

# **CAMPUS IMPROVEMENT PLAN**

*Holland Independent School District*  
**2018-2019**

## **Mission Statement**

*The Holland Independent School District, in partnership with parents and community, will provide a quality education for all students, empowering them to pursue productive and fulfilling lives in an ever-changing, interdependent world.*

**DISTRICT DECISION-MAKING COMMITTEE**

**Cindy Gunn, Chairperson**

Shane Downing-Elementary School Principal

Christy Hood-Primary Teacher

Lauren Patterson - Primary Teacher

Donna Lynn-Elementary Teacher

Vicki Malone-Elementary Teacher

**PARENTS**

Randy Evans

Jill Marwitz

**BUSINESS/COMMUNITY**

Megan Gersbach

Michael Kurtz

Doris Lange

## **COMPREHENSIVE NEEDS ASSESSMENT (TIA 12)**

Holland Independent School District conducted comprehensive needs assessment based on TAPR data such as End of Course Exams/STAAR performance, attendance rates, dropout rates, and SAT/ACT data. In addition, for general education and for special programs, the data was disaggregated for all population groups, including male and female. Individual student's strengths and weaknesses were identified by disaggregated STARR/End of Course Data by grade level, subject area, and categories.

The needs assessment also consisted of identifying needs for all subject areas, grade levels, and each special program considering the six areas of decision making (planning, curriculum/instruction, staffing, staff development, school organization, budgeting) and through the Effective Schools Correlates (Instructional Leadership, Instructional Focus, High Expectations, School Climate, and Parental Involvement). The elementary school is a Title I, Part A School wide campus based on 47% of low income student. The middle school is a Title I, Part A School wide campus based on the feeder pattern.

Surveys were disseminated to all faculty, staff and parents, including business and community representatives serving on the District and Campus Improvement Committees. District and campus improvement plans from the 2016-17 school year were reviewed and revised based on the achievement of specific goals and objectives. As a result, the 2017-18 district and campus improvement plans reflect all of the aforementioned needs in order to improve student performance.

**Goal #1**

All student groups taking the STAAR reading, writing, math and science tests will meet or exceed the state standard of 90% passing by the year 2018. All students will be college and career ready upon graduation.

**Goal #2**

Refer to strategies for regular education students and special programs students.

READING INITIATIVES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Disaggregate <b>STAAR Reading</b> objectives for regular and special education students (3-8) that focus on weaknesses as listed below: (TIA13)  <b>(3rd-5th Grade)</b>  Category 1: Understanding and Analysis Across Genres. ES (85%) Category 2: Understanding and Analysis of Literary Texts. ES (80%) Category 3: Understanding and Analysis of Informational Texts. ES (80%)	Classroom Teachers Principals	Eduphoria Data Summary Reports Teachers Target Reading Istation Countdown to STAAR  AR Assessment  Comprehension Tool Kit  Mentoring Minds	Lesson Plans Benchmark Tests TEKS Resource Tests	Weekly June November January March	STAAR Reading
READING STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
<b>Implement the following initiatives/activities to address Reading weaknesses below 85% mastery: (TIA13)</b>	Literacy Coordinator				STAAR Reading
* Guided Reading (Elementary)	Classroom Teachers	Title I, Part A Funds			
Leveled Literacy Initiative * I-Station		Title VI Funds	I-station Formative Reports	6 Weeks	
Comprehension Toolkit	Classroom Teachers	Local Funds			
* Reading Recovery (Elementary)  * Focus on Non-Fiction Vocabulary Work	Reading Recovery Teachers	Title I, Part A Funds  Title II CSR Funds FTE=0.5	Running Records	6 Weeks	ELA
* Literacy Groups (Elementary)	RR Teachers	Title I, Part A Funds	DRA	6 Weeks	
* Accelerated Reader (ES)		Title I, Part A Funds	STAAR Report	6 Weeks	

READING STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
* Writing Across the Curriculum * Accelerated Vocabulary Program		SCE \$2,322			
* Critical Thinking Focus					STAAR
* Eduphoria & ETS test bank * TEKS Resource System		Comprehension Tool			
* Mentoring Minds * Gifted & Talented Pull out Program	ACE Coordinator Principals /AP	21st Century Grant Local Funds	Lesson Plans	6 Weeks	Progress of student Success-May
* Dyslexia Services * GT Co-Op at ESC 12	Dyslexia Teachers	Local Funds HS Allotment	DIPP Assessment Student Reports Woodcock, GORT	6 Weeks	EOC
<b>Staff Development &amp; Follow-up (TIA15)</b>  *Leveled Literacy Initiative Training  Google Classroom Training * Guided Reading Training (ES) *TCEA Conference  *Benchmark Assessment System Training (ES)	All Teachers	SCE Funds  \$1,250	Staff Development calendar Agendas/Sign-in sheets	August  As Scheduled	

MATH INITIATIVES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Disaggregate <b>STAAR Math</b> objectives for Regular & Special Ed Students (TIA13) ( <b>3rd-5th Grade</b> ) Category 1: Numerical Representations & Relationships (80%) ES, Category 2: Computations & Algebraic Relationships (80%) Category 3: Geometry & Measurements (80%) Category 4: Data Analysis & Personal Finance Literacy (80%) ES &	Classroom Teachers and Principals	Grade-Level Summary Reports Eduphoria Data Teachers	Lesson Plans Benchmark Tests	Weekly September November, January,	STAAR Math
MATH STRATEGIES	PERSONS	RESOURCES	FORMATIVE	TIMELINES	SUMMATIVE
* Pearson Math (K-5) * TEKS Resource System		Local Funds	Benchmark Test	September, November	STARR & EOC Exams
* Student Support/Inclusion		Local Funds	Mastery Charts	Daily	
* Math Facts in a Flash(ES)		Local Funds Special Ed. Funds	Benchmark Test	September, November January, March	
* Science Applications		Local Funds	Lesson Plans	Weekly	
* Differentiated Instructional Strategies			Lesson Plans Principal Walk-	Weekly & Daily	
* Lone Star Math (2-5) * Mentoring Minds		Local Funds	Observations Lesson Plans	Daily Weekly	
* STAAR Curriculum Support Materials * After School Tutoring for At Risk	Teachers	Local Funds SCE Funds \$10,000	Quizzes, Classwork,	Weekly	
* Math Improvements TEKS Reinforcement Class		Supplies SCE Funds \$10,000 FTE=0.21	Classroom Portfolio Lesson Plans	Weekly & 6 weeks	
* Benchmark testing	Teachers & Principals		Benchmark Test	Semester	STAAR, EOC, TAKS
*Dream Box		SCE Funds \$6,856	Progress Reports	3 Weeks	

MATH STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
*Prodigy		FTE=0.2	Report Cards	6 Weeks	
* Math Tutorials	Classroom Teachers	SCE Funds \$3,000	Progress Reports	3 Weeks	
RTI Intervention	Principals		TEMI, ESTAR,MSTAR		TEMI, ESTAR,MSTAR
* Analysis of released STAAR test questions	Classroom Teachers			September	
* Neo 2 (2nd-3rd)			Class Data	Daily	
<b>Staff Development &amp; Follow-up (TIA15)</b>		SCE Funds \$1,250 Local/Title Funds	Staff Development Calendar	August	
* Critical Thinking CAMT			Agendas/Sign-in Sheets	As Scheduled	
*Google Classroom, IPAD Apps		Local Funds			

WRITING INITIATIVES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Disaggregate <b>STAAR Writing Objectives</b> : for students <b>(4th Grade)</b> Reporting Category 1: Composition (60%) Reporting Category 2: Revision (80%) Reporting Category 3: Editing (85%) * Informational Reading to Improve Expository * Writing Across the Curriculum at all grades TEKS Resource System	Campus Principals &	Grade-level summary           Class	Lesson Plans,	Weekly, September,           Weekly	STAAR Writing
* Curriculum Analysis in all grades to align instruction & prepare for benchmark assessments, regardless of		Teachers	Writing Rubric to evaluate mech/voc	August & May	Diagnostic Reading Assessment (DRA)
* Benchmark assessments aligned with TEKS for grades not STAAR tested		Released State Assessment Teacher-	Benchmark Test	November, January, March	



WRITING INITIATIVES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
* HISD Spelling Curriculum		Teachers	Primary Reading and Writing Assessment	Weekly	Observation Survey
* Writing Accountability in all subjects. Incorporate writing into AR instructional time.		Teachers & Local Funds	Lesson Plans & Benchmark Test	Weekly/6 weeks	STAAR Writing
* Daily Oral Language (DOL)		Local Funds	Student Grades	Daily	STAAR Writing
* Peer Writing Tutoring		Local Funds	Lesson Plans	Weekly	STAAR Writing
* Utilize writing portfolios to aid in vertical alignment from grade to grade		Local Funds	Portfolio	Semester	STAAR Writing
<b>Staff Development &amp; Follow-up (TIA15)</b>		Teachers	Lesson Plans	Weekly	
* Early Literacy Workshops (ES)		Local Funds	Staff Development	August	
Google training, Empowering Writers, TCEA Conference			Agenda/Sign In Sheets	As Scheduled	
* Benchmark Assessments using Eduphoria & ETS test banks		Released STAAR Teacher-made test	Benchmark Test	November, January, March	
* Training on ED-TECH Apps	Donna Lynn				
* Region XII Writing Trainings					

SCIENCE INITIATIVES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
<p>Disaggregated <b>STAAR Science</b> objectives for regular &amp; special education students that (Gd 5) focus on weaknesses below the mastery listed below. (TIA13)</p> <p style="text-align: center;"><b>(5th Grade)</b></p> <p>Category 1: Matter and Energy (ES 80%)</p> <p>Category 2: Force, Motion &amp; Energy (ES 85%)</p> <p>Category 3: Earth and Space (ES 85%)</p> <p>Category 4: Organisms &amp; Environments (ES 80%)</p>	<p>Campus Principals &amp; Classroom Teachers</p>	<p>Eduphoria Report, Summary Report &amp; Teachers</p>	<p>Lesson Plans &amp; Benchmark Tests</p>	<p>Weekly, September, November, January, March</p>	<p>STAAR Science</p>
<p>* Journal entries, essay question, short answer in complete sentences with proof</p>		<p>Teachers</p>	<p>Lesson Plans</p>	<p>Semester</p>	<p>STAAR Science</p>
<p>*Seek Field trips &amp; workshops that focus on critical thinking strategies</p>	<p>Region Service Centers &amp; area</p>	<p>Teachers</p>		<p>Semester</p>	<p>STAAR Science</p>
<p>* Technology/ Textbooks Integration Technology Integration/Promethean Boards</p>		<p>Teachers</p>	<p>Lesson Plans</p>	<p>Semester</p>	<p>STAAR Science</p>
<p>* Brainstorm methods to solve environmental issues for school and community</p>		<p>Teachers</p>	<p>Lesson Plans</p>	<p>Semester</p>	<p>STAAR Science</p>
<p>Scientific Minds</p>		<p>Teachers</p>	<p>Lesson Plans</p>	<p>Semester</p>	<p>STAAR Science</p>
<p>* Benchmark assessments aligned with STAAR for grades not STAAR tested (all levels) Eduphoria Aware/ETS/TEKS Resource</p>		<p>Released State Assessments</p>	<p>Benchmark Tests, Teacher-made tests</p>	<p>November, January, March, 6 weeks</p>	

SCIENCE INITIATIVES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
* Structure Science Instruction & Expectations to STAAR/TEKS Expectations & use project-oriented instruction as the application component (all levels)		Scope and Sequence STAAR/TEKS	Lesson Plans, Progress Reports & Mastery Charts	Weekly, 3 weeks & Daily	
* Consistently implement the Response to Intervention process when necessary		Local Funds	CAP Matrix	Daily	
* Frequent Testing		Teachers	Lesson Plans	Weekly	Sample Tests
* Using Brainpop, Scientific Minds		Teachers	Student projects & Benchmark Test	Weekly/Monthly	STAAR Science
* Vertical Alignment  * 1 day per Semester for K-12 science alignment		Teachers	Lesson Plans/Scope & Sequence	Weekly	STAAR Science
<b>Staff Development and follow-up (TIA10)</b>		Advancement of	Staff Development	Weekly	
* Conference for Advancement of Science Teaching  * Eduphoria * TEKS Resource System		Title II Funds  Local Funds ESC Region XII	Lesson Plans  Agendas/Sign-in	August  AS Scheduled	

SOCIAL STUDIES STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
* TEKS Resource System					
You Tube, Quizlett, Kahoot,		Teachers	Lesson Plans	As Needed	STAAR Social Studies
* Use Historical reference materials (all levels)		Teachers	Lesson Plans	Weekly	
* Reading assignments should include historical happenings & events		Teachers	Lesson Plans	Weekly	
Daily History Concept Starters		Teacher	Lesson Plans	Weekly	
* Utilize maps & graphs at all levels		Teacher	Lesson Plans	Weekly	
Google Classroom		Teacher	Lesson Plans	Daily	
* Provide training for TEKS transfer to STAAR (all levels) Responsive Learning		Title II Funds	Registration to Conferences at	Semester	
* Promote current event awareness by use of local & national newspapers				Weekly	
* Incorporate STAAR questions into each test - 5 to 10 questions	Teachers			Weekly	
* Eduphoria Data Analysis in all grades to align instruction and prepare for benchmark assessments, regardless of STAAR (all levels)		Local Funds	Faculty meetings * Agendas * Sign-in sheets	September	
* Use Chromebooks & Brain Pop to reinforce objectives.	Teachers			As Needed	
* Structure Social Studies instruction & expectations to STAAR/TEKS expectations & use project-oriented instruction as the application component (all levels)		TEKS	Lesson Plans Progress Reports	Weekly 3 Weeks	
* Daily Starters		Teachers	Lesson Plans	Weekly	
LANGUAGE INITIATIVES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
<b>Staff Development &amp; Follow-up (TIA13)</b>					
* Social Studies State Conference					
* TEKS Resources Systems					
* ESC 12 Social Studies Collaborative					
* Surface Pro 3 Training					

<p><b>Improve identification, placement &amp; services for ESL students (TIA13, TIA19)</b></p>	<p>Principals &amp; ESL Coordinator</p>	<p>ESL Teachers &amp; ESL Funds</p>	<p>LPAC documentation Student Schedules Content Mastery</p>	<p>Semester/6 weeks</p>	<p>ESL Annual Evaluation Report, RPTE &amp; STAAR Report &amp; MAT-8</p>
<ul style="list-style-type: none"> <li>* Conduct LPAC training meetings</li> <li>* Maintain accurate records                             <ul style="list-style-type: none"> <li>** Home Language Surveys</li> <li>** LPAC Annual Reviews</li> <li>** LPAC Exit</li> </ul> </li> <li>* Updated Documents</li> </ul>					
<ul style="list-style-type: none"> <li>** Entry Letters</li> <li>** Exit Letters</li> <li>* Interventions                             <ul style="list-style-type: none"> <li>** Imagine Learning Program</li> <li>** I-Station Reading Intervention</li> </ul> </li> <li>* Exit Criteria                             <ul style="list-style-type: none"> <li>** Pass STAAR Reading &amp; Writing, if available</li> <li>** Score 40th percentile or higher on language arts section of norm-referenced test &amp; having a passing score on the TELPAS.</li> </ul> </li> </ul>					

ADDITIONAL STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
<p><b>Improve Migrant program through the following (all levels)</b></p> <ul style="list-style-type: none"> <li>* Identification &amp; Placement</li> <li>* Service                             <ul style="list-style-type: none"> <li>** Nurse</li> <li>** Parent Advisory Council (PAC)</li> </ul> </li> </ul>	Migrant Coordinator	Region XII ESC	NGS Reports  Progress Report Report Cards	August  3 Weeks 6 Weeks	STAAR  Credit Accrual Graduation Rate
<p><b>Update library materials &amp; supplies to improve the quality of media collection</b></p> <ul style="list-style-type: none"> <li>* Class novels</li> <li>* Video Software</li> <li>* Computer Software</li> <li>* Reference Materials</li> <li>* Guided Reading</li> </ul>	Librarian	Librarian	Purchase Orders/Invoices Book Circulation	Semester  Monthly	Title VI Annual Evaluation Report Total Circulation
<p><b>Improve the G/T Program through the following:</b></p> <ul style="list-style-type: none"> <li>* Update G/T Plan (TIA 13)</li> <li>* Accessibility to all population groups</li> <li>* Identification/matrix/selection committee</li> <li>* Services provide a weekly program</li> </ul>	G/T Coordinator	Teachers	Staff Development Calendar	As Scheduled	G/T Annual Evaluation Report
<ul style="list-style-type: none"> <li>* All teachers will receive 30-hour/6-hour training (TIA 14-15)</li> </ul>		Math, Science, Social G/T Funds G/T Facilitator RegionXII ESC District Trainer or Trainers	Master Schedule Staff Meetings Development Lesson Plans	Fall/Spring Monthly Weekly	SAT/ACT Scores End-Of-Course exams

ADDITIONAL STRATEGIES	PERSONS	RESOURCES	FORMATIVE	TIMELINES	SUMMATIVE
* Differentiation with depth & complexity * Improve parent participation					
<b>Provide early school transition to the elementary school : (TIA17)</b> * PK & K Round-ups * PK Notification ( English & Spanish) ** Campus Newsletters ** Flyers	Principal  Counselor	PK & K Teachers  PPCD	School Calendar  Notification Orientation Round-ups	Fall  April May	Observation Survey  STAAR Scores
* School Readiness * Head Start Orientation * All four-year-olds will be eligible to attend PK * Transition from elementary to middle school and middle School to high School ** Class Introduction ** Orientation ** Individual Conferences ** Special ED Orientation & Planning Across Campuses					
<b>Recruit &amp; Retain Highly Qualified Staff (TIA14)</b> * Reading Recovery * Instructional aides * New Teacher Salary Schedule * New Salary Schedule for Paraprofessionals * Provide Surface Pro3's for all teachers	Superintendent  Principals	Mary Hardin Baylor Surrounding Colleges Word-of Mouth Newspaper Ads Region XII ESC	Vacancy Notices  Newspaper		
<b>Continue to involve teachers in assessment decisions and the use of assessment data (TIA18)</b>	Principal	Teachers	Committee Meetings	Semester	Assessment Decisions
<b>Provide timely assistance in identifying students' individual needs: (TIA19)</b>	Principal	Teachers	Counselor's log	Semester	Eduphoria

ADDITIONAL STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
* 504 identification & services	Counselor	504 Coordinator	Tutorial Attendance	September, January, April	
** Pre-referral procedures ** Consider Modifications * Tutorials		SCE Funds \$12000-Salary	Progress Reports Report Cards Conference Records	3 Weeks 6 Weeks As Needed	
* Extended year * Counseling * Parent/Conferences * Early intervention strategies for Dyslexia * Updated Dyslexia Plan & Services * Reading Recovery Screening * Literacy Groups		8.0 FTE Supplies \$1000 Title I, Part A Funds	Campus Schedules	Semester	
<b>Intergrade technology throughout the instructional program at all grade levels &amp; in all subject areas.</b>	Principal	Technology Plan	Lesson Plans	Weekly	Technology Plan
* 1:1 Chromebook Initiative * Tech Connect Grant ** Surface Pro 3/Chromebooks/IPADS ** Teacher Webpage Design	Admin Admin	Technology Funds TEA	Staff skill progress Istation Assessment	Semester 3 weeks	STAAR Reading

**Goal # 2**

\* Student attendance will meet or exceed the 95.8% state standard for attendance.

**Objective**

\* The student attendance rate will improve from 96.7% to 98%

ADDITIONAL STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Monitor attendance on a daily basis : (TIA19)	Principal	Counselor	Attendance Reports	Daily	Attendance Rate
* Parent notification letter after sixth absence * Telephone calls will be made by School Reach automated system daily		Teachers	ADA Reports	Monthly	



ADDITIONAL STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
* Counseling * Saturday school make-up					
* Counseling Services ** Individual Counseling		TECS SCE \$2,902	Counselor's log Plato Reports	Daily Weekly	
** Group Counseling  * Track all withdrawal & no shows during the second & third weeks of school ** Homebound Service ** Individual Counseling * Saturday School * Credit Recovery		SCE Funds \$45,000  The Choice Program	Principals Contracts  Attendance	Semester (Dec-May)	
Incentives will be provided to students in all grades for perfect attendance (announcements, posters, certificates, t-shirts, classroom activities, etc.)	Classroom Teachers	Teachers	Attendance Reports	Six Weeks/End of Year	Attendance Rule
The nurse will visit all classrooms & stress good hygiene in effort to decrease illness. ** School-based health center**	Nurse	Teachers/Scott & White Hospital	Attendance Reports	Six Weeks/End of Year	Attendance Rule
Encourage Special education student participation in all extra-curricular activities	Principals	Sponsor/Teacher	Class Rosters	Beginning of year scheduling process	Class Rosters



**Goal #3**

\* Provide a safe & orderly school climate, conducive to learning.

**Objectives**

\* Discipline referrals will decrease from 35 in 2017-2018 to 30 in 2018-2019

\* Incidents of violence will be maintained at 0.0% in 2018-2019

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Review, revise, & implement the district and campus Emergency Plan (Crisis Management Plan)	Principals	Faculty and Staff Safety Checklist	Revision Meeting	February	Monthly Checklist
* Suicide Prevention * Violence Prevention Restorative Discipline/Circle Forward	Teachers	Decision-Making	Crisis Drills	Semester	
Provide & Implement a Comprehensive Guidance Plan	Counselor	Teachers	Lesson Plans	Semester	Recognized students (student club)
* Character Education * Decision Making * Self-Esteem Restorative Discipline/Circle Forward					
* Learn & Serve * Red Ribbon Week		Health Teacher Teachers	School Calendar Calendar of events	August As Scheduled	
School personnel will stress & reward positive student behavior	Principal	Faculty & Staff	Rewards Given	Weekly	Discipline Referrals
* Campus Newsletter * End-of-Year Awards Program			Discipline Referrals	Six weeks	Student Awards
* Snack Bar * Hornet Nest * Student of the Month/PTO Sponsored Awards					
Provide Alternatives for Discipline Infractions: * ISS	Principal	Counselor Teachers	Discipline Records	Monthly	Title IV Annual

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
* Counseling * Corporal Punishment * Suspension		Academic			
* Teacher Observation * Dating Violence Awareness Training * Staffing Education of Dating Violence		Teachers	Counselor Log		

**Goal #4**

\* Increase parent & community involvement.

**Objectives**

\* Increase the number of parent and community participants in each of the following:

	<u>2017-18</u>	<u>2018-19</u>
a. Volunteers	35	75
b. PTO	250	350
c. Open House	700	775
d. Special Programs parent meetings	80	120

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Provide opportunities to increase parental involvement (TIA16) * Communicate through newsletters * Provide after-school programs that include parent training * Provide training for parents in the use of the internet. * Community Dinners * School Garden * Grandparent's Breakfast * Fall Festival & Scholarship Dinners	Principal      ACE Coordinator	PTO  Teachers  Counselor  Technology Coordinator Local Funds  PTO/Scholarship	Parent sign-in sheets  Newsletter publications	As Scheduled  Monthly  Christmas/ Thanksgiving September  October	Total Parental Involvement Parental Support Increase

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Promote Business/Community Involvement through the following (TIA16):  * District & Campus Committee Memberships * School Marquee * Campus Newsletters * Volunteers at athletic events * District/Campus Web Site, Facebook * School Reach Phone System	Principal	Decision-Making Committees  PTO Teachers Counselor	Business/Community Participation records  Newsletter	Monthly	Total Business/Community involvement

**Goal #5**

\* Increase parent & community involvement.

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Develop and Implement Family Nights: (TIA16)  *Chromebook Training (6-12) * PK-5 Family Literacy * Family Nights (PTO)	Decision-Making Committee /Sub-Committee  Principal	Decision-Making Committee  Teachers ESC 12 Grant  PTO	Calendar of meetings/events  Programs developed	August	Total parental involvement
Conduct Parent Meetings for all Title Programs. Bullet agenda items to be discussed at these meetings (TIA16)	Principal	Counselor, Decision-Making Committee & Teachers	Parent sign-in sheets /Newsletter publications	May & Monthly	Total parental involvement
Campus report cards & test results will be reviewed in a public forum (TIA16)	Principal	Counselor, Decision-Making Committee & Teachers	School Board Minutes Newsletter publications	As Scheduled/weekly	Total parental involvement
Homeroom teachers will submit signed student/parent school compacts. (TIA16)	Principal	Teachers	School Compacts for every student	September/Meet the Teacher Night	Total parental involvement

**Goal #6**

\* School Health Advisory Committee

STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Continue a Coordinated School Health Curriculum	Principals	Local Funds		August	Ongoing
Catch Curriculum(PE & Recess K-5th) * Physical Education-Open Gym * School Nutrition Guidelines * Safe Place Afterschool Program	Classroom & PE  Nutrition Services Principals	Local Funds			
Develop a Staff Wellness Program * Blood Borne Pathogen Training * CPR/AED Training * Safety & First Aid Training *Autism Awareness Training * Asthma Awareness Training	School Nurse	Local Funds		August	Ongoing
Provide a Community Wellness Program * Flu Vaccines Empowering Health Initiative	School Nurse Principals	Local Funds		August	Ongoing
* School Based Health Center Doctor Visits	Scott & White Doctors	S & W Funds		Each Monday	Ongoing
* Community Health Awareness Program Elementary Garden Project Glasses * Blood Drive * Loosey Tooth Program	Superintendent Lion's Club Leadership Class				
*Fantastic Teeth Program * Asthma Awareness Program * Corn Fest 5K Run * The Backpack Project * Walking Lights on Track	Nurse and Dr. Davis Nurse  Comm. Food Bank				
STRATEGIES	PERSONS RESPONSIBLE	RESOURCES	FORMATIVE EVALUATIONS	TIMELINES	SUMMATIVE EVALUATIONS
Develop a Student Wellness Program	Teachers	Local Funds		August	Ongoing

<ul style="list-style-type: none"> <li>* Asthma Awareness Program</li> <li>* Jump Rope for Heart</li> <li>* Run Across Texas Marathon (3-5)</li> <li>* School Walk for Diabetes</li> <li>* Daycare-Nature Explore Program</li> <li>* Fitness Gram</li> </ul>	Principals PE Teacher				
Develop an Infection Control Plan <ul style="list-style-type: none"> <li>* Staphylococcus Awareness &amp; Prevention Techniques</li> <li>* Immunization</li> <li>* Blood Borne Pathogens</li> </ul> Provide Hand Sanitizer After School Healthy Snacks <ul style="list-style-type: none"> <li>* Disinfect Classrooms with wipes</li> </ul>	School Nurse Principals  Coaches Custodians  Cafeteria	Local Funds		August & Ongoing       Weekly	Ongoing
<ul style="list-style-type: none"> <li>* Bacterial Meningitis Awareness</li> <li>* Pandemic Flu Plan</li> <li>* Hand Washing Techniques</li> </ul>	Nurse				

**Goal #7**

Needs Assessment

FACTOR	DATA SOURCE(S)	TYPE OF DATA			
		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>STUDENT NEEDS</b>					
1. How well are students achieving on state assessments-in general, in subgroups & individually? <i>This is addressed each year by teacher groups. Primary focus is on increasing Meets &amp; Masters percentages on STAAR.</i>	State Accountability, STAAR, Campus Reports, STAAR, TAPR, PBMAS	X		X	X
2. Are there measurable goals for achievement that are known by parents, teachers and students? <i>Yes. District and Campus Improvement Plans are developed by teachers during In-Service. The Plans are posted at the ISD website and are available in the campus offices. Hard copies are also available on request.</i>	In-service agendas, ISD Website; Benchmark data, Parent Portal			X	X
3. How does the school identify individual students needs? <i>Classroom Performance/Grades, Parent Information. Teacher Observation, Benchmark Testing, STAAR Results, Achievement Testing(Primary Grades). Attendance Records, BAS, TEMI, ESTAR, MSTAR, Discipline Records, ARDs, SIT Meetings, GT Evaluations, At-Risk Identification, InView Testing (2nd), 504 Meetings, Restorative Practices, LLI..</i>	Campus Mtg Agendas, RtI Folders, Campus Interviews, Parent/Teacher Conferences, 504 Folders, Teacher/Student Conferences/Circles	X		X	X
4. What are the student mobility rates? 11% Economically Disadvantaged ? 46.11% LEP? 1.8% At Risk? 39.7%	Campus records (TxEIS):PEIMS; PBMAS	X			
5. What, if any, significant disciplinary Problems exist in the school? <i>Isolated Bullying situations, Generally specific students rather than behavioral trends.Tardies, PDA by Band Hall.</i>	Campus Discipline Records, Incident Reports, TeXIS Discipline, Restorative Discipline, Guest Speaker				X



FACTOR	DATA SOURCE(S)	TYPE OF DATA			
		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>STUDENT NEEDS</b>					
6. What intervention process is in place to ensure that students' educational needs are met in a timely manner? <i>Tutorials/Remediation before and after school; Tutorials/Remediation during the school day (as a daily class and by special arrangements); Reading Recovery; Literacy Groups; Inclusion (Power of 2); Progress Notes, Homework Help; Plato; and the Choice Program; Enrichment Classes; Study Hall, Istation, IXL, ILL, Comprehension Tool Kits.</i>	Campus Records; Campus & District Handbooks; Interviews; Tutorial Records; Report Cards; ACE Attendance, STAAR Results			X	X
7. Does the school have indicators of student success that are not academic? If so, what are they, and how are they assessed? * Band Participation * Student Council (MS, HS); NHS (HS); NJHS (MS) * UIL Academic, OAP, UIL Athletic-participation rates, growth/performance * Overall character/behavior; Citizenship; * FFA/FCCLA; 4H; Leadership Class [participation in organization; participation in competitions ] * Service Learning Projects; *Scholarships	Participation Rosters, Community Report (ex: Field Trips), Discipline Records, Record Books		X	X	X
8. Did the school meet standard last year? In prior years? If not, why not? <i>Each campus has met standard every year. The District received "B"</i>	Title I SIP Requirements, District Status History			X	X
9. Demographics of District <i>African American 2.7% Hispanic 27.5% White 68% Asian/Pacific Island 0% Two or more 1.8%</i>	TAPR; TeXIS, PEIMS; PBMAS	X			

FACTOR	DATA SOURCE(S)	TYPE OF DATA			
		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>STUDENT NEEDS</b>					
<p>10. Computer Literacy  <i>All students have access to computers. iPads in primary grades are used as instructional centers; second/third grades have grade level IPADS; fourth/fifth grades have classroom chromebooks. Teachers use Surface Pro3's.</i><sup>24</sup></p>	<p>Class Schedules; Lesson Plans; Checkout Documentation; Chromebook Cart location; Class assignments</p>			X	X
<b>CURRICULUM &amp; INSTRUCTION NEEDS</b>					
<p>1. How do staff member express high expectations for student achievement?  <i>Students are frequently included in goal setting for their own performance. Recognize, celebrate &amp; reward achievements.</i>                      Is the curriculum aligned with the state's challenging academic content ?  <i>Curriculum is aligned with TEKS and STAAR and EOC student expectations.</i>                      How are high expectations set in subjects for which the state has not established standards?</p>	<p>In-Service Agendas, Sub Request Forms, Honor Rolls, Award Assembly Handouts, Classroom Social Contracts using Restorative Discipline, Social Media and Newspaper Recognition.</p>		X	X	X

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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>CURRICULUM &amp; INSTRUCTION NEEDS</b>					
<p>2. What instructional materials are used in the school?  <i>State adoptions as well as supplemental materials.</i>                      Are they up-to-date? Do they reflect the state's academic content standards?  <i>Yes, During curriculum alignment, teachers and administrators identified TEKS and STAAR student expectation within the instructional materials. TX Resource System is aligned with State Standards and updated in real time.</i></p>	Textbook records; purchasing records; grades; STAAR results, ICEV Curriculum for High School CTE Courses.			X	X
<p>3. Is there scientifically-based research that supports the curriculum &amp; the instructional program being used in the school?                      Yes</p>	Publisher websites; TEKS Resource System; iStation, Prodigy, Dreambox				X
<p>4. What assessment instruments, including diagnostic assessments are routinely used to measure student achievement?  <i>Teacher-made tests. DRA. STAAR, AR Math, released EOC, AR, materials received with state adoptions; TEKS Resource System &amp; Released STAAR Tests. Benchmarks Test, iStation, IXL,TEMI,ESTAR,MSTAR</i></p>	Student Records, Student Grades			X	X
<p>5. What role do teachers play in deciding what assessments will be used to measure student achievement?  <i>Recommendations to campus principals &amp; to superintendent. Teacher made assessments, Eduphoria, TEKS Resource System, SLO's.</i></p>					X
<p>6. How are assessment results used?  <i>Identify areas of needed instruction (across populations and at individual level); Grouping for targeted instruction; remediation and acceleration.</i></p>	Lesson plans; ACE Tutoring; tutorial schedules	X		X	X

7. Is instructional technology available to all students? Yes Do Teachers integrate technology into teaching? Yes	STAAR Chart, Classroom Observations, Walk Throughs, Google Classroom.		X		X
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FACTOR	DATA SOURCE(S)	TYPE OF DATA			
		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>PROFESSIONAL DEVELOPMENT NEEDS</b>					
8. Does the school evaluate curriculum and instruction to determine whether they address the needs of all students? Yes	STAAR Reports , Report Cards & Failure Lists, Textbook Selection			X	X
9. Retention Rates 4.3 % at Elem	Progress Reports, TxEIS, PEIMS, TAPR	X			
10. What roles do paraprofessional play? <i>Support instruction &amp; students' academic success; under the teacher's direction in the the classroom, providing small group or individual review, drill and practice, reteach and remediation; student support needed to enable the student to remain in the classroom. Support in the elem. reading lab, to facilitate increased use of the district library, support introduction of Spanish Language Skills and early technology skill, support for dyxlexic students.</i>	Assignment		X	X	X
1. Are all teachers and instructional paraprofessionals highly qualified? Yes	Personnel Records; Highly Qualified report to TEA				X
2. Is there a process to determine the professional development needs of teachers? <i>During development of district/campus improvement plans-training targeted to support improvement addressed in DIP and CIPs. Teachers, Principals, and Superintendent identify trends/needs (at a "subject area level," at grade level, and at an individual teacher level)</i>	CIP; DIP, Staff Development Agenda, Workshop and Conference registrations			X	X
3. What kinds of professional development are offered to teachers? To Paraprofessionals? To other staff? <i>Conferences, workshops, conventions. Classroom management, curriculum, brain-based learning. Technology Integration, SafeSchools, T-TESS.</i>	Agendas, Conference brochures			X	X

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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>PROFESSIONAL DEVELOPMENT NEEDS</b>					
4. Is professional development voluntary or mandatory? <i>Some of both</i>	Sign in Sheets; attendance certificates, Teacher Certification renewal process				X
5. To what degree does staff participate? <i>The staff determines areas of need during planning of the District Improvement Plan</i>	Textbook records; purchasing records; grades; STAAR results, ICEV Curriculum for High School CTE Courses.				
6. Is professional development related to classroom instruction? <i>Yes</i>				X	X
7. How Frequently is professional development offered? Annually (school start up, reading conference, K-1 conference, Ag Convention, FFA Convention, FCCLA Convention) As needed (campus level meetings, subject area specific, ESC workshops, SAMA training) What follow-up activities take place? Reports at campus meetings: sharing of information and implementation of the District Plan. Is the professional development ongoing and incorporated into the day-to-day routine of the staff? <i>Yes, In addition to reporting/sharing with coworkers, videos and book excerpts are shared routinely. Professional collaborations often happens without planning (i.e.: training/review use of classroom technology; classroom management)</i>					X

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<b>PROFESSIONAL DEVELOPMENT NEEDS</b>					
8. Do teachers have the opportunity to collaborate as team members and/or mentors during these sessions? Yes	Agendas, sign in sheets, presenter notes, Master Schedules				X
9. Who Provides professional development? <i>Local staff; ESC staff; SpEd CoOp staff; consultant, webinars</i>	Agendas, Sign in sheets, attendance certificates				X
10. Are external resources used to provide staff development for the school? Yes How often does this occur? <i>as needed</i>	Agendas, Sign in sheets, attendance certificates				X
11. Does the <i>daily</i> teacher schedule allow for common planning time across grade levels and content areas? <i>EVertical math teams meets several times per year. Grade level teams have common planning times daily.</i>	Master Schedules				X
12. How is professional development evaluated and mid-course corrections made if needed? <i>Staff meetings; student performance; student engagement review of gradebooks and lessonplans, administrative observations.</i>				X	X

FACTOR	DATA SOURCE(S)	TYPE OF DATA			
		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>FAMILY &amp; COMMUNITY INVOLVEMENT NEEDS</b>					
1. Do teachers routinely communicate with parents (informally an formally) about the academic progress of their children? <i>Yes-Varies in forms of communication</i>	PowerSchool Access; webpages; progress notes; parent contact documentation, phone logs, TxEIS Parent Portal access		X	X	X
2. How are parents and community involved in activities that support student learning? <i>School-Parent Compact; AR Reading, Book Fairs, Open House; Family Night; District Improvement Teams; SHAC</i>	Sign in sheets; agendas				X
3. How does the school involve parents and the community in school governance decisions? <i>Site-Based Decision Making Committee (District Improvement Teams), SHAC, administrators' open door policy; Community Engagement surveys, School Board Meetings</i>	Agendas, sign in sheets, calendars				X
4. Are health and human services available to support students and their families? <i>Yes, School Based Health Center; flu shots; vaccinations; weekly doctor visits; Starry counselor; vision and hearing screening; Referral Services, Embracing Health Program</i>	Health Center Records, Press Releases, Sign-In Sheets				X
5. Are translators and written communications available for families who speak languages other than English? <i>Yes (Spanish)</i>			X		X



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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>FAMILY &amp; COMMUNITY INVOLVEMENT NEEDS</b>					
6. Does the school or district offer adult education programs? <i>No (Some parent info/training at Family Night and in campus newsletters).</i>					
7. Are staff and students involved in community activities? <i>City Council; Library Board; Youth Sports Leagues (Soccer, Football, Baseball, Softball, Basketball); Community Christmas; EMS Stations; Corn Fest; Churches; 4H; PTO; Holland Youth Boosters; Bell County Youth Fair Board and fair volunteers; Service Learning projects.</i>	Published board memberships; organization rosters, local newspaper		X	X	X
8. Does the school partner with local businesses to enhance its educational programs? <i>Yes, Service Learning, Leadership, Student Council, FFA, FCCLA, Senior Class, Hornet Yearbook, Cheerleaders, Scholarship Committee: Lowe's, Home Depot, SPJST, American Legion, Corn Fest Committee, City of Holland, Wolf Farms. Scott &amp; White, Wal-Mart, HEB (All local business help with yearbook and football programs)</i>			X		X
9. How does the community view the school? <i>Generally very positive. Enough, so that members of neighboring communities hear about our accomplishments related to individual student success and at the campus and district level.</i>	Parent Interviews, "Town Talk" letters to the editor, Community Engagement Surveys		X		
10. How is the effectiveness of parent and community involvement strategies evaluated and revised, as needed? <i>Parent Surveys, informal community input (to teachers and to administrators). Reviewed at campus meetings, administration meetings</i>	Engagement Survey Results		X	X	X

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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>FAMILY &amp; COMMUNITY INVOLVEMENT NEEDS</b>					
11. What types of materials are made available to parents and community? <i>HISD Website: TxEIS (including Daily Bulletin); emails; registration packet info; press releases to local and regional media; newsletters; report cards; progress notes; extra textbooks; Holland Hornets Facebook Page), regular mail outs of necessary information, School Reach, and Parent Portal.</i>					
12. Are parent of different student groups equally involved in parent teacher organizations? If not , why not? <i>No, Participation wanes as the student ages (many elementary parent in PTO, fewer MS and HS); Parents of SpEd Student are involved at lower rate. Parents who are not comfortable speaking English are often involved at lower rates (Translators are provided, but the patents often sit off to one side and do not interact). Registration forms are provide in Spanish and parents who are not comfortable speaking English are provided an opportunity to meet with translator to facilitate completion of registration packets.Parent contact for the 1:1 Chromebook Initiative in high school had a 95% parental involvement rate.</i>			X		X
13. Facilities available/accessible to parents and community? <i>Yes, Elementary commons, "HomeEc" room, cafeteria/auditorium, gyms, track, football, baseball and softball fields, middle school commons. Some community meetings have met in the classroom of one the group's members.</i>	Reservation Log		X		X

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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>SCHOOL CONTEXT &amp; ORGANIZATION</b>					
1. Does the school have a vision and a mission statement? Yes Are they widely known and understood? <i>Reviewed at staff development; posted on website</i> Is the vision periodically reviewed to determine if it meets the needs of the school? Yes					
2. Is the entire school staff involved in decisions about school operations? Yes How? <i>Campus meetings; District Improvement Team; Campus Improvement Planning; SHAC</i>					
3. Is the school safe and orderly? <i>Yes, since passage of the \$4.5 million bond package, construction issues require extreme diligence for student mobility. Student Pick-up and Drop-off processes have been updated to address the construction.</i>					
4. What disciplinary polices exist and how are they enforced? <i>As per HISD policy, HISD Student Handbook and HISD Student Code of Conduct</i>	TxEIS Log Entries; Discipline Records				
5. What is the school climate? <i>Student Centered</i> Are staff and student morale high? Yes, <i>Teacher turnover is <b>very</b> low.</i>					

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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>SCHOOL CONTEXT &amp; ORGANIZATION</b>					
<p>6. How is the school managed?  <i>Much input is provided to administrators through Campus and District Improvement Plans, campus meetings and one-on-one meetings. Superintendent is aware and involved but does not micro-manage. Superintendent and Board have an eye on the future and a vision for the students, district and community.</i></p>					
<p>7. What role(s) does the principal play? Is he/she viewed primarily as an instructional leader? A business manager? A disciplinarian?  <i>Varies by situation-our campuses are small enough that the principals wear many hats throughout the day.</i></p>					
<p>8. How is the school budget determined and how are priorities set?  <i>Monies available per TEA and local taxes. District Improvement Plan. Informal input from staff and community is considered. Students and student learning are always top priority.</i></p>			X	X	
<p>9. How are all resources (funds, time, personnel) currently allocated?  <i>Based on student need (numbers, performance, space, facilities, safety)</i></p>			X	X	
<p>10. How are the financial resources prioritized to meet the needs of the school?  <i>Teacher input, community input, School Board stewardship, administrators' knowledge of state school finance.</i></p>			X	X	

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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
<b>SCHOOL CONTEXT &amp; ORGANIZATION</b>					
<p>11. Does the school currently operate with one written plan?  <i>Voters approved a \$4.5 million bond package with 82% approval rating in May 2017.</i>                      What the plan developed collaboratively?  <i>The superintendent, school board members, and administrators worked with teachers, parents and the community to develop the building package in order to benefit all students.</i></p>			X		X
<p>12. Overall how much progress has the school made in the last year? In the last two years?  <i>District has:                      * Using the HISD Facility Plan, Construction of Student Center and Elementary Gym; Upgraded fiber infrastructure for internet connectivity; upgraded school phone system; demolished old gym; relocated garden area and greenhouses, Created a "Nature Explore" Playground for Daycare; Installed Vent-a-Hoods in FCCLA classroom, Floor Coor for Floral Design Class.</i></p>					
<p>13. Facilities: Classrooms available, classroom size, classroom location, cleanliness, classroom furniture, classroom storage.  <i>As the results of the Facility Needs Assessment were analyzed, a building plan was created to address the facility needs. The bond package included: Student Center for a band hall, library, and classrooms as well as a High School Study Lounge; An Elementary/Practice Gym to replace the Old Gym; and, upgrading the Cafeteria Stage area.</i></p>			X		X

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		DEMOGRAPHICS	PERCEPTIONS	STUDENT LEARNING	SCHOOL PROCESSES
SCHOOL CONTEXT & ORGANIZATION					
<p>14. Gyms and Playgrounds  <i>The elementary playground has four additional swings and a new border with mulch for safety. Soccer goals have been added as well as a backstop and bases for kickball. Benches with shade have been placed around the playground area for better teacher supervision. The Daycare playground is a Nature Explore Playground with many nice features for the children to enjoy the outdoors. The Old Gym has been demolished with an Elementary/Practice Gym to be completed in December of 2018. Construction project will be complete in Spring 2019.</i></p>					