

# HENDERSON ELEMENTARY

## **Campus Improvement Plan**

2011/2012

*Henderson Elementary where ALL students succeed!*

Date Reviewed: 09/28/11

Date Approved: 09/30/11

# HENDERSON ELEMENTARY

## **Mission**

*Shooting  
Toward  
Academic  
Recognition*

## **Vision**

*Henderson Elementary community will continue to promote social, emotional and academic success for all students. Henderson teachers and staff will use research based strategies and programs which will promote high expectations and success of ALL students.*

### Nondiscrimination Notice

HENDERSON ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the Rehabilitation Act of 1973; as amended.

# Special Needs Teacher

Name	Position
Bell, Tanya	Teacher
Cope, Andrea	Parent
Espinoza, Stephanie	Teacher
Green, Susan	Teacher
Herrera, Elma	Assistant Principal
Macleod, Kim	Teacher
Mayes, Emily	Teacher
Mitchell, Geta	Principal
Reyes, Tomi	Teacher
Routh, David	Community
Tabb, Debbie	PE Teacher
Vetter, Jody	Teacher

# Resources

Resource	Source	Amount
Title I	Federal	\$42,513
Local Funds	State	\$63,480

*Educating the Future!*



Midland Independent School District

615 W. Missouri Avenue  
Midland, Texas 79701-5092  
Main: 432.689.1000  
Fax: 432.689.1976  
[www.midlandisd.net](http://www.midlandisd.net)  
[ryder.warren@midlandisd.net](mailto:ryder.warren@midlandisd.net)

**Ryder Warren, Ed.D.**  
*Superintendent of Schools*

## 2011- 2012 Goals Midland ISD

- MISD will support high academic standards.
- MISD will uniformly use effective instructional strategies.
- MISD will recruit, develop, and support highly motivated staff members who maximize student success.
- MISD will prepare technologically advanced students.
- MISD will provide facilities that support exemplary learning environments.
- MISD will fully develop positive partnerships with Midland's community and business organizations.
- MISD will exercise fiscal responsibility.

Approved by Board: August 9, 2011

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# ***Henderson Elementary Comprehensive Needs Assessment 2011-12***

- A Comprehensive Needs Assessment was conducted with the Henderson Elementary staff in May of 2011.
- Findings were discussed among CEIC members in May of 2011.

<b>Data Sources Examined</b>
<ul style="list-style-type: none"><li>• <b>AEIS Report</b></li><li>• <b><i>Federal Accountability Data for AYP</i></b></li><li>• <b><i>TAKS Data--disaggregated</i></b></li><li>• <b>Attendance Reports</b></li><li>• <b>Discipline Referral Data</b></li><li>• <b>Parent, Community, Teacher, and /or Student Surveys</b></li><li>• <b>Benchmark Testing Data</b></li><li>• <b><i>Star Early Literacy/ Tejas Lee Data</i></b></li><li>• <b><i>Campus events Sign-In Pages</i></b></li><li>• <b>Safe Schools Survey</b></li><li>• <b>F&amp;P/ EDL2 Data</b></li><li>• <b>SchoolNet</b></li><li>• <b>PEIMS</b></li><li>• <b>Lead Your School Power Walk Data</b></li></ul>

# Summary of Findings

Henderson Elementary serves students in grade Kindergarten through Sixth. Henderson staff believes every student is entitled to a rich and rigorous curriculum. Staff will create a Professional Learning Community through collaboration, commitment and data driven-focus with a goal of moving students to high academic success. Henderson staff is committed to moving students towards secondary and post-secondary achievement and closing the achievement gap within all subgroups.

TAKS	Math % Met Standard		Reading % Met Standard		Science % Met Standard		Writing % Met Standard	
	2010	2011	2010	2011	2010	2011	2010	2011
All Students	88	82	84	85	86	89	88	74
Hispanic	86	87	82	82	92	89	85	80
Economically Disadvantaged	83	84	78	81	83	85	82	67
English Language Learners	90	84	77	77	*	*	75	*

## Area highlighted in yellow resulted in Henderson being rated Academically Acceptable

Henderson Elementary staff believes that our students' success is directly reflective of the commitment of staff members in identifying and targeting academic, emotional and social achievement. We believe that by disaggregating our formal and informal data on our students that we are able to develop an educational plan for each student, so that, they reach their academic potential.

Henderson Elementary has and will continue analyze TEKS/STAAR and build high rigorous and relevant lessons. We will work together to disaggregate data and create learning patterns for student success. There will be a campus leadership team consisting of the Principal, Assistant Principal, and a Literacy Coach. The campus will also have several committees to promote campus culture and student recognition.

Henderson Elementary will focus on instructional planning and ensuring students are receiving the highest quality instruction in Tier 1, Tier 2 and Tier 3. All instructional will be purposefully planned with and into the TEKS. We believe that teaching at the surface level will not prepare our kids for success in later years and will only hinder their learning.

*At Henderson Elementary we value the highly qualified staff, encourage academic and classroom management skills through research based staff development, and take opportunities to recognize their achievement.*

## Prioritized Areas of Concern

Area of Concern	Data Source	Goal
Math: All Areas	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>
Reading: All Areas	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>
Science: All Areas	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>
Writing: Hispanic Subgroup	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>
Writing: All Students	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Recognized</b>
Writing: Economically Disadvantaged	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Acceptable</b>

**Campus will address the above areas of concerns by focusing energy and resources on the following items in the following page:**

### **Demographics:**

At Henderson, we will follow students who have been exited from the Bilingual program in order to ensure success during the monitoring years. Additionally, bilingual students will receive support through the use of Targeted Instruction based on assessment data compiled every three to six weeks, and will also monitor our Economically Disadvantaged subgroup in this same manner.

### **School Climate and Culture:**

Henderson Elementary will continue to offer a learning environment that is safe and allows for optimal learning. Henderson will focus on promoting a positive self-image to students and teachers.

### **Curriculum and Instruction:**

**Writing** will be a focus for the entire campus based off of the latest data reports. We will host a Young Author's Night along with frequent writing opportunities. Several teachers have received extensive training in writing over the summer to prepare for a more rigorous writing assessment.

**Reading** will continue to be a focus for the campus. We will participate in the Balanced Literacy program as well as monitor all students throughout the year using Fountas and Pinnell. This data will aid in the development of Tiered instruction group. We will also host a Literacy Night in December.

**Curriculum and Assessment** – All decisions will be based on Data. Teachers and Leadership Team will meet in Data meetings to help in Grade-level Decision-Making on curriculum effectiveness and intervention needs. We will come together as a campus bi-monthly for professional learning which will be directly related to the curriculum. We will also have district benchmarks and daily assignments to make sound decisions on student needs.

**Instruction** – Teachers will implement researched-based best practices in teaching. They will focus energy on implementing strong Tier I instruction, as well as, early identification of struggling learners (RTI and STAT), finally staff will monitor students in the STAT process by using STAR reading and math as a frequent formal assessment.

### **Student Achievement:**

Student achievement will be monitored and assessed through the use of frequent teacher assessments and unit assessments that will provide district level data. Teachers will have multiple resources available. Empower work stations will allow for literacy to be transferred to other content areas and Thinking Maps will allow for writing on a daily basis in all content areas with a rigorous application.

### **Parent Involvement:**

Parents will be utilized in classrooms and for special activities. Through collaborative networking Henderson Elementary will work closely with the Parent Teacher Association to provide opportunities for parent to be more involved. Volunteering activities are continually available and will be advertised through the monthly Henderson Newsletter.

### **Technology:**

Henderson Elementary will continue to place and emphasis on technology in the classrooms. We will maintain a 21<sup>st</sup> century learning environment in order to prepare our students for a technological future.

# HENDERSON ELEMENTARY

**Goal 1.** Henderson will support high academic standards.

**Objective 1.** All students will reach high standards, scoring an 80% on all various state and district assessments in all core content subjects.

**Objective 2.** Promote regular attendance to avoid missing daily instruction and the possibility of becoming an "At-Risk" student. 98% daily attendance will be the goal.

**Objective 3.** Improve student fitness in K-12 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program (CSHP), such as: Bienester, The Great Body Shop and/or Spark.

**Objective 4.** Limited English proficient students will show at least one level (Beginner to Intermediate to Advanced to Advanced High) of growth according to the TELPAS.

**Goal 2.** Henderson will uniformly use effective instructional strategies.

**Objective 1.** 100% of students working below grade level will receive interventions at least four times a week using scientific research based programs and materials

**Objective 2.** Campus administrators and teachers and counselors will work collaboratively in order to provide a smooth transition to 100% students from grade level to grade level to maximize student performance.

**Objective 3.** 100% of Henderson students will receive content based core instruction using district provided scope and sequence as well as various support resources.

**Goal 3.** Henderson will recruit, develop, and support highly motivated staff members who maximize students success.

**Objective 1.** 100% of Henderson teachers will meet the NCLB criteria of Highly Qualified.

**Objective 2.** 100% of Henderson teachers will attend professional development that will allow them to effectively implement the district curriculum and initiatives, as well as provide professional growth in order to impact student achievement.

**Objective 3.** Administration will recognize 100% of teachers for their hard work, leadership, and their successes in order to retain highly qualified teachers from year to year.

**Objective 4.** 100% of reading teachers will receive additional support from an instructional coach with a focus on literacy.

**Goal 4.** Henderson will prepare technologically advanced students.

**Objective 1.** Henderson will exhibit continuous technological improvement as reported from the STAR chart survey, 100% of teachers will be proficient with current available technology.

**Goal 5.** Henderson will provide facilities that support exemplary learning environments.

# HENDERSON ELEMENTARY

- Objective 1.** 100% of students will participate in learning environments that are safe, drug free, conducive to learning with less than 5 discipline referrals per week, and promotes a healthy lifestyles as well as recognizing student accomplishments.
- Goal 6.** Henderson will fully develop positive partnerships with Midland's community and business organizations.
- Objective 1.** Henderson Elementary will provide 10% more activities for parents and community organizations to be an active part of Henderson students education.
- Goal 7.** Henderson will exercise fiscal responsibility.
- Objective 1.** 100% of Title 1 funds will be allocated and used according to federal guidelines.
- Objective 2.** Henderson Elementary will establish and hold a minimum of 6 CEIC meetings to discuss and review budget accounts, new programs and staff development.

# HENDERSON ELEMENTARY

**Goal 1.** Henderson will support high academic standards.

**Objective 1.** All students will reach high standards, scoring an 80% on all various state and district assessments in all core content subjects.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Analyze data for establishment of individual and guided small groups as well as whole group instruction to ensure success of all students by scoring on or above grade level on all tests (Title I; 1,2,3,4)(Target Group:All)(NCLB:1,2,3,4,5,)( Title I SW: 1,2,3,4)(NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), CEIC members, Core Subject Teachers, Principal, Special Ed Teachers, Teacher(s)	Review the 3rd and 6th week of each 6 weeks.	(F)Title I, (S)Local Funds	Ongoing evaluation through the use of district and campus assessments/benchmarks, teacher observations, STAR/Tejas Lee, and F&P/EDL.
2. All students will receive diagnostic instruction based on individual needs, lessons focused on higher order thinking skills in order to ensure academic success and provide a minimum of one years growth for every student. (Title I 1,2,3) (Target Group: all) (NCLB:1,2,3,4,5) (Title I SW: 1,2,3) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Principal, Special Ed Teachers, Teacher(s)	Review the 3rd week of the 6 weeks	(F)Title I, (S)Local Funds	Running records, STAR (reading & math), Tejas Lee, Fountas & Pinnell, Accelerated Math, READ 180/System 44, English in a Flash,
3. Staff will analyze and disaggregate data to address students individual strengths and weakness in order to drive instruction( Title 1: 1,2,3,4) (Target group; all)(NCLB: 1,2,3,4,5) (Target Group: All)	Assistant Principal(s), Instructional Specialist, Principal, Special Ed Teachers	End of 3rd week each Six Weeks	(F)Title I, (O)Classroom Teachers, (O)Principal, (S)Local Funds	District adopted assessments, state assessments, F&P, READ 180/System 44, STAR reading and math, and student grades.
5. Students working above grade level will receive enrichment activities to enhance their learning. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Principal, Teacher(s)	End of each six weeks	(F)Title I, (S)Local Funds	TAKS commended Performance data, benchmark data, Project THINK and teacher observation
7. Henderson will provide an individual program for students with disabilities in various curriculums, in the least restrictive environment, with emphasis on increased participation in general education curriculum and district assessments. (Title I SW: 1,2,3,8,10) (Target Group: All, SPED) (NCLB: 1,2,3)	Assistant Principal(s), Principal, Teacher(s)	Monthly	(F)IDEA Special Education, (F)Title I	Annual ARD and IEP

# HENDERSON ELEMENTARY

**Goal 1.** Henderson will support high academic standards.

**Objective 2.** Promote regular attendance to avoid missing daily instruction and the possibility of becoming an "At-Risk" student. 98% daily attendance will be the goal.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2. Attendance Committee will provide incentives to encourage students to achieve perfect attendance. (Target Group: All) (NCLB: 1,2,4,5)	Assistant Principal(s), CEIC members, Counselor(s), Principal, Special Ed Teachers, Teacher(s)	End of each 6 weeks	(F)Title I, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds	Attendance Reports; Written Notices; Court Affidavits; ADA; AYP reports
3. Implement state compulsory attendance law. Communicate with parents by informing them of the law via written notice at the beginning of the year; provide information on the web page; and send notices when parents/students are in violation. Severe cases will be turned over to Truancy Court. (Target Group: all) (NCLB: 1,2,4,5) (Title I SW: 1,2,6,9) (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), Counselor(s), Parent Liaison, Principal, Teacher(s)	End of each month	(F)Title I, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers	Attendance Reports; Written Notice; Court Affidavits; ADA; AYP reports

# HENDERSON ELEMENTARY

**Goal 1.** Henderson will support high academic standards.

**Objective 3.** Improve student fitness in K-12 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program (CSHP), such as: Bienester, The Great Body Shop and/or Spark.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that Moderate to Vigorous Physical Activity is implemented in PE class as recommended in the Physical Education Curriculum Guides and to include CSHP with more rigorous Moderate to Vigorous Physical Activities (MVPA) (Target Group: All) (NCLB: 4)	Teacher(s)	January	(L)Instructional Resources & Media Services	Fitnessgram Score Analysis, Curriculum Guides, Student Personal Wellness Journals, School view
2. Implement the Health Curriculum Guides to include collaboration, communication, and critical thinking skills for student academic performance. (Title I SW: 3,10) (Target Group: All)	Assistant Principal(s), Principal	January		Health grades
3. CATCH and TEA approved Coordinated School Health Instructional Program, as required by SB530, emphasizing on Moderate to Vigorous Physical Activity. (Title I SW: 10) (Target Group: All)	Teacher(s)	May	(O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds	Lesson plans
4. Provide intervention for students in TAKS using interdisciplinary instruction in K-6 Physical Education/Health, as collaborated with teachers to identify needs. (Title I SW: 1,3,8,9,10) (Target Group: All) (NCLB: 1,2,4)	Teacher(s)	Six weeks	(O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	3 week common assessment
5. Participate in the monitoring and analysis of the Fitnessgram, TAKS data, personal wellness journals, Fitnessgrams Mini-assessment in the area of weakness. (Title I SW: 3,8,9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	Six weeks	(L)Instructional Services, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds	CATCH
6. Make available Fitnessgram data for parents, TAKS data, Personal Wellness journals, Fitnessgram Mini-assessment in the area of weakness. (Title I SW: 3,6,8,9,10) (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), Principal, Teacher(s)	Six weeks	(L)Instructional Services, (O)Classroom Teachers, (O)Principal, (S)Local Funds	CATCH

# HENDERSON ELEMENTARY

**Goal 1.** Henderson will support high academic standards.

**Objective 3.** Improve student fitness in K-12 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program (CSHP), such as: Bienester, The Great Body Shop and/or Spark.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Participate in professional development based on state law requirements (SB530, SB7) and student performance in the Fitnessgram test results for grades 3rd - 6th grade students. (Title I SW: 3) (Target Group: All) (NCLB: 4)	Teacher(s)	Semester	(S)Local Funds	Fitnessgram
8. Provide intervention for students needing assistance in reaching the Healthy Fitness Zone in the Fitnessgram. (Title I SW: 3,9,10) (Target Group: All) (NCLB: 4)	Teacher(s)	Six weeks	(L)Instructional Services, (O)Supplemental Materials	Fitnessgram

# HENDERSON ELEMENTARY

**Goal 1.** Henderson will support high academic standards.

**Objective 4.** Limited English proficient students will show at least one level (Beginner to Intermediate to Advanced to Advanced High) of growth according to the TELPAS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Bilingual teachers will provide effective ESL instruction daily through the use of Imagine Learning, Estrellitas and English In A Flash. (Title I SW: 1,2,3,5,8,9,10) (Target Group: ESL, LEP) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), CEIC members, Counselor(s), Instructional Focus Group, Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)</p>	<p>End of each 6 weeks</p>	<p>(F)Bilingual Education , (F)English as a Second Language, (F)Title I, (F)Title III, Part A - LEP, (L)C-Scope Resource Bank, (L)Instructional Resources &amp; Media Services, (L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Designated Funds, (O)Principal, (O)Special Education Teachers, (O)TEKScore data</p>	<p>Student work samples, TELPAS, Tejas Lee, Woodcock Munoz, District assessments, Program reporting measures</p>
<p>2. Bilingual teachers will lead LEP students through the academic language strategies, the four phases of language acquisition and English in a Flash. (Target Group: ESL) (NCLB:2) (Title I SW: 1,2,3,5,8) (Target Group: ESL, LEP) (NCLB: 1,2,5)</p>	<p>Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)</p>	<p>End of each 6 weeks</p>	<p>(F)Bilingual Education , (F)English as a Second Language, (F)Title I - \$1,000, (F)Title III, Part A - LEP, (L)SchoolNet Data, (L)Staff Development, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (O)TEKScore data</p>	<p>Woodcock Munoz, TELPAS, Tejas Lee, TAKS</p>
<p>3. Bilingual teachers will provide instruction in the native language, ensuring a strong academic foundation, and utilizing the late exit model to ensure success. (Title I SW: 2,3,4,8,9,10) (Target Group: LEP) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Campus counselors, Director of Bilingual/ESL, Principal, Teacher(s)</p>	<p>Semester</p>	<p>(F)Title I, (O)Classroom Teachers, (O)Principal, (S)Local Funds</p>	<p>Woodcock Munoz, TAKS, TELPAS, Tejas Lee, EDL, English In A Flash, SAM</p>

# HENDERSON ELEMENTARY

**Goal 2.** Henderson will uniformly use effective instructional strategies.

**Objective 1.** 100% of students working below grade level will receive interventions at least four times a week using scientific research based programs and materials

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Students will receive individualized, small group instruction and tutorials based on data analysis. Strategies include: Accelerated plans, Leveled Literacy Intervention, AIM, EDM Target Instruction, Accelerated Math, Accelerated Reader, OVER strategy, Waterford, Lexia, Assessment Walls, TAKScope, Fast Math, English in a Flash, READ 180, and System 44, Empower Stations, STEMscopes. (Title I SW: 1,2,3,5,7,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Instructional Focus Group, Instructional Specialist, Principal, Teacher(s)</p>	<p>End of the Six Weeks</p>	<p>(F)Title I - \$3,000, (O)Classroom Teachers, (O)Principal, (S)Local Funds</p>	<p>Teacher observation, district adopted assessments, benchmarks, Tejas Lee, Fountas &amp; Pinnell, SAM, TAKS, Woodcock Munoz and TEPAS, Online reports from each program</p>
<p>2. All students performing below grade level in reading and math will receive diagnostic instruction based on individual needs ensuring academic success through Accelerated Math, AIM, Fountas &amp; Pinnell Leveled Literacy Intervention, resource, dyslexic services, and any research based program purchased by campus. Intervention before, during and after school, any push in or pull out programs such as READ 180 and System 44. (Title I SW: 1,2,3,4) (Target Group: All) (NCLB: 1,2,3,5)</p>	<p>Assistant Principal(s), Core Subject Teachers, Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)</p>	<p>Review every 3 weeks when data is reported</p>	<p>(F)IDEA Special Education, (F)Title I - \$3,000, (L)Activity Funds, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds</p>	<p>Diagnostic evaluations from Developed benchmarks and program assessments, Schoolnet reports, F&amp;P, STAR Early Literacy and STAR.</p>
<p>3. Students in need of additional instructional support will be referred to the STAT team in order to discuss and determine the best interventions for the students. (Target Group: All) (NCLB: 1,2,3,4,5) (Title I SW: 1,2,3,8,9) (Target Group: All) (NCLB: 1,2,3,5)</p>	<p>Assistant Principal(s), Core Subject Teachers, Counselor(s), Instructional Focus Group, Instructional Specialist, Principal, Teacher(s)</p>	<p>2 weeks after submission</p>	<p>(F)IDEA Special Education, (F)Title I, (L)Instructional Services, (L)SchoolNet Data, (O)Classroom Teachers, (O)Local Districts, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds</p>	<p>STAT documentation, Tier 1 and Tier 2 documentation, benchmark testing, STAR Early Literacy, Fountas and Pinnell, report cards, teacher and parent feedback.</p>

# HENDERSON ELEMENTARY

**Goal 2.** Henderson will uniformly use effective instructional strategies.

**Objective 2.** Campus administrators and teachers and counselors will work collaboratively in order to provide a smooth transition to 100% students from grade level to grade level to maximize student performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Sixth grade students and parents will be introduced to junior high curriculum opportunities, i.e. visits to junior high campuses, parent nights, counselor visits, and early enrollment. (Title 1: 1,2,3,5,6,9,10) (Target Group: all) (NCLB: 4.5)	Assistant Principal(s), Campus counselors, Instructional Facilitator, Principal, Special Ed Teachers, Teacher(s)	May	(F)English as a Second Language, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal	Parent sign in sheets and early enrollment documents

# HENDERSON ELEMENTARY

**Goal 2.** Henderson will uniformly use effective instructional strategies.

**Objective 3.** 100% of Henderson students will receive content based core instruction using district provided scope and sequence as well as various support resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Targeted instruction will be given by teachers during intervention times. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Instructional Specialist, Principal, Special Ed Teachers	Weekly	(F)Title I, (O)Classroom Teachers, (O)Local Districts, (O)Principal, (S)Local Funds	Lesson plans, benchmarks, Fountas & Pinnell, EDL, STAR Early Literacy, STAR reading and math, Tejas Lee, TELPAS, teacher observations.
2. Henderson staff and students will be supported in targeted instruction in math and reading by utilizing Accelerated Math and Accelerated Reader from Renaissance and incorporating the NEO2s. (Title I SW: 1,3,8,9) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Director of Math & Science, Principal, Teacher(s)	weekly	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	Teacher observations, Lesson plans, Schoolnet, District Assessments, Renaissance reports
3. Henderson students who are below grade level, according to Fountas & Pinnell and EDL will receive targeted intervention through the use of research based instruction. (Title I SW: 1,2,3,4,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Principal, Teacher(s)	End of 6 weeks	(F)IDEA Special Education, (F)Title IIA Principal and Teacher Improvement, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials	Teacher observations, District assessments, READ 180/System 44 reports, STAR Early Literacy, Fountas & Pinnell, EDL, English In A Flash
4. Henderson staff will deliver instruction consistent with the district scope and sequence and will provide supplementation as needed. (Title I SW: 1,3,7) (Target Group: All) (NCLB: 1,2,3,5)	Assistant Principal(s), Principal, Teacher(s)	weekly	(F)Title I - \$6,000, (L)Instructional Resources & Media Services	Lesson plans, benchmark data, walkthroughs

# HENDERSON ELEMENTARY

**Goal 3.** Henderson will recruit, develop, and support highly motivated staff members who maximize students success.

**Objective 1.** 100% of Henderson teachers will meet the NCLB criteria of Highly Qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Applicants for positions will be interviewed by campus team and recommended for positions based on their certifications and references and will meet NCLB criteria of Highly Qualified. (Title 1: 1,2,3,5,,8,9,10) ( Target Group: all)(NCLB: 1,2,3,5) (Title I SW: 3) (Target Group: All) (NCLB: 3)	Assistant Principal(s), CEIC members, Dept. of Human Resources, Principal, Teacher(s)	As needed	(O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)State Compensatory	References and interview documents, PDAS appraisals, Walk-throughs, district reports of highly qualified personal.

# HENDERSON ELEMENTARY

**Goal 3.** Henderson will recruit, develop, and support highly motivated staff members who maximize students success.

**Objective 2.** 100% of Henderson teachers will attend professional development that will allow them to effectively implement the district curriculum and initiatives, as well as provide professional growth in order to impact student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. All staff will participate in ongoing staff development on district curriculum and initiatives throughout the school year. (Target group: all) (NCLB: 1,2,3,4,5) (Title I SW: 3,4,5) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), CEIC members, Core Subject Teachers, Director of Bilingual/ESL, Director of English Language Arts, Director of Math &amp; Science, Instructional Specialist, Principal, Teacher(s)</p>	<p>End of first semester</p>	<p>(F)Title I - \$3,200, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials</p>	<p>Professional Development records, Classroom walkthroughs, PDAS, Sign in sheets and workshop evaluations</p>
<p>2. Teachers will be given opportunities to share knowledge gained through staff development opportunities with staff during team meetings, and grade level meetings. (Title I SW: 1,2,3,8,9,10) (Target Group: All) (NCLB: 1,2,4,5)</p>	<p>Assistant Principal(s), Principal, Special Ed Teachers, Teacher(s)</p>	<p>End of each 6 weeks</p>	<p>(F)Bilingual Education , (F)English as a Second Language, (F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials</p>	<p>Staff Development records, PDAS documents, Thinking Maps walk</p>
<p>3. All staff will be trained to successfully deliver instruction in the following initiatives: CMP2, Everyday Math, C-Scope, 6+ Traits of Writing, Running Records, English in a Flash, READ 180, System 44, Accelerated Math. (Target group: All) (NCLB: 1,2,3,5)</p>	<p>Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)</p>	<p>One per month</p>	<p>(F)Bilingual Education , (F)English as a Second Language, (F)Title I, (O)Classroom Teachers, (O)Local Budget Data</p>	<p>State assessment scores, district benchmarks, running records, unit tests, student grades, TELPAS, Fountas &amp; Pinnell data, teacher assessments, STAR Early Literacy</p>

# HENDERSON ELEMENTARY

**Goal 3.** Henderson will recruit, develop, and support highly motivated staff members who maximize students success.

**Objective 3.** Administration will recognize 100% of teachers for their hard work, leadership, and their successes in order to retain highly qualified teachers from year to year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Opportunities will be provided for team building and book studies in order to create a collaborative working environment that ensures students achievement and successes. (Target Group: all) (NCLB: 1,2,3,4,5) (Title I SW: 3,4,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, CEIC members, Parent Liaison, Principal, Special Ed Teachers, Teacher(s)	End of 6 weeks	(F)Title I, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	Grade level planning, grade level feedback, Professional learning feedback, lesson plans
2. Teachers will be encouraged to share successful activities and strategies; and share success stories with staff during team meetings. (Target Group:all) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Instructional Facilitator, Instructional Focus Group, Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	weekly	(F)Bilingual Education , (F)Head Start, (F)Title I, (F)Title IIA Principal and Teacher Improvement, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)TEKScore data	Teacher feedback, classroom observations; teacher conferences; PDAS Teacher Self Report
3. Staff will be acknowledged for their hard work and dedication through newsletters. (Title I SW: 6) (NCLB: 3,4)	Assistant Principal(s), Campus counselors, CEIC members, Principal	First Tuesday of each month	(L)Activity Funds, (O)Principal	Student/Faculty Newsletters, Parent/Teacher conferences, retention of staff

# HENDERSON ELEMENTARY

**Goal 3.** Henderson will recruit, develop, and support highly motivated staff members who maximize students success.

**Objective 4.** 100% of reading teachers will receive additional support from an Instructional coach with a focus on literacy.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Balanced Literacy coach will aide Literacy teachers in scheduling, planning, disaggregating data, and Tiered instruction. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Every 3 weeks	(F)Title I	PDAS, Data, Teacher observation, walkthroughs, and training reports.

# HENDERSON ELEMENTARY

**Goal 4.** Henderson will prepare technologically advanced students.

**Objective 1.** Henderson will exhibit continuous technological improvement as reported from the STAR chart survey, 100% of teachers will be proficient with current available technology.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Henderson will continue to acquire up to date technology resources such as Smart boards, document Cameras, projectors, and work stations in every classroom. (Title I SW: 2,3,4,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Campus Instructional Technologist, CEIC members, Instructional Technology Dept., Principal</p>	<p>End of 1st semester</p>	<p>(F)Title I - \$1,000, (O)Principal, (S)Local Funds</p>	<p>Classroom observations and Lesson plans.</p>
<p>2. Henderson will increase the amount of technology based instruction, equipment, software, and staff development to meet SBEC technology standards. (Title I SW: 1,2,3,4,5,10) (Target Group: All) (NCLB: 1,2,3)</p>	<p>Assistant Principal(s), Campus Instructional Technologist, CEIC members, Instructional Technology Dept., Principal, Teacher(s)</p>	<p>April 2011</p>	<p>(F)Title I, (O)Designated Funds, (O)Principal, (O)Supplemental Materials, (S)Local Funds, (S)State Compensatory</p>	<p>Increased useage of computer technology as monitored by administration. Increased purchases of hardware and software material. Certificates of completion after staff development.</p>
<p>3. Staff members will be trained in and routinely utilize the district and campus websites to provide a communication access to teachers, students and community. (Target Group: all) (NCLB: 1,2,4,5) (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,4)</p>	<p>Assistant Principal(s), CEIC members, Instructional Technology Dept., Principal</p>	<p>September</p>	<p>(F)Title I, (O)Classroom Teachers, (O)Principal</p>	<p>Periodic monitoring of websites; parent/student feedback through survey; district reports.</p>

# HENDERSON ELEMENTARY

**Goal 5.** Henderson will provide facilities that support exemplary learning environments.

**Objective 1.** 100% of students will participate in learning environments that are safe, drug free, conducive to learning with less than 5 discipline referrals per week, and promotes a healthy lifestyles as well as recognizing student accomplishments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus and district Crisis Management plan implementation. (Title 1: 4,9,10) ( Target Group All) ( NCLB:4)	Assistant Principal(s), CEIC members, Principal, Teacher(s)	End of each month	(L)Activity Funds, (O)Principal, (O)Supplemental Materials, (S)Local Funds	Crisis drill reports, Discipline reports, safety reports, inspection reports by fire marshall and regional safety team.
2. A Texas Behavior Support Initiative (TBSI) Core Team will be established and trained for behavior intervention assistance. Non-Crisis Intervention (NCI) strategies will be implemented. (Title I SW: 9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Campus counselors, Principal, Special Ed Teachers, Teacher(s)	End of first semester	(F)IDEA Special Education, (L)Staff Development, (O)Local Districts, (O)Principal, (O)Special Education Teachers, (S)Local Funds	Staff Development certifications, PEIMS Reports
3. Students will be provided with a drug education program, "being safe program", and character education featured through monthly lessons. (Title I SW: 1,3,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	End of each six weeks	(F)Title I - \$1,000, (F)Title IV Safe and Drug Free, (L)Activity Funds, (O)Classroom Teachers, (O)Supplemental Materials, (S)Local Funds	Counselor reports, counselor lesson plans, discipline referrals, teacher lesson plans, district safety school survey data

# HENDERSON ELEMENTARY

**Goal 6.** Henderson will fully develop positive partnerships with Midland's community and business organizations.

**Objective 1.** Henderson Elementary will provide 10% more activities for parents and community organizations to be an active part of Henderson students education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Henderson parents will have the opportunity to attend Family math night, Family Science Night, Open House, Literacy night, Grade level parent meetings, grade level PTA, Field day, Holiday Parties, Muffins with mom, Donuts with Dad, Scholastic book fair, Bilingual parent meetings, Hispanic Heritage activities, Parent conferences, STEPS conference, Grade level Parent activities, Online access to : student grades, campus web pages, interactive math pages, and access to CATCH activities, Patriots Day activities, Awards Assemblies, PTA, Mr. Gatti's Get Acquainted Night, Kinder Round up, and Spirit Days. (Title I SW: 1,2,6,7,9,10) (Target Group: All) (NCLB: 1,2,4,5)</p>	<p>Assistant Principal(s), Campus counselors, CEIC members, Principal, Teacher(s), Teaching &amp; Learning Department</p>	<p>Aug 2010 - May 2011</p>	<p>(F)Title I - \$1,000, (L)Activity Funds, (O)Classroom Teachers, (O)Principal</p>	<p>PTA membership reports, sign in sheets, Parent/Student surveys, Agendas &amp; Flyers</p>
<p>2. Foster Grandparents will be incorporated into classrooms daily to assist teachers in developing a well-rounded, student centered learning environment. (Title I SW: 2,7,9) (Target Group: All) (NCLB: 1,2,4,5)</p>	<p>Counselor(s), Principal</p>	<p>End of 1st semester</p>	<p>(O)Local Districts</p>	<p>Parent, teacher and community feedback.</p>
<p>3. "Tiger Binders" will be used to for parent communication and delivery of homework, important notes, and communication logs for parents and teachers. (Title I SW: 2,3,6,7,9) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Principal, Teacher(s)</p>	<p>Weekly</p>	<p>(F)Title I, (L)Activity Funds, (O)Principal, (S)Local Funds</p>	<p>Parent feedback and surveys, CEIC feedback, teacher feedback.</p>

# HENDERSON ELEMENTARY

**Goal 7.** Henderson will exercise fiscal responsibility.

**Objective 1.** 100% of Title 1 funds will be allocated and used according to federal guidelines.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The School Improvement Needs Assessment and CIP will be used for the allocation of all funding based on students' needs. (Title 1: 1,2,3,4,5,6,8,9,10) (Target group: all) ( NCLB: 1,2,3,4,5) (Title I SW: 1,2,3,4,5,8,10) (Target Group: All) (NCLB: 3,4)	Assistant Principal(s), Exec Director of CTE, Principal	End of each 6 weeks	(F)Title I	CEIC minutes, ITTCS records of budget accounts, district budget hearing.

# HENDERSON ELEMENTARY

**Goal 7.** Henderson will exercise fiscal responsibility.

**Objective 2.** Henderson Elementary will establish and hold a minimum of 6 CEIC meetings to discuss and review budget accounts, new programs and staff development.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Henderson Elementary CEIC will meet a minimum of six times to review and collaborate on issues concerning the budget, new programs, and staff development. (Target Group: all) (NCLB: 1,2,3,4,5) (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Principal	Sept, Oct, Nov, Jan, Feb, April and May	(F)Bilingual Education , (F)IDEA Special Education, (F)Title I, (L)Activity Funds, (O)Designated Funds, (O)Local Budget Data, (O)Principal, (O)TEKScore data, (S)Local Funds, (S)State Compensatory	CEIC minutes, budget accounts, student achievement.
2. Campus Administration will meet monthly to reconcile various budget accounts. (Target Group: all) (NCLB: 1,2,3,4,5) (Title I SW: 9) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	End of each month	(F)Title I, (O)Local Budget Data	Purchase orders, ITCCS
3. Henderson CEIC will ensure that funding is aligned with student data and needs to generate constructive student achievement. (Target group:all) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Principal	Each CEIC meeting	(F)Title I, (F)Title IID Technology, (L)Activity Funds, (L)SchoolNet Data, (O)Supplemental Materials, (O)TEKScore data, (S)Local Funds	ITTCS, district and state assessments.