

A cluster of five decorative stars at the top of the page. Three are blue with red centers, and two are blue with green centers.

**HOWRY INTERMEDIATE**

**2011-2012**

**CAMPUS IMPROVEMENT PLAN**

**LAKE WORTH INDEPENDENT SCHOOL  
DISTRICT**

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**FOR  
CHILDREN  
24/7**

**COMPREHENSIVE NEEDS ASSESSMENT SUMMARY NA HOWRY INTERMEDIATE SCHOOL**  
**SCHOOL YEAR: 2011-2012**

<b>Data Sources Reviewed:</b>			
<ul style="list-style-type: none"> <li>• PEIMS, AEIS, Parent Student &amp; Teacher Surveys, TAKS Data, Data Walk, Student Achievement</li> <li>• School Culture &amp; Climate Survey, Family &amp; Community and Staff Quality Survey</li> </ul>			
<b>Area Reviewed</b>	<b>Summary of Strengths</b> What were the identified strengths?	<b>Summary of Needs</b> What were the identified needs?	<b>Priorities</b> What are the priorities for the campus, including how federal and state program funds will be used?
<b>Demographics</b>	1. Commonality regarding campus population 2. Identification of struggling learners.	1. Resources to aide low-income students 2. Increase teacher understanding of Economically Disadvantaged priorities	1. Continued improvement of RTI process 2. Explore measures of support for Economically Disadvantaged Students 3. Increase attendance rate campus wide
<b>Student Achievement</b>	1. Overall campus scored 85% in Reading, 82% in Math and 79% in Science. 2. Hispanic population test scores increased in Science and remained consistent in Reading. 3. English Language Learners scores increased in Reading. 4. Met AYP	1. African American population needs assistance in all core subject areas. 2. Continued focus on vocabulary development to increase all sub group understanding in Math & Science.	1. Continued usage of Universal Screener, MAP testing, to monitor areas of concern and adjust instruction accordingly. 2. Maximize the use of the resources of on staff personnel with cross grade level instructional opportunities daily. 3. Continued usage of RTI process and Tiered monitoring of students current needs.
<b>School Culture and Climate</b>	1. Family oriented culture 2. Unification of campus in a weekly celebration. 3. Staff Recognition	1. Continued increase of student compliance to student code of conduct.	1. Explore additional student/teacher incentives. 2. Presentation to educate for character development and bully prevention.
<b>Staff Quality/ Professional Development</b>	1. 100% highly qualified staff. 2. High teacher retention rate. 3. Gains regarding diverse teaching staff.	1. Differentiated Instruction 2. Cooperative Learning 3. Continue to attract diverse staff	1. Training efforts with focus in specific strategies. 2. Increase curriculum implementation and teachers instructional skills set.
<b>Curriculum, Instruction, Assessment</b>	1. The new assessment system STAAR, stresses a strong correlation to CSCOPE. 2. LEP gains	1. Adhere to the scope and sequence of the district curriculum 2. Explore supplemental materials for accelerated instruction.	1. Increase student achievement in core areas with additional support and priority for targeted populations. 2. Evaluate/improve instructional support

			programs
<b>Family and Community Involvement</b>	<ol style="list-style-type: none"> <li>1. Increased parental involvement in PTO.</li> <li>2. Aggressive pursuit of grant applications</li> </ol>	<ol style="list-style-type: none"> <li>1. Increased communication via school web page.</li> <li>2. Increased dual language communication with parents.</li> <li>3. Stress importance of attendance to parents.</li> </ol>	<ol style="list-style-type: none"> <li>1. Explore programs to enhance parent involvement such as Watch Dogs.</li> <li>2. Increase parent awareness of school attendance.</li> <li>3. Explore avenues to have readily available for translation assistance.</li> </ol>
<b>School Context and Organization</b>	<ol style="list-style-type: none"> <li>1. Campus wide pro child support</li> <li>2. Common planning times.</li> <li>3. Priority of instructional block time.</li> </ol>	<ol style="list-style-type: none"> <li>1. Additional bilingual resources.</li> <li>2. Personnel support in special education and ESL.</li> </ol>	<ol style="list-style-type: none"> <li>1. Future consideration of staffing needs.</li> <li>2. Additional training for bilingual education.</li> </ol>
<b>Technology</b>	<ol style="list-style-type: none"> <li>1. Increased availability of computers access with two fully functioning labs.</li> <li>2. Daily usage of projectors, Elmo's, Smart boards and various forms of multimedia via the internet.</li> </ol>	<ol style="list-style-type: none"> <li>1. Data shows that Howry is not rated at the highest level of competency on the state technology assessment</li> </ol>	<ol style="list-style-type: none"> <li>1. Ensure that all students demonstrate relevant information, communication and technology competencies necessary for digital age literacy.</li> <li>2. Provide staff development opportunities that meet the needs of diverse learners in order to promote continuous growth of technology competencies expected for successful job performance.</li> </ol>

# **Comprehensive Needs Assessment Summary**

## **Howry Intermediate School For 2011-2012**

### **Investigation**

Howry's comprehensive needs assessment was accomplished by surveying all stakeholders. Teachers, parents as well as students were asked to complete a survey that analyzed areas of academics, school safety, and communication as well as the over-all satisfaction of 2010-2011 school year. Stakeholders were asked to respond to a range of choices of disagree, agree and strongly agree. Surveys were completed, data was analyzed and results were utilized in the development of the 2011-2012 Comprehensive Needs Assessment for Howry Intermediate School.

### **Interpretation**

Teachers' response to the survey indicated a positive result to the use of using disaggregated student performance data to plan and drive instruction. Concerns were noted in the areas of having sufficient number of computer available for access to all students as well as a concern for math and science instruction. In addition, factors outside the classroom impeding the learning process were a highly identified concern. The survey demonstrated a need for student instruction in the area of bully prevention and character education. Student responses were positive in the areas of teachers expecting students to do their best work, teachers help them learn what they need to be successful, how lessons apply to their daily lives and differentiating instruction. Areas of concern were students following the rules of the school. In addition, student shared a concern for not using computers to complete assignments for class, and other students treating others with respect. Students indicate a desire to have additional extracurricular activities to choose from. Parent's response was positive to survey questions. Surveys indicated a favorable indicator for teacher's expectations for students to do their best work. Parent's felt grading policies were fair, and felt that the campus as a whole had high expectations for students and that teacher's focus on student's learning. Areas of concern are adequate communication with classroom teachers, parents and student interaction.

### **Focus Area**

The campus focus area will be data driven as it relates to surveys as well as academics. The campus will focus on our At- Risk population relating to areas of weakness in Math and Science. Recent TAKS campus reports show a need for greater emphasis in the areas of math and science with our LEP population as well as other sub population groups. In addition we will continue to incorporate and use the Steps to Respect and Second Step to target student behaviors.

**N. A. Howry Intermediate School  
2011-2012  
Comprehensive Improvement Plan**

*This Plan has been developed through the collaborative efforts of campus stakeholders and will be monitored periodically for effectiveness according to a schedule and system established by the campus site-based management team*

**Names and Titles**

- Karen Miller, Principal**
- Cynthia Hickerson, Teacher**
- Sandra Malone, Appointed**
- Stephanie Crabtree, Teacher**
- Sandra Belhumeur, Teacher**
- Dan Hood, Teacher**
- Marc Culver, Teacher**
- Heather Smith, Teacher**
- Gabrielle Rendon, Appointed**
- Melissa Duncan, Appointed**
- Dru Godwin, Appointed District**
- Tina Pearson, Parent**
- Christina Beverly, Parent**
- Sarah Mills, Parent**
- Melissa Garcia, Parent**
- Mary Solas, Business/Community**
- Mike Tipton, Business/Community**

A series of horizontal lines with handwritten signatures in cursive script. The signatures correspond to the names and titles listed on the left. From top to bottom, the signatures are: Karen Miller, Cynthia Hickerson, Sandra Malone, Stephanie Crabtree, Sandra Belhumeur, Dan Hood, Marc Culver, Heather Smith, Gabrielle Rendon, Melissa Duncan, Dru Godwin, Tina Pearson, Christina Beverly, Sarah Mills, Melissa Garcia, Mary Solas, and Mike Tipton.

## Vision Statement for Lake Worth ISD

**The Lake Worth Independent School District vision is to create an educational experience that inspires and empowers educators and students to be extraordinary.**

## Mission Statement for Lake Worth ISD

- ❖ The mission of Lake Worth Independent School District is to enthusiastically provide for all students a high quality instructional program in a caring, positive, and safe environment.
- ❖ With commitment and dedication, we will lead each student to excel academically, physically, emotionally and socially, so that each will become a dynamic member of society.
- ❖ The Board of Trustees, District staff, families, community members, and students will create an interactive, responsible learning community focused on student success.

## N.A. Howry Mission

### FISH:

Fortify your relationships with teacher and friends by BEING PRESENT

Individuality is welcomed and embraced by CHOOSING A POSITIVE ATTITUDE

Sincere demonstration of respect by MAKING SOMEONE'S DAY

Hold family and friends close to your heart and PLAY

# **N. A. HOWRY INTERMEDIATE SCHOOL BELIEVES THAT . . .**

## **All Children . . .**

- need to be treated fairly and with respect
- need to feel ownership for their learning
- learn differently and at different rates
- can realize success
- should feel safe at school
- need to have their basic needs met
- are naturally curious
- need knowledge applied to real life situations
- are affected by self-esteem, and self-esteem affects learning
- learn more if they respect their teacher
- respond to caring and positive attention
- will be held accountable for their responsibilities, actions, and success
- benefit and learn from success and failure
- must be ready to learn, participate, and be successful
- need support from home
- have equal worth and value
- exceed in an open, inviting climate of continuous courtesy, and mutual respect

## **Effective Instruction Should . . .**

- be built on previous learning/knowledge
- change to meet societal and student needs
- have purpose
- be flexible to meet needs of different children
- include a variety of instructional and learning activities
- provide gains in knowledge and skills
- have an intervention plan for failures; teach students to grow from failures
- be geared for student success
- be modified for learning styles
- prepare students for the future
- provide problem solving and critical thinking skills
- be enjoyable
- honor all levels of success
- provide students opportunities to excel and reach beyond their grasp
- prepare students to develop positive attitudes
- be continually reinforced
- be clear, concise, focused

### **Teachers and Administrators Should . . .**

- feel ownership for students
- use every opportunity to build each student's character, respect, and work ethic
- hold high, accurate, and flexible expectations for all students
- provide a majority of class time devoted to actively engaging students in learning activities; decrease seat work time
- monitor guided practice as it is being completed
- communicate frequently with students' parents regarding student work and behavior
- recognize that inappropriate student behavior is reinforced by an adult's caustic, derogatory, emotional, and /or angry response
- avoid using homework or extra work as a discipline technique
- continue professional education in instructional techniques and programs
- continue teaching and learning research through workshops and seminars and/or college classes
- be supportive, encouraging and set the example

### **School Must . . .**

- provide a safe, healthy, secure, and nurturing environment
- be a meaningful workplace
- promote self-responsibility and respect for others
- be a cooperative and collaborative system between family, schools, community, and business
- prepare students to be successful in a real, changing world
- be a place to be successful
- serve diverse cultures

# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

Campus Goal I	<b>GOAL I - STUDENT LEARNING IS A DISTRICT PRIORITY: ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>
Target	Target I.A. The Campus will insure that graduating students are capable of being gainfully employed or enrolled in an institute of higher learning or training.
Performance Objective	I.A.1 The Campus will provide career education opportunities to increase the number of students who attend college or receive post-high school training.
Summative Evaluation	Student, Parent satisfaction survey, promotion and retention rates

SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PCI PI CNA	We will institute career week in order to increase minority involvement in Career Day Presentations	SS FS BS	All	Counselor	Community Members 211	End of the event after presentations	Student, Parent satisfaction evaluation	Career Day Agenda Calendar Newsletter
PCI T CNA	Field trips to area colleges and businesses will be implemented to provide career education to students.	SS FS	All	Counselor Teachers	Community Resources 199, 461	End of the event	Teacher Reports Community Member	Field Trip agenda
PCI CNA	Virtual Field Trips will be conducted to help students research career choices	SS FS	All	Counselor Teachers	ESC Region 11 Library/Internet	End of event	Interview	Lesson Plan documentation
PCI PI T CNA	Career Day will be provided to increase student awareness of possible future career choices.	SS FS PS CS	All	Counselor Career Committee	Community Resources Fund 211	End of event		Parent/Student Sign-in Sheet & Notification Calendar Newsletter

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

#### Needs Assessment

AEIS= Academic Excellence Indicator System; TPRI = Texas Proficiency Reading Inventory; SS= Student Survey; PS= Parent Survey; DR= Discipline Report; FS= Faculty Survey; A/S= ACT/SAT Survey; AC= Advanced Courses; TE= Teacher Experience; SD= Staff Development; TS= Technology Survey; BS= Business Survey; CS= Community Survey

#### Special Populations

GT= Gifted/Talented; LEP= Limited English Proficient; AR= At Risk; SE = Special Education; ED= Economically Disadvantaged; ALL= Every Student

# N.A. Howry Intermediate School Campus Improvement Plan 2011-2012

Campus Goal I	<b>GOAL I - STUDENT LEARNING IS A DISTRICT PRIORITY:</b> ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.							
Target	Target I.A. The Campus will insure that graduating students are capable of being gainfully employed or enrolled in an institute of higher learning or training.							
Performance Objective	I.A.2. The Campus will provide advanced academics for students.							
Summative Evaluation	Student, Parent satisfaction survey and STAAR scores							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA, PCI T	We will design local and virtual field trips, projects and surveys that help to broaden the scope of the Gifted & Talented Program	SS,TS, PS	GT, All	Counselor, Teachers, Librarian, Curriculum Coach	Teachers, Howry Distance Learning Lab, Student Activity Fund 461	At the end of each activity	Student Evaluation of field trip or project	Lesson Plans

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		Target I.B. The Campus will insure that students will be self-disciplined citizens and capable decision makers						
Performance Objective		I.B.1 The Campus will implement programs to decrease discipline infractions and increase student self-confidence						
Summative Evaluation		End of Year Referral report						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PD RS PCI CNA	<p>The following leadership and character education instruction will be provided to students:</p> <ul style="list-style-type: none"> <li>• Second Step: A Violence Prevention Curriculum</li> <li>• Steps to Respect: A Bullying Prevention Program.</li> <li>• Worth the Wait</li> <li>• Fish Philosophy</li> <li>• Essential 55</li> <li>• Excellent 11</li> <li>• Great Expectations</li> <li>• P. R. I. D. E.</li> <li>• Positive Behavior Support</li> </ul>	PS, SS, TS	All	Principal Vice Principal Counselor Teachers So. Worker Behavior Spec.	Funds 255 204 Flippen Group materials	Monitor once per 6 weeks	Data Analysis Decrease in Discipline and Counselor Referrals	Discipline and Counselor Record Program Survey
PI PCI CNA	The campus will explore and establish positive rewards and incentives for students (Recognition Assembly, Fish Friday, Fish Recognition, Teacher Treasure points, Homeroom Banners, Student of the Week, Sonic Superstars, Star students, Reading Counts recognition and other classroom rewards)	SS, PS, TS	All	Administrators Counselor, Teachers, Student Recognition Committee	PTO Funds Fund 461 and 199	Monthly	Discipline Referrals Attendance Rate Survey Attendance at events	Discipline Records Survey Sign-in sheets Attendance Records

CNA	The campus will explore and establish outlets for student voice such as Student Council and SBDM Committee, Community in Action Club	SS, PS, TS	All	Administrators Counselor, SBDM, PTO, Teachers Students	PTO Fund 199 and 461	Every 6 weeks	Student council evaluation, report, newspaper article, morning announcements	Meeting agendas Student publications
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**N.A. Howry Intermediate School**  
**Campus Improvement Plan**  
**2011-2012**

Campus Goal I		<b>GOAL I - STUDENT LEARNING IS A DISTRICT PRIORITY: ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>						
Target		Target I.B. The Campus will insure that students will be self-disciplined citizens and capable decision makers						
Performance Objective		I.B.2. The Campus will instruct students regarding self-responsibility and safe choices.						
Summative Evaluation		Student, Parent satisfaction survey. Reduction of discipline referrals						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PCI PI RS PD CNA	The following Self-responsibility education will be utilized for students: <ul style="list-style-type: none"> <li>Fish Philosophy</li> <li>The Essential 55</li> <li>True Colors Training</li> <li>Parent Compact</li> <li>FROGS (Fathers Representing Our Great Students)</li> <li>Worth the Wait</li> <li>Second Step: A Violence Prevention</li> </ul>	SS PS CS FS	All	Principal Counselor Teachers So. Workers Behavior Spec. Safety Comm. , Students	Fund 199 204 255	End of each semester	Individual evaluation with students of each activity. Attendance rate Office referrals	Reduction in discipline referrals

Curriculum								
<ul style="list-style-type: none"> <li>• Steps to Respect: A Bullying Prevention Program.</li> <li>• Excellent 11</li> <li>• P.R. I. D. E.</li> <li>• PBIS</li> <li>• Great Expectations</li> <li>• Red Ribbon Week</li> </ul>								

## N.A. Howry Intermediate School Campus Improvement Plan 2011-2012

Campus Goal I		<b><u>GOAL I - STUDENT LEARNING IS A DISTRICT PRIORITY:</u></b> ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.						
Target		Target I.B. The Campus will insure that students will be self-disciplined citizens and capable decision makers						
Performance Objective		I.B.3. The Campus will implement strategies to improve student health and well-being.						
Summative Evaluation		Student Health Records and parent/student surveys						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA PI PCI	<ul style="list-style-type: none"> <li>• Students will participate in Cowtown Run to improve student health and well-being</li> </ul>	SS	ALL	P.E. Coach	Fund 199	Feb. 2011	Participation Evaluation	Participation records
CNA PI PCI	<ul style="list-style-type: none"> <li>• Students will participate in Runners Club to improve student health and well-being.</li> </ul>	SS	ALL	Staff	Fund 199	Sept 2011 & May 2012	Fitness Gram	Sign up sheets
CNA PI PCI	<ul style="list-style-type: none"> <li>• Students will participate in the Jump Rope Team to improve student health and</li> </ul>	SS	All	P.E. Coach	Fund 199 Student Activity 461	Each Semester	Student Evaluation form	Participation Records

	well-being.							
CNA PCI	<ul style="list-style-type: none"> <li>Students will participate in Life Skills Class to improve student health and well-being.</li> </ul>	Student Health Records	All	Principal Nurse Counselor	Fund 199	Annual	Program Evaluation	Student Health Records
CNA	<ul style="list-style-type: none"> <li>To meet state requirements for physical activity at grade 5 and 6 we will provide a 190 minutes per week structured physical activity.</li> </ul>	P.E. Teks	All	P.E. Coach	Fund 199	Annual Review	Program Evaluation Fitness Gram	Student Records

**N.A. Howry Intermediate School  
Campus Improvement Plan  
2011-2012**

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Target	Target I.B. The Campus will insure that students will be self-disciplined citizens and capable decision makers							
Performance Objective	I.B.4. The Campus will implement strategies to provide a safe and secure learning environment							
Summative Evaluation	Student Health Records and teacher/ parent/student surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA	<ul style="list-style-type: none"> <li>To insure student safety and to increase student efficacy consider the gym upgrade by (painting bleachers, walls, replacing gym flooring and replacing torn wall mats.)</li> </ul>	FS SS PS	All	Ray Stringer, Construction Coordinator, Operations Director, Principal		Fall 2011 upon completion	SS, TS, PS, Campus Physical improvements	Board Minutes
CNA	<ul style="list-style-type: none"> <li>To insure student safety and to increase student efficacy consider the installation of permanent bike racks.</li> </ul>	FS SS PS	All	Principal	Fund 461	Fall 2011 upon completion	SS, TS, PS, Campus Physical improvements	Board Minutes

**N.A. Howry Intermediate School  
Campus Improvement Plan  
2011-2012**

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Target		Target I.C. The Campus will minimize barriers and create in our diverse population a value for education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.						
Performance Objective		I.C.1. The Campus will increase the percentage of students who pass all core subject areas.						
Summative Evaluation		Grades, STAAR results, AEIS						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
M A PD CNA	Howry will continue to implement district C-Scope curriculum.	STAAR C-Scope Assessments	All	Ex. Director of Curriculum Campus principal, Campus Instruction leaders Teachers	Fund 199, 255	Sept. 2011 – June 2012	Curriculum-based assessment/six-week tests Principal Walk-through	Scope and Sequence Lesson Plans Report card Grades Student Passing Rates Meeting Agendas

RS PD CNA PCI	<p>The following Cultural or Ability trainings will be utilized:</p> <ul style="list-style-type: none"> <li>• C-Scope Conference</li> <li>• Bilingual Education</li> <li>• Dual Language Training Institute</li> <li>• ELPS Academies (Math, Science and ELA)</li> <li>• ESC Reg XI Literacy Institute Summer 2011</li> <li>• GT</li> <li>• Inclusion</li> <li>• Ruby Payne</li> <li>• ESL</li> <li>• Essential 55</li> <li>• Capturing Kids' Hearts</li> <li>• Cooperative Learning</li> <li>• Differentiated Instruction</li> <li>• Great Expectations</li> <li>• Excellent 11</li> </ul>	FS, SS, PS AMAO	All	Campus Principals, Curriculum Dept. Teachers	Fund 199, 255, 211	Within 6 weeks of training	Individual evaluation with specific student groups	<p>Training Agendas</p> <p>Sign-in Sheets</p> <p>Surveys</p>
PI RS CNA PCI	<p>To increase Parental Involvement these events will be accomplished:</p> <p>Science Fair Curriculum Nights for Parents Career Night Math Night Reading Night Self Responsibility Parent/Student Orientation Drama Presentation FROGS Choir program Cinco de Mayo Parents Diner Day</p>	STAAR FS, SS, PS	All	Campus Principals, Counselor Teachers	Fund 199  Fund 211	At each event	Event evaluation	<p>Sign-in Sheets</p> <p>Surveys</p>

	Field Day Student Council Dances Semester Awards Band Program							
RS PCI CNA	Students with language learning needs will be identified and we will seek appropriate placement after testing.	TELPAS Home Language Survey	LEP	Teachers ESL Coordinator	Fund 263	Sept. 2011 – June 2012	TELPAS Stanford OLPT	Lesson Plans
RS PCI CNA	Passwords Science Vocabulary, History Alive and Maps 101 will be used to enhance student performance.	TELPAS AYP	LEP	Teachers ESL Coordinator	Fund 263	Sept. 2011 June 2012	TELPAS OLPT Stanford	Lesson Plans
RS PCI CNA	STAAR Math Warm-up will be used to enhance student performance. Spiraling Review	STAAR	All	Campus Principal, Teachers	Math teachers	Sept. 2011 June 2012	Warm-up evaluation	Lesson Plans
RS PCI CNA	Reading Counts	STAAR	All	Campus Principal, Teachers	211 Funds	Sept. 2011- June 2012	Reading Assessments	Student records
RS PCI CNA	Purchase High Interest Grade level Literature for Campus Library	STAAR	All	Campus Principal	199 Funds	Sept. 2011- June 2012	Reading Assessments	Student records
	Development of Bilingual Classroom will be used to meet federal guidelines to assist in mastery of TEKS in a student centered learning environment	PS SS FS	All	Campus Principal, Teachers	211 Funds	Sept. 2011- June 2012	Reading Assessments	Student records

# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

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Target		Target I.C. The Campus will minimize barriers and create in our diverse population a value for education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.						
Performance Objective		I.C.2. The Campus will improve student achievement by providing effective, timely additional assistance to all students.						
Summative Evaluation		Grades, STAAR results, benchmarking test.						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/ Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
RS CNA M A	<ul style="list-style-type: none"> <li>• Student achievement will be improved by offering the following:</li> <li>• Identify at-risk students</li> <li>• Implement at-risk programs</li> <li>• Monitor individual at-risk student progress</li> <li>• Evaluate the at-risk programs</li> </ul>	FS At risk coordinator	AR	At-risk Coordinator Campus Principals Teachers Counselor	Fund 199 404	Oct. 5 2011 Mid-Year  May 2012	Student Intervention Evaluations	At-risk list Meeting Sign-in Sheets Meeting Agendas Program Evaluation Forms TS
PCI CNA M PI	<p>To Increase pass rate for LEP students in all core subjects the following will be utilized:</p> <ul style="list-style-type: none"> <li>• Ensure proper coding on STAAR</li> <li>• Communication to parents (letters)</li> <li>• Sheltered Instruction documentation in lesson plans</li> <li>• Walk-through verification of SIOP</li> <li>• Utilizing Building Academic Vocabulary</li> <li>• 5 E model</li> <li>• All students identified and listed in LPAC</li> <li>• Paraprofessionals scheduled meeting the needs of LEP students.</li> <li>• Passwords</li> <li>• Spanish/ ESL Library Materials</li> <li>• Placement in ESL certified teacher's class</li> </ul>	AEIS AYP TELPAS	LEP	LEP Coordinator Testing Coordinator Principals Teachers District Special Programs Coordinator	199       Fund 263	Daily	OLPT TELPAS benchmarks	Attendance Records  Lesson Plans  Walk-through  Paraprofessional Schedule LPAC minutes

<p>RS CNA M PD CPI</p>	<p>The campus will research and implement appropriate course content and tutorials to accelerate learning for students identified as at-risk, LEP, economically disadvantaged and with disabilities:</p> <ul style="list-style-type: none"> <li>• True Colors for Students<sup>1</sup></li> <li>• Thinking Maps<sup>1</sup></li> <li>• Image Grammar Activity Books<sup>1</sup></li> <li>• Marzano<sup>1</sup></li> <li>• PREP<sup>1</sup></li> <li>• Math Navigator</li> <li>• M-Star</li> <li>• C-Scope</li> <li>• MAP (Math, Reading, Universal Screener)</li> <li>• History Alive</li> <li>• Reading Counts</li> <li>• ESL<sup>3 &amp; 4</sup></li> <li>• 504<sup>4</sup></li> <li>• Advisory tutoring</li> <li>• Peer Tutoring</li> <li>• Corrective Reading</li> <li>• Direct Instruction – Cooperative Learning</li> <li>• Individualized instruction for students who failed STAAR</li> <li>• Making Math Accessible for ELL</li> <li>• Finding The Writer in Sec. ELL Learner</li> <li>• Teaching ELL Language of Test</li> <li>• STAAR practice materials</li> <li>• Writing workshop</li> <li>• SRA Lab</li> <li>• Webccat</li> <li>• Passwords Science Vocabulary</li> <li>• Passwords So. Studies Vocabulary</li> <li>• Brain POP</li> <li>• Science/ Math Hands On Training</li> <li>• Intermediate Music Program</li> <li>• Cognitive Methodology</li> </ul>	<p>AYP TELPAS</p>	<p>All</p>	<p>Campus principal Grade Level Teams ESL Coordinator Curriculum Dept Counselor Curriculum Coach Ex. Director of Curriculum Principal</p>	<p>199 funds Fund 255 Fund 211<sup>3</sup> Fund 224<sup>4</sup> Fund 263 Fund 401<sup>5</sup> Fund 404<sup>6</sup> IDEA B Funds ESL Aide Special Ed Teachers and Aides</p>	<p>Sept. 2011 – May 2012</p>	<p>Promotion/retention rate End of year grades</p> <p>Pre/Post test TELPAS Unit Assessments every 2 weeks in advisory Unit assessments</p>	<p>Documentation of Training Benchmark Tests Lesson Plans Accountability Crates Attendance sheets Weekly reports 8-0 Test weekly</p>
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	<ul style="list-style-type: none"> <li>• Texas Treasure At-risk plans</li> <li>• Intense remediation for struggling learners through English and Math classes</li> <li>• Basic English, Basic Reading, and Basic Math Classes</li> </ul>							
M A CNA	<p>To improve student achievement the campus will develop the ITEAM – Instruction Support Team and I-Team Coach.</p> <p>Teachers will initiate the pre-referral conferences on referred students to determine appropriate educational interventions.</p>	TE	All	Principals Counselor I Team and I Team Coach Teachers ESL Coord. Sp. Ed Teachers	Fund 199	Monthly	Benchmark Advisory Assessments	I Team records and minutes

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

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Special Populations

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# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

Campus Goal I		<b>GOAL I - STUDENT LEARNING IS A DISTRICT PRIORITY:</b> ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.						
Target		Target I.C. The Campus will minimize barriers and create in our diverse population a value for education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.						
Performance Objective		I.C.3. The Campus will provide a variety of instructional opportunities in enrichment areas.						
Summative Evaluation		Student and Parent Surveys and participation						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PCI PI CNA	Howry will Increase participation in electives through: Fine Arts Fair Drama productions Musical performances Talent Show Family Wellness Night Intramural Athletic Events Howry Idol Math Night Science Fair Career Night	PS SS	All	Campus principal  Curriculum Dept.  Nurse  Drama/Music/Art Teachers  Coaches  Other co-curricular teachers	Fund 199  Fund 211	August 2011 – May 2012	Parental Involvement Evaluation	Documentation of meetings, revised scope and sequence, teacher web pages and lesson plans  Parent sign-in sheets  Brochures  Meeting Announcements
PCI PI CNA	Howry will develop a once a week 30 minute enrichment period to provide a variety of instructional opportunities. Vocal and Dance Group Glee Show Kids Jump Rope Team	PS SS	All	Campus principal  Curriculum Dept.  Nurse  Drama/Music/Art Teachers	Fund 199  Fund 211	August 2011 – May 2012	Parental Involvement Evaluation	Documentation of meetings, revised scope and sequence, teacher web pages and lesson plans  Parent sign-in

	Drama productions Cadet Teachers Journalism Advanced Art Karate Instruction Culture Club/Spanish Math Club Science Club Journalism Pre Athletics Computer Club Runner Club Loose in the Lab 5 & 6 Community In Action CIA			Coaches  Other co-curricular teachers				sheets  Brochures  Meeting Announcements
PCI PI CNA	Campus purchase of ancillary materials to enhance music and art programs	PS SS	All	Campus principal  Music/Art Teachers  Other co-curricular teachers	Fund 199	August 2011– May 2012	Parental Involvement Evaluation	Documentation of meetings, revised scope and sequence, teacher web pages and lesson plans  Parent sign-in sheets  Brochures  Meeting Announcements

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Target	Target I.D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.							
Performance Objective	I.D.1 The Campus will review and revise the technology plan.							
Summative Evaluation	Star Report							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
A RS CNA	The SBDM will help determine needs of campus in technology Review and revise technology plan.	TS	All	Principal SBDM	Fund 411	March 2012	Surveys	Documentation of meetings; revision of plan

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		Target I.D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.						
Performance Objective		I.D.2 The Campus will provide up-to-date technology to classrooms.						
Summative Evaluation		Technology inventory						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA RS A	Howry will adhere to 3 – 5 yr. Technology Plan (replace 20% of computers) Consider the addition of classroom computers	Review of classroom needs	All	Principal, campus team	Fund 411	Annual	Technology Inventory documentation	Technology Plan
CNA RS A	The campus will Complete the required Star Chart.	TS	All	Principal Teachers Technology Director	Teachers	Annual	100% of all teachers completing Star Chart	List of teachers completing Star Chart

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
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Target		Target I.D. Through quality instruction in the technology TEKS, the Campus will <u>prepare students</u> to live in a technologically advanced world.						
Performance Objective		I.D.3. The Campus will monitor the implementation of technology in core subject areas.						
Summative Evaluation		Lesson Plans and Scope an Sequence						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
RS M PCI CNA	The use of technology in the classroom will be used to enhance instruction (e-instruction, Alpha Smart, projectors, digital cameras, printers, Elmo's, Smartboards, etc.) that give immediate access to end products for our students.	District Technology Plan	All	Principals, Teachers	Fund 199 Fund 224	Annual	Student folders Student projects/ products	District Technology Plan; Placement in the classroom Lesson plans
RS M CNA	Classroom will provide access for student instruction in the use of technology. Consider adding additional computers in all classrooms	PCI	All	Principal Counselor Teacher Technology Director	Technology Courses offered to students	Annual	Number of students enrolled in courses	PEIMS Lesson Plans

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Campus Improvement Plan  
2011-2012**

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Target	Target I.E. The Campus will design programs and implement strategies to insure all students pass all sections of the appropriate state-mandated assessments.							
Performance Objective	I.E.1. The Campus will implement programs and training based on research.							
Summative Evaluation	STAAR, TELPAS							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/ Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
RS M A PD PCI CNA	<p>The campus will implement innovative instructional strategies for school wide reform listed below:</p> <ul style="list-style-type: none"> <li>• GT Enrichment</li> <li>• RTI</li> <li>• C-Scope</li> <li>• Ruby Payne</li> <li>• ESL Strategies and Training</li> <li>• Home Room Tutoring</li> <li>• After School Tutoring</li> <li>• Lesson Cycle</li> <li>• Social Studies Alive</li> <li>• Marzano</li> <li>• 5 E Model for Instruction</li> <li>• Cooperative learning</li> <li>• Reading Counts</li> <li>• Thinking Maps</li> <li>• Differentiated Instruction</li> <li>• Math Navigator</li> <li>• Pre Teach Activities</li> <li>• Peer Tutoring</li> <li>• Corrective Reading</li> <li>• Curriculum alignment</li> </ul>	AEIS AYP STAAR FS	All	Principals Curriculum Dept. Counselor SBDM team Teachers	Fund 199 255 211 263	Annual	Benchmark Assessments  Principal Walk-through	Lesson Plans on web pages, Campus meeting agendas and sign-in sheets, state assessment results, benchmark results  Curriculum agendas, sign-in sheets, SBDM agendas, sign-in sheets

<ul style="list-style-type: none"> <li>● E-instruction</li> <li>● Core subject planning</li> <li>● Higher Order Thinking Skills</li> <li>● Cross curriculum, STAAR and SAT vocabulary</li> <li>● Essential 55</li> <li>● Excellent 11</li> <li>● Great Expectations</li> <li>● Capturing Kids' Hearts</li> <li>● True Colors for Students</li> <li>● Heart Math</li> <li>● BAV List</li> <li>● Texas Treasure</li> <li>● Brain POP</li> <li>● United Streaming</li> <li>● Science Passwords Voc.</li> <li>● So. Studies Passwords Voc.</li> <li>● Reading Counts</li> </ul> <p>The Campus will involve all teachers in planning and decision-making using assessment data to improve instruction.</p>							
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# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

Campus Goal I	<b>GOAL I - STUDENT LEARNING IS A DISTRICT PRIORITY:</b> ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM							
Target	Target I.E. The Campus will design programs and implement strategies to insure all students pass all sections of the appropriate state-mandated assessments.							
Performance Objective	I.E.2. The Campus will utilize student performance data to design programs which improve student achievement.							
Summative Evaluation	State Testing, AEIS							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/ Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA A	Comprehensive needs assessment data including surveys, evaluations and other data will be used to revise Campus instructional programs.	PS SS FS AEIS DR	All	Site-based teams District Council Principal	Fund 199	Sept. 2011	Review AEIS Data AYP Data Discipline Data Benchmark assessments	Program/ Curriculum Assessment Services Assessment SS, FS, PS STAAR/TELPAS Report Cards
CNA A	The intermediate school campus will use current data, including test scores (AWARE) and other quantitative sources, to evaluate students and to guide instructional decisions	PS SS FS AEIS DR	All	Campus Principals, Counselors, All Teachers, and SBDM committee	Fund 199	After each STAAR test  After each benchmark  Each 6 weeks grading period	Improvement in STAAR Math, Science, Social Studies, TELPAS, Writing, and Reading scores from previous year	STAAR Scores Modified STAAR Scores TELPAS Scores



## N.A. Howry Intermediate School Campus Improvement Plan 2011-2012

Campus Goal II		<b>GOAL II – STAFF QUALITY IS A DISTRICT PRIORITY:</b> THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.						
Target		Target II.A The Campus will insure that fully certified, highly qualified staff members are attracted and retained in the District.						
Performance Objective		II.A.2. The Campus will recruit and hire qualified instructional paraprofessionals.						
Summative Evaluation		Percent of paraprofessionals meeting federal requirements						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
HQ R/R CNA PD	Advertise, screen and hire highly qualified applicants.  Training and certification of instructional paraprofessionals will be accomplished.  Monitor and documentation of qualifications of paraprofessionals will be kept.	AYP	All	Deputy superintendent, Principal	Fund 199, 255	Annual	100% of paraprofessionals meeting federal requirements	Principal's Attestation

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

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Target		Target II.B. The Campus will provide incentives to attract and retain high quality staff and elevate morale.						
Performance Objective		II.B.1. The Campus will annually review staff benefits and recommend improvements.						
Summative Evaluation		Staff survey						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
R/R HQ CNA	Review of salary schedules, stipends, insurance benefits, student teacher ratios, and other benefits will be accomplished to make recommendations to administration.	FS AEIS	All	Principal Deputy Superintendent Chief Financial Officer Campus Representatives	Fund 199	March 2012	Recommendations to Board of Trustees	Salary Schedules Attendance Class Rosters

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		Target II.B. The Campus will provide incentives to attract and retain high quality staff and elevate morale.						
Performance Objective		II.B.2. The Campus will improve job satisfaction to reduce turnover rate to less than 20% within three years.						
Summative Evaluation		Teacher retention rate						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
R/R HQ CNA	<p>In order to improve job satisfaction the campus will do the following:</p> <p>Survey staff to identify job concerns, incentive ideas, and causes of turnover.</p> <p>Improve Staff Attendance Rate to at least 97%</p> <p>Implementation of Staff Recognition recommendations.</p> <p>Top FISH for Teachers FISH awards at FISH Friday Employee / Teacher of the Month Teacher Incentives Sonic and Starbuck Superstars, staff social. Employee / Teacher Member of the Year Campus Sunshine Committee, Payday Luncheon Committee, Birthday Bash Committee, Staff Social Committee, and Staff Recognition Committee will enhance the working relationship of the staff and promote campus fellowship.</p>	FS	All	Deputy Superintendent Principals Staff Recognition Committee	Fund 199 Fund 461	May 2012	Reduction of Turnover Rate  Staff Attendance	Staff survey  Staff Attendance Records

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Target	Target II.C. Through documentation of staff performance, the Campus will insure that all staff members are held accountable for insuring student success.							
Performance Objective	II.C.1. The Campus will retain high quality staff members.							
Summative Evaluation	PDAS							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
HQ R/R PCI CNA	To retain highly quality staff members PDAS and data walk-thru and other evaluation instruments will be utilized to evaluate all staff members.  Staff incentives and recognitions will be utilized as well as the District / Campus Mentor Program (TxBess)	AEIS	All	Principal  Deputy Superintendent Mentor Teachers New Teachers	Fund 199	Sept. 2011- May 2012	PDAS evaluations  Contract recommendations	PDAS evaluations and walkthroughs,  Board agendas

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		Target II.C. Through documentation of staff performance, the Campus will insure that all staff members are held accountable for insuring student success.						
Performance Objective		II.C.2. The Campus will insure instruction in, and mastery of, the Texas Essential Knowledge and Skills.						
Summative Evaluation		Lesson Plans, Scope & Sequence, Benchmarks, classroom observations, STAAR						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PCI CNA  A RS	<p>To insure mastery of the TEKS the campus will do the following:</p> <ul style="list-style-type: none"> <li>• C-Scope will be included in teacher lesson plans.</li> <li>• Grade level web pages will be kept current.</li> <li>• Teacher grades will be posted weekly.</li> <li>• C-Scope Lesson plans will be submitted weekly Lesson plans will be posted in / Eduphoria weekly.</li> <li>• Review of C-Scope Unit Assessments testing.</li> <li>• MAP Assessment</li> <li>• Webccatt</li> <li>• Aware</li> <li>• SRI (Student Reading Inventory)</li> <li>• 8-0 Weekly Test</li> </ul>	AEIS District Expectations	All	Principals Curriculum Dept. Technology Dept. Teachers	Fund 199	Each six weeks, August 2011 – June 2012	Documentation of student mastery of TEKS through student grades, benchmark assessments	<p>Documentation of student mastery of TEKS through student grades, benchmark assessments</p> <p>Lesson Plans</p> <p>Skyward-Grade book</p>

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Target		Target II.D. The Campus will use data to evaluate staff needs and performance to insure that exceptional opportunities are provided to meet Campus goals.						
Performance Objective		II.D.1. The Campus will provide staff development based upon campus needs.						
Summative Evaluation		Surveys and all student performance						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/ Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PD HQ PCI CNA	Staff Development based on campus needs will include the following: CPI Training Webccatt Training Heart Math Capturing Kids’ Hearts United Streaming/Power Media Brain POP FISH Book Club C-Scope Meetings Lesson cycle PREP Build Academic Vocabulary Thinking Maps Corrective Reading Cognitive Methodology Second Step: A Violence Prevention Play It Safe Steps To Respect: A Bullying Prevention Program Great Expectations Cooperative Learning Maps	FS	All	Curriculum Dept. Principals	Fund 199 Fund 255 Fund 211  Region XI	Each six weeks	FS  Program Evaluation  AEIS  PDAS Performance	Revised attendance documents, meeting agendas, attendance rosters

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Target		Target II.D. The Campus will use data to evaluate staff needs and performance to insure that exceptional opportunities are provided to meet Campus goals.						
Performance Objective		II.D.2. The Campus will provide training to meet technology competencies.						
Summative Evaluation		Star Chart						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PD CNA	<p>The campus will provide training in the area of technology to include the following:</p> <p>Euphoria Training</p> <p>Grade Book</p> <p>Elmos</p> <p>Smart Boards</p> <p>Office 2007</p> <p>Outlook</p> <p>Word</p> <p>Excel</p>	FS TS TE	All	Curriculum Dept Business Dept.	Fund 199 255 211  Local Instruction	Each semester  October 2011	FS TS  Lesson Plans  Walk-through  PDAS	Documentation of training

## N.A. Howry Intermediate School Campus Improvement Plan 2011-2012

Campus Goal II		<b>GOAL II – STAFF QUALITY IS A DISTRICT PRIORITY:</b> THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.						
Target		Target II.E. The Campus will insure high quality leaders in all administrative positions.						
Performance Objective		II.E.1. The Campus will provide high-quality leadership in all administrative positions.						
Summative Evaluation		Administrative Appraisals						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA PCI PD	The campus will insure high quality leaders by accomplishing time management training, goal setting, communication improvement activities and self-improvement opportunities  Campus/District planning  Staff meetings Department meetings Grade Level Meetings SBDM Meetings  Weekly Report to Superintendent	AEIS AYP School Accountability Rating	All	Superintendent, Deputy Superintendent Principal SBDM	Fund 199  Parents Community Members	August 2011 - May 2012      Sept. 2011  Monthly	Exemplary performance on AEIS and AYP standards.	District & Campus plan completed  Meeting agendas

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

AEIS= Academic Excellence Indicator System; TPRI = Texas Proficiency Reading Inventory; SS= Student Survey; PS= Parent Survey; DR= Discipline Report; FS= Faculty Survey;

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Special Populations

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# N.A. Howry Intermediate School Campus Improvement Plan 2011-2012

Campus Goal II		<b>GOAL II – STAFF QUALITY IS A DISTRICT PRIORITY:</b> THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.						
Target		Target II.E. The Campus will insure high quality leaders in all administrative positions.						
Performance Objective		II.E.2. The Campus will promote high expectations and positive attitudes among Campus leaders.						
Summative Evaluation		Faculty Survey, Student Survey, Community Survey, and Parent Survey						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PD R/R A CNA	The campus will promote high expectations by providing the following: Leadership training  Staff meetings (team buildings and professional dev.)	SD FS	All	Principals Superintendent	Fund 199	Monthly	FS Superintendent Evaluation	Documentation of training, retention of quality teachers
R/R CNA	Staff Incentives	FS	All	Principal	Community Resources	Annual	FS	Surveys
PD CNA	TEPSA C-Scope Conference	SD	All	Principal	Fund 199	Annual	FS	Surveys

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
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# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

Campus Goal III		<b>GOAL III – THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT AND EQUITABLE MANNER TO SUPPORT STUDENT PERFORMANCE AND STAFF QUALITY.</b>						
Target		Target III.A. The Campus will develop a budget to support Campus goals.						
Performance Objective		III.A.1. The Campus will develop a budget to meet instructional needs.						
Summative Evaluation		Campus Budget Submitted to Business Office						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA PCI	The campus will develop a budget by Preparing and reviewing the budget.	State Regulation Requirement	All	Business manager and Principal SBDM	Fund 199	June-August 2011	Program fund evaluation	Completion of budget proposal
CNA PCI	Department will base budgets on instructional needs. Budgets will be presented to principal for approval.	TE	All	Dept. Chairs	Fund 199	June – August 2011	Program fund evaluation	Completion of budget proposal

School wide Components = SW Comp.

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RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		Target III.A. The Campus will develop a budget to support Campus goals.						
Performance Objective		III.A.2. The Campus will monitor revenue and expenditures to insure appropriate budgeting.						
Summative Evaluation		Campus operates within approved budget						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PCI CNA	The campus will monitor revenue by reviewing the budget report with business manager	State and Local Financial Requirement	All	Business manager and Principal	Fund 199	Monthly	Budget reports	Budget Reports
PCI CNA	Skyward finance program will be used to monitor spending.	State and Local Financial Requirement	All	Principal	Fund 199	Every quarter	Alignment of Campus Plans	Budget reports
PCI CNA	Staff responsible for activity accounts will stay current with their budget and make deposits daily.	State and Local Financial Requirement	All	Sponsors Principal	Fund 461	Daily	Activity Account Records	Budget reports Deposit Slips

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RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Campus Goal III		<b>GOAL III – THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY: THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT AND EQUITABLE MANNER TO SUPPORT STUDENT PERFORMANCE AND STAFF QUALITY.</b>						
Target		Target III.B. The Campus will use budgeted funds to address instructional priorities.						
Performance Objective		III.B.1. The Campus will allocate general funds to improve instruction.						
Summative Evaluation		Expenditures are supported by campus plan						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA PCI	The campus will allocate general funds by reviewing, proposed department budgets, reviewing Campus goals and priorities, development and adoption of budget for general funds and ensuring budget supports campus plan.	FS SBDM request	All	Principal  SBDM committee	Fund 199	Every quarter	Evaluation of campus plan alignment	Budget SBDM minutes

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

Campus Goal III		<b>GOAL III – THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY:</b> THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT AND EQUITABLE MANNER TO SUPPORT STUDENT PERFORMANCE AND STAFF QUALITY.							
Target		Target III.B. The Campus will use budgeted funds to address instructional priorities.							
Performance Objective		III.B.2. The Campus will allocate federal funds and state special revenue funds to supplement instruction.							
Summative Evaluation		Expenditures support campus plan							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented	
CNA PCI PI	Allocation of campus funds will be accomplished by the review campus needs assessment and expenditure of special revenue funds in accordance with guidelines.	Local Guidelines	All	SBDM committee, principal	Fund 199	August 2011	Disaggregation of evaluation data from Surveys of parents, students, staff and campus plan Review of expenditures Compliance of guidelines	Compliance Reports  Accountability Crates	

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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# N.A. Howry Intermediate School Campus Improvement Plan 2011-2012

Campus Goal III		<b>GOAL III – THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY:</b> THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT AND EQUITABLE MANNER TO SUPPORT STUDENT PERFORMANCE AND STAFF QUALITY.						
Target		Target III.C. The Campus will seek creative, alternative funding sources.						
Performance Objective		III.C.1. The Campus will seek competitive and non-competitive funding sources.						
Summative Evaluation		Increase in alternative funding sources						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
CNA PCI	The campus will seek competitive funding sources by completion of grant applications.	SS, PS, TS, CS	All	Principal, Technology Directory	Fund 199 Grant Guidelines	Grant submission	Grant evaluation from funding agency	Grant application

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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## N.A. Howry Intermediate School Campus Improvement Plan 2011-2012

Campus Goal III		<b>GOAL III – THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY:</b> THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT AND EQUITABLE MANNER TO SUPPORT STUDENT PERFORMANCE AND STAFF QUALITY.						
Target		Target III.C. The Campus will seek creative, alternative funding sources.						
Performance Objective		III.C.2. The Campus will seek contributions to enhance instructional programs and administrative resources.						
Summative Evaluation		Increase of alternate funding sources						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PI CNA PCI	Howry will seek contributions by solicitation of donations, corporate sponsorships, school supplies, equipment, monetary and non-monetary donations, PTO activities.	FS SS PS	All	Principals, Committee Chairman	Fund 199	Sept. 2011-July 2012	End of School Evaluation of Funds Received	Record of donations

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

Campus Goal IV		<b>GOAL IV – CREATING A COMMUNITY OF LEARNERS IS A PRIORITY:</b> STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.						
Target		Target IV.A. The Campus will provide active and meaningful communication between schools, homes, and the community.						
Performance Objective		IV.A.1. The Campus will enhance communications with parents and community members.						
Summative Evaluation		Parent and Community Survey						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PI CNA	<p>The campus will enhance communications with parents and community by offering the following:</p> <ul style="list-style-type: none"> <li>• Upgrade Web Pages</li> <li>• School Messenger calling system</li> <li>• Family Access (online grades)</li> <li>• Parent conferences/ contact (planned as needed)</li> <li>• ARD Meetings</li> <li>• Newsletters Teacher</li> <li>• Intermediate Newsletter</li> <li>• Intermediate Parents</li> <li>• Texas Education News</li> <li>• SSI Communications Meetings</li> <li>• Northwest Newspaper</li> </ul>	PS	All	Principal Grade Level Team Teachers Counselor	Fund 199	As needed Weekly          Monthly	Parent Evaluation Web Page Counts Track parent message usage	Accountability crates.  Attendance Records  Sign-in sheets

School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

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**N.A. Howry Intermediate School  
Campus Improvement Plan  
2011-2012**

Campus Goal IV		<b>GOAL IV – CREATING A COMMUNITY OF LEARNERS IS A PRIORITY:</b> STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.						
Target		Target IV.A. The Campus will provide active and meaningful communication between schools, homes, and the community.						
Performance Objective		IV.A.2. The Campus will provide printed materials to enhance communications.						
Summative Evaluation		Parent and community surveys						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PI CNA PCI	<p>The campus will provide printed materials to enhance communications:</p> <ul style="list-style-type: none"> <li>• Distribution of Campus publications: monthly newsletters, progress reports, etc.</li> <li>• AEIS reports</li> <li>• Parent/Student/Teacher/Agreements (Compacts)</li> <li>• Parent Involvement Policy</li> <li>• District and campus goals and objectives</li> <li>• Title 1 Parent Meeting</li> </ul>	PS	All	Principals	Fund 199	Sept. 2011- July 2012	Program Evaluation	Accountability crates

**N.A. Howry Intermediate School  
Campus Improvement Plan  
2011-2012**

Campus Goal IV		<b><u>GOAL IV – CREATING A COMMUNITY OF LEARNERS IS A PRIORITY:</u></b> STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.						
Target		Target IV.B. The Campus will provide varied and frequent opportunities for parent and community involvement in the schools.						
Performance Objective		IV.B.1. The Campus will provide a variety of opportunities for parent involvement.						
Summative Evaluation		Program Evaluation and Surveys						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PI CNA	<ul style="list-style-type: none"> <li>• Parent involvement will be accomplished by the following:</li> <li>• Web Pages</li> <li>•Campus meetings and events in newsletter</li> <li>•Fine Arts Fair</li> <li>•Cinco de Mayo celebration</li> <li>•SBDM</li> <li>•Meet The Teacher Night</li> <li>•Open House</li> <li>•Fish Fridays</li> <li>•Marquee</li> <li>•Classroom Syllabus</li> <li>•Parent Contacts, Conferences, and ARD meetings</li> <li>•PTO Meetings</li> <li>•Campus Activity Calendar</li> <li>•Curriculum Nights</li> <li>•Parent/Teacher/Student Compacts</li> <li>•Self Responsibility</li> </ul>	PS CS TS TE	All	Principals Counselor Teachers Parents and Students	Fund 199 211	Sept. 2011- May 2012  Monthly updates at events	Program Evaluation	Sign-in sheets  Agendas  Teacher Phone Logs

<ul style="list-style-type: none"> <li>•Drama Productions</li> <li>•Fine Arts Fair</li> <li>•Musical performances</li> <li>•Science Fair</li> <li>•Talent Show</li> <li>•Counseling Programs</li> <li>•Family Wellness Night</li> <li>•Intramural Athletic Events</li> <li>•Jump Rope Team</li> <li>•Vocal and Dance Group</li> <li>•Show Kids</li> <li>•Parent Volunteers</li> <li>•Koffee with Karen</li> <li>•Fridays Parent meetings</li> </ul>									
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School wide Components = SW Comp.

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target		Target IV.B. The Campus will provide varied and frequent opportunities for parent and community involvement in the schools.						
Performance Objective		IV.B.2. The Campus will include stakeholders in establishing a written plan to insure the accomplishment of Campus goals.						
Summative Evaluation		Completed Campus Plan						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PI CNA A PCI	Survey of stakeholders	District Vision and Mission Statement	All	Principals	Fund 199	Sept 2011	CNA	Surveys
	Input from the Site Based Decision Making committee, Team Leaders			Principal, SBDM, Team Leaders		Every quarter		Agendas and Sign-In Sheets
	Development and implementation of Mission Plans from each area of curriculum, based on the District's Vision and Mission Statement			Superintendent, Principal, SBDM Committee, Grade Level Team members and Co curricular teachers.		Sept. 2011		Vision and Mission Statements
	Revision of Campus Plan			Principal		May 2012		Campus Plan

# N.A. Howry Intermediate School

## Campus Improvement Plan

### 2011-2012

Campus Goal IV	<b>GOAL IV – CREATING A COMMUNITY OF LEARNERS IS A PRIORITY:</b> STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.							
Target	Target IV.C. The Campus will evaluate and report progress on Campus goals in a timely manner to all stakeholders.							
Performance Objective	IV.C.1. The Campus will present evidence of progress toward Campus goals.							
Summative Evaluation	End of year evaluation of all programs							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/ Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented

CI A PI	<p>The campus will provide evidence of progress toward campus goals by Review of Campus plan progress,</p> <p>Review of Campus Report Card and the following:</p> <p>STAAR AYP AEIS C-Scope Unit Assessments STAAR released test Star Assessment Webccat Student Grades Student Attendance Student Discipline Reports TELPAS Report MAP</p>	End of year evaluation of all programs	All	Principal	Fund 199	Spring 2012	Disaggregation of program evaluation forms	Accountability crate
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Target		Target IV.C. The Campus will evaluate and report progress on Campus goals in a timely manner to all stakeholders.						
Performance Objective		IV.C.2. The Campus will present evidence of progress toward state and national goals.						
Summative Evaluation		Parent involvement documentation						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/ Material/Fiscal	Formative Evaluation Timeline	Formative Evaluation	Documented
PCI PI CNA	The campus will present evidence of progress toward state and national goals by review of AEIS, AYP performance and comprehensive needs assessment.	AEIS AYP	All	Principal	Fund 199	October 2011	Presentation at Board of Trustees and PTO meetings	Presentation handouts

School wide Components = SW Comp.

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