J	5.Begin an HISD Partners in Education program opportunities to the community and provide ongoing recognition of program partners.	Dr. Gutsch Laurie Bettis	Not started yet	N/A	N/A
3	2	J	6. Create on-going interaction and communication with local industry to foster deeper connections, i.e. annual meeting with plant managers, programs to promote interaction between business and industry with students and teachers, implement a Principal for a Day program, etc.	Todd Thiel Eric Mullens	Ongoing	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
3	2	A	7. Conduct quarterly meetings with CTE leadership, Partners in Education Director and Communications Director to develop strategic goals, messages and mechanisms to promote HISD CTE programs, accomplishments, needs, and partnerships opportunities.	Todd Thiel		N/A	N/A
3	2	J	8. Highlight CTE program and industry/business partnerships bi-annually.	Todd Thiel		N/A	N/A
Goal 4: The district will continue to maintain a plan for effective and efficient operations with available resources.							
Strategy 1: Maintain Safe and Secure Environment							
4	1	J	1. Increase teacher, student, and parent awareness of issues regarding sexual abuse of children, including warning signs, counseling options, and actions taken for victims of abuse referenced in the 81st Legislative Session (HB 1041).	Dr. Gutsch Eric Mullens Kim White Larry Gajewsky	Ongoing	N/A	N/A
4	1	J	2. Improve transportation vehicle security by training drivers & aides in "School Bus Watch". Provide bus safety education for students. Provide training for drivers in CPR, PBIS, First Aid & Special Education confidentiality. Implement safety evacuations drills.	Debbie Scroggins			
4	1	B	4. Improve and maintain maximum transportation safety by implementing new training in "Accident Avoidance," "Anti-Bullying Prevention," and "Emergency Crisis Procedures."	Floyd Richard	Complete & Ongoing		
4	1	J	6. Evaluate and update as needed the HISD Emergency Operations Plan.	Dr. Gutsch Chief Douglas Floyd Richard	Ongoing	N/A	N/A
4	1	J	7. Maintain association with the Hempstead Police and Fire Dept's to train & prepare for crisis events.	Dr. Gutsch		N/A	N/A
4	1	J	8. Conduct a comprehensive security threat assessment of all district facilities.	Chief Douglas		N/A	N/A

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
4	1	B	9. Revise the Student Code of Conduct and Student Handbook.	Eric Mullens Kim White Larry Gajewsky	Completed but ongoing for 16/17	N/A	N/A
4	1	D	10. Address dating violence prevention with students, teachers, administrators, and parents.	Angela Butler		N/A	N/A
Strategy 2: Provide and Maintain Outstanding District Facilities, Equipment and Support Services							
4	2	J	1. Continue with an outside food service company that is better prepared to Integrate safety and employee training programs into our food service department.	Floyd Richard	Complete & ongoing	N/A	N/A
4	2	J	2. Create and implement the Hempstead ISD Technology Plan. Revised and approved by TEA beginning July 1, 2015 and expiring June 30, 2018.	Alex Miller	Currently in Progress		N/A
4	2	J	3. Implement the HISD computer replacement cycle on a balanced 5 year schedule.	Alex Miller	Currently in Progress		IMA
4	2	J	4. Create and coordinate HISD data disaster recovery plan.	Floyd Richard Chief Douglas	Complete	N/A	N/A
4	2	J	5. Continue to monitor the fleet replacement schedule to ensure that we have the adequate vehicles to meet the HISD Transportation plan.	Floyd Richard	Complete & ongoing		199
4	2	J	6. Implement an HISD facility maintenance schedule to ensure that the district's facilities are properly maintained.	Floyd Richard	Complete & ongoing		199
4	2	J	7. Create an implementation of Continuous Improvement Process for Facilities.	Floyd Richard	In progress	N/A	N/A
4	2	J	8. Monitor and evaluate the effectiveness of the plan to improve responsiveness and quality outcomes from Maintenance & Custodial Services. By monitoring, timely adjustments can be made to customer service, quality management, continuous improvement & technology integration.	Floyd Richard	Complete & ongoing	N/A	N/A

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
4	2	J	9.. Monitor and modify the implementation of a Long Term Facilities Plan which includes: Facilities standards plan with minimum requirements that a campus/site should meet & a means for assessing facility requirement gap & prioritizing needs. Schedules that align with continuous improvement option for preventative maintenance, replacement, renovation & retirement of items/equipment, etc. for all facilities.	Eric Mullens Kim White Larry Gajewski Floyd Richard	In progress	N/A	N/A
4	2	J	10. Research new TEA requirements via 2016-2017 Attendance Accounting Handbook & work to implement those requirements on all campuses via training & changes in local policy if needed.	Tracey Meador		N/A	N/A
4	2	J	11. Coordinate and support the HISD Business Office in the implementation of TXEIS Business Software while continuing support for the Student and Human Resource parts of the system.	Kevin Mathis	Complete	N/A	N/A
Strategy 3: Maximize Financial Resources to Support District Initiatives							
4	3	J	1. Develop a balanced budget plan for the 2016-2017 school year by August 31, 2016.	Kevin Mathis	Complete	N/A	N/A
4	3	J	2. Maintain HISD Fund Balance equal to or greater than two months of operating expenditures.	Kevin Mathis	Complete	N/A	N/A
4	3	J	3. Earn a superior rating on the School FIRST Financial Management.	Kevin Mathis	Complete	N/A	N/A
4	3	J	4. Communicate measures of efficient operations using various benchmarks.	Kevin Mathis	Complete & Ongoing	N/A	N/A

**2016-2017 Hempstead ISD
District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
Goal 5: The district will monitor and improve alignment of core/elective programs and interventions to increase academic achievement and close achievement gaps in math, reading, writing, science, social studies and all tests for all students Pk-12.							
Strategy 1: Evaluate, Update and Implement Curriculum							
5	1	B	Require writing in all non-core content areas (ie band, ag, etc)	Melissa Skinner Principals	Completed Aug 2016 & Ongoing		
5	1	B	Modified block scheduling to allow 80 minutes of core content instruction.	Eric Mullens Kim White	completed		
Goal 6: The District will improve Reading and Writing Scores to Texas Atate Standards within two years.							
Strategy 1: Evaluate, Update and Implement Curriculum							
6	1	A	Implement systems and structures that support a commitment to consistent, quality Reading and Writing instruction with intentional use of high yield strategies, including Professional Learning Community Design protocols, instructional coaches and campus leader trainings.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Completed Aug 2016 & Ongoing		
6	1	A	Continue to implement a balanced literacy model in grades PreK-12.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Completed Aug 2016 & Ongoing		
Strategy 2: Monitor Student Progress and Intervene							
6	2	B	Monitor fidelity of implementation of ELAR Curriculum in PK-12.	Melissa Skinner	Ongoing		
6	2	I	Monitor multiple measures of data, responding aand adjusting with professional learning experiences PreK-12.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Ongoing		
6	2	I	Support ELL population with needed scaffolded learning experiences PreK-12.	Melissa Skinner Bea Sanchez	Ongoing		

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
Strategy 3: Train Administrators and Staff							
6	3	D	Design professional development on engagement, high yielded strategies, and best practices in a workshop model.	Melissa Skinner	Ongoing		
Goal 7: The District will improve Math Scores to Texas Atate Standards within two years.							
Strategy 1: Evaluate, Update and Implement Curriculum							
7	1	B	Implement systems and structures that support a commitment to consistent, quality Math instruction with intentional use of high yield strategies, including Professional Learning Community Design protocols, instructional coaches and campus leader trainings.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Ongoing		
Strategy 2: Monitor Student Progress and Intervene							
7	2	H	Monitor fidelity of implementation of Math curriculum in PK-12.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Ongoing		
7	2	D	Monitor multiple measures of data, responding aand adjusting with professional learning experiences PreK-12.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Ongoing		
7	2	I	Support ELL population with needed scaffolded learning experiences PreK-12.	Melissa Skinner Bea Sanchez	Ongoing		
Strategy 3: Train Administrators and Staff							
7	3	D	Design professional development on engagement, high yielded strategies, and best practices in a workshop model.	Melissa Skinner	Ongoing		
Goal 8: The District will increase the use of high quality backwards design lesson planning.							
Strategy 1: Provide Support for Improved Instruction							

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District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
8	1	B	Develop and utilize campus based lesson planning templates.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Complete & Ongoing		
Strategy 2: Analyze Data and Assess Needs							
8	2	A	Organize and disseminate data in an easy identifiable terms	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Ongoing		
Strategy 3: Monitor Teacher Progress and Intervene							
8	3	B	Evaluate and monitor correct implementation and usage of lesson plan templates.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Ongoing		
8	3	B	Document unsuccessful implementation and provide additional support.	Melissa Skinner Eric Mullens Kimberly White Larry Gajewsky	Ongoing		
Goal 9: The District will create and sustain a High Quality, High Yield Intervention Process for Reading, Math, and Behavior							
Strategy 1: Train Administrators and Staff							
9	1	D	Provide professional development to administrators and campus staff to develop capacity in managing challenging student behavior.	Melissa Skinner	Ongoing		
Strategy 2: Monitor Student Progress and Intervene							
9	2	B	Implement and monitor effective trauncy prevention strategies.	Eric Mullens Kim White Larry Gajewsky	Completed Aug 2016 & Ongoing		
9	2	B	Implement high quality, high yield Tier II strategies to increase student performance in Reading and Math.	Melissa Skinner	Completed Aug 2016 & Ongoing		
Strategy 3: Analyze Data and Assess Needs							

**2016-2017 Hempstead ISD
District Improvement Plan**

Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
9	3	I	Create and sustain a flow chart/district process for student matriculation through Tier I, Tier II, and Tier III Intervention process.	Melissa Skinner	Completed Sept 2016 & Ongoing		

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Goal	Strategy	NCLB SWC	Activity	Responsible Person	Timeline	Allocated Amount	Fund Code(s)
Goal 10: The District will restructure the Special Education admission and dismissal process.							
Strategy 1: Evaluate, Update and Implement Special Programs							
10	1	B	Revise and recreate the systems/processes/procedures for placement in the developmentally appropriate educational setting for special needs students.	Melissa Skinner Courtney Williams			
Strategy 2: Hire Highly Qualified Staff							
10	2	E	Recruit and retain highly qualified staff for placement in special education settings	MaBisha Stubblefield			

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2015-2016 HISD Needs Assessment Summary	
Needs Assessment Meeting:	May 18 2016
Needs Assessment Team:	District Leadership Team
Data Sources Reviewed:	District and Campus Assessment Data; Comprehensive Needs Assessment Survey Data from Administrators, Teachers and Staff Development Needs
General Summary of Student Achievement Data	Data Source
Data indicate which students need interventions and accelerated instruction beginning early in the school year. Continue to increase attainment of "Advanced" levels of performance and performance at or above the final recommended standard.	STAAR, Grade, ISIP, Running Records, and additional assessment data
Improvement Required at Hempstead High School (Index 1) 1. Focus on growth in performance on STAAR, particularly advancements from STAAR scores in English I to increased STAAR performance in English II.	STAAR Data
We use anecdotal information from principals and teachers, as well as state and local assessment data to determine staff development needs. We've reviewed our assessment data and found that the top three needs for staff development are: Technology, Classroom Management, High Yield Reading Strategies.	District and Campus Assessment Data and Comprehensive Needs Assessment Surveys
AYP: Based on federal AYP standards of 79% in both Math and Reading, HISD STAAR and EOC data indicate that additional support and focus need to be provided to meet the following areas: African American, Hispanic, Economically Disadvantaged, Special Education, and ELL, there is a need for continued improvement and staff development as it relates to high yield strategies that increase student achievement.	STAAR Data

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General Summary of Identified Needs	Data Source
Provide specific support in areas of curriculum that show need through both local and state assessment data. Focus on Student Expectations where student struggle on state assessments.	District and Campus Assessment Data and Comprehensive Needs Assessment Surveys
Build a consistent RtI program to better meet the needs of students in Tier II and Tier III and provide training on the research-based interventions in place in the district. (Title I-A and II-A)	District and Campus Assessment Data and Comprehensive Needs Assessment Surveys
Specific staff development is necessary to further equip teachers with strategies that will yield lessons of higher engagement in all core content areas. (Title II-A)	District and Campus Assessment Data and Comprehensive Needs Assessment Surveys
Begin to support the work of PLCs (Professional Learning Communities) through a variety of means including but not limited to planning and staff development. (Title II-A)	Comprehensive Needs Assessment Surveys and Cadre Course Evaluations
Foster a culture district wide that encourages the preparation for both college and career readiness.	District and Campus Assessment Data and Comprehensive Needs Assessment Surveys
Integration of technology is necessary in the curriculum to provide more engagement for students to master both content concepts and digital literacy. (Instructional Materials Allotment)	Comprehensive Needs Assessment Surveys
The top ten staff development needs for the district are: Technology, Classroom Management, High Yield Reading Strategies, Writing, Differentiated Instruction, PBIS, Math, Science, Social Studies, and Interventions. Training will be provided and course evaluations will be reviewed to determine success of trainings. (Title II-A)	Comprehensive Needs Assessment Surveys
Maintain a continuous improvement plan for hiring, training, and retraining Highly Qualified educators. (Title II-A)	Highly Qualified Compliance and Accountability Reports
Positive Behavior Interventions and Supports (PBIS) has had an impact on reducing discipline and improving school climate for students at some schools. The need to reduce disciplinary referrals for students served in SpEd continues to be an area where improvements can be made.	Comprehensive Needs Assessment Surveys, Discipline Referral Data, PBMAS, and Staff Recognition Program
More diverse ways for parents to become involved in the district are essential to further the district effort of increasing student achievement. (Title I-A)	Comprehensive Needs Assessment Surveys and Title I Schoolwide Priorities
Provide a means for intervention and/or accelerated instruction both during the school day and outside of the school day in the core areas to reduce achievement gaps for all learners. (Title I-A)	STAAR Raw Score Data, EOC Data, Comprehensive Needs Assessment Surveys

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Provide a coherent and sustainable staff development program that is focused, job-embedded, responsive to teacher identified needs, and integrated with district student performance goals. (Title II-A)	Comprehensive Needs Assessment, STAAR 3-8 Raw Data, EOC Data.
Quality instruction geared toward high level and rigorous instruction are necessary in the core areas to improve the academic performance of underperforming students. (Title I-A)	STAAR 3-8 Raw Data, EOC Data
Continued investment for the recruitment of high quality teachers and stipends in high need areas to provide the best instruction for student achievement. (Title II-A)	Highly Qualified Compliance and Accountability Reports
Meet the diverse needs of English Language Learners by providing quality core instruction, intervention for struggling students, staff development that connects content and language for the benefit of the student, reimbursement for ESL certification, and materials to support ELL services. (Title II-A)	STAAR 3-8 Raw Data, TELPAS, EOC Data, PBMAS & Comprehensive Needs Assessment Data
Provide supplemental support to qualifying migrant students that addresses their both their academic and personal individual needs. (Title I-C)	STAAR 3-8 Raw Data, EOC Data, & Comprehensive Needs Assessment Data
Continue to work on identified areas of need to improve school climate.	Climate Surveys and Summary Reports

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Hempstead ISD -- Index of Account Numbers -- Fund Codes		
Fund Code	State or Federal	Name of Grant
199	State	General Fund
205	Fed	Head Start
206	Fed	McKinney-Vento Education for Homeless Children and Youth
211	Fed	ESEA Title I, Improving Basic Programs
212	Fed	Title I-C, Migrant Programs
224	Fed	IDEA - B Formula (Special Education)
225	Fed	IDEA - B Preschool (Special Education)
240	Fed	National School Lunch and Breakfast Program (Food Service)
244	Fed	Carl Perkins Vocational Education Basic Grant
255	Fed	Title II, Part A, Teacher and Principal Training
263	Fed	Title III, Part A, Limited English Proficiency
315	Fed	IDEA - B Part B Discretionary (Special Education)
316	Fed	IDEA - B Formula Deaf (Special Education)
317	Fed	IDEA - B Preschool Deaf (Special Education)
340	Fed	IDEA - H Early Intervention Deaf (Special Education)
385	State	Visually Impaired
393	State	Texas Success in Schools
394	State	Pregnancy Education and Parenting Grant
397	State	Advanced Placement Incentives
483	State	E-Rate Technology Funds
Grant Names: ESEA (Elementary and Secondary Education Act) and IDEA (Individuals with Disabilities Act).		