

Elementary/Middle School Improvement Plan



Robert Conkin, Principal
2007-2008



Philosophy of the Springlake-Earth ISD

We believe that a strong work ethic is foundational to the success of any endeavor within which we engage. While we fully recognize the crucial importance of planning and strategy, worth-while endeavors do not happen with precise planning alone--hard work is a must. Life is a series of choices for every individual, and we believe that every student should be instilled with a strong work ethic so that (s) he may choose to employ it throughout a lifetime.

We believe in high expectations for success. We will strive to encourage a climate of expectation in which the staff believes and demonstrates that all students can attain mastery of the essential knowledge and skills (and make the conscious choice to work to do so) to accomplish the task at hand. For this to be most effective, first, teachers must recognize that high expectations for student success can happen effectively only when teachers have high expectations for self. Second, the school organization must assure that teachers have access to the necessary “tools” to help them achieve successful learning for all students. Third, the school, as a cultural organization, must recognize that it must be transformed from an institution designed for “instruction” to an institution designed to assure “learning!” (Lezotte, 1991).

We believe that to optimize the total school experience, everybody associated with the school must have pride in self, school, family, and community. As a human race, we take pride in our accomplishments and successes. We tend to work harder for the things that are important to us. Thus, the greater the pride that we collectively take in the school as an organization, the greater the levels of success we will all enjoy.

We believe strongly in the importance of character. We are strongly of the opinion that an organization with a safe and orderly environment filled with disciplined people who exhibit the highest levels of character is one that develops a culture of success. This is a move beyond the elimination of undesirable behavior to a cooperative and collaborative environment where character is exhibited, voices are heard, and good choices and decisions are made.

We value the importance of goal-driven activities where success resulting from hard work, guided by high expectations, can be measured and celebrated by the disciplined individuals on the team that made it happen. Goals by their very nature build in a level of accountability that goes hand in hand with high expectations.

Lezotte, L.W. (1991). Correlates of effective schools: The first and second generation. Effective Schools Products, Ltd., Okemos, MI



Springlake-Earth ISD Vision

Our vision at Springlake-Earth ISD is three-fold:

First, we want everybody who is or has been associated with the school in any way to join us with great pride in claiming the school as **OUR SCHOOL**.

Second, we want that pride to come as a result of the good things that are happening because of **OUR CHOICES** that are driven by high expectations, coupled with disciplined, hard work.

Third, we want everybody to understand that the goal-driven choices made by disciplined people who exhibit high levels of character make a direct impact on **OUR FUTURE**

Thus, the Springlake-Earth ISD vision can be summarized as:

OUR SCHOOL

OUR CHOICES

OUR FUTURE



Springlake-Earth ISD Mission

Patterned behind Jim Collins' #1 bestseller with over two million copies sold,

Our mission is to transform our school from

**GOOD
TO
GREAT**



Goals and Objectives

Goal 1: Springlake-Earth ISD will have 90% of the student population, including the target populations; pass all portions of the TAKS.

Performance Objective 1: 90% of all student populations will pass the TAKS Reading/ELA

Performance Objective 2: 90% of all student populations will pass the TAKS Writing

Performance Objective 3: 90% of all student populations will pass the TAKS Math

Performance Objective 4: 90% of all student populations will pass the TAKS Science

Performance Objective 5: 90% of all student populations will pass the TAKS Social Studies

Goal 2: Springlake Earth ISD will provide a curriculum and culture of success for all students.

Performance Objective 1: Special Programs will be offered for eligible students and 90% of all students in the programs will pass the TAKS/ in all subject areas

Performance Objective 2: 100% of high school students will graduate within 4 years from entering high school and the dropout rate will be 0%

Performance Objective 3: The number of students taking AP classes and students graduating with the recommended seal will increase from the previous year

Performance Objective 4: The number of students taking the ACT/SAT will increase; and of those taking the test, 50% or more will make the criterion score or better

Goal 3: Springlake-Earth ISD will encourage positive student behaviors and create a safe and drug free environment for increased student achievement.

Performance Objective 1: Student attendance will be 96% or higher

Performance Objective 2: Student disciplinary referrals will decrease from the previous year

Goal 4: Springlake-Earth ISD will promote parent and community involvement in order to provide the best possible education for all students.

Performance Objective 1: Parent involvement will increase from the previous year as documented with parent contacts



Target Populations and Special Programs

Economically Disadvantaged
African-American
Hispanic
White
Migrant
Male
Female
Dyslexia

English as a Second Language (ESL)
Gifted and Talented (GT)
Pre-K (PK)
Special Education (SPED)
State Compensatory Education (SCE)
Title I, Part A: Schoolwide (TIA)
Title I, Part C: Migrant (TIC)
Title II, Teacher and Principal Training and Recruiting (TII: TPTR)
Title II, Technology (TII: Tech)
Title IV, Safe and Drug Free Schools (TIV)
Title V, Innovative Education Program (TV)



Goal 1: Springlake-Earth ISD will have 90% of all students, including the target populations; pass all portions of the TAKS in 2008.

Performance Objective 1: 90% of all students will pass the TAKS Reading.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide extended day/year	Administrator	After school	OEYP	Students served	Students promoted
Provide Pre-K program	Administrator	Daily	PK Grant Local	Students served	TPRI TAKS
Provide required Kindergarten program <ul style="list-style-type: none"> Use waiver to exceed the 22:1 student-teacher ratio Monitor over-all decline in student population (33 students) Assess student progress to determine need for additional teacher/restructuring K-5 staff 	Superintendent Principal	6 weeks	Local State	Checklist T observation	TAKS for 3 rd grade TPRI
Use Accelerated Reader program <ul style="list-style-type: none"> Accumulate quality points at/above STAR level Display goals in cafeteria Recognize student success 	Reading teachers	Daily	Local	AR reports	TPRI TAKS
Provide intensive phonics instruction	Reading teachers	Daily	ARI Local	AR reports	TPRI TAKS
Enhance TEKS with gourmet curriculum and TAKS facts activities	Reading Teachers	Weekly	Local	6 Weeks grades	TPRI TAKS
Implement reading time	Reading	Daily	Local	Lesson Plans	Report card



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> • Peer tutoring with multi-age groups 	teachers				grades
Provide staff development in accordance with PDAS <ul style="list-style-type: none"> • On AR program • On TEKS • On technology integration 	Administrator	August – July	Local TII TPTR TII Tech	Staff Development calendar	Training certificates
Incorporate reading into TEKS in all subject areas	Reading teachers	Daily	Local	6 weeks grades	TPRI TAKS
Develop curriculum maps <ul style="list-style-type: none"> • Direct instruction • Integrate AR, novels, TEKS, and Core Knowledge curriculum 	Reading teachers	Fall	Local	6 weeks grades	TPRI TAKS
Purchase library books <ul style="list-style-type: none"> • Encourage student reading • Promote reading on internet • DEAR program 	Librarian	Summer	TV Innovative	PO	Books



Goal 1: Springlake-Earth ISD will have 90% of all students, including the target populations; pass all portions of the TAKS in 2008.

Performance Objective 2: 90% of all students will pass the TAKS Writing.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Use direct writing instruction <ul style="list-style-type: none"> Total immersion Across discipline instruction and assignments in writing 	Core subject area teachers	Daily	Local	Lesson Plans	TAKS
Implement writing center during enrichment period	ELA teachers	Daily	Local	Lesson Plans	TAKS
Provide professional development as identified by staff in accordance with PDAS	Administrator	Fall Spring	Local TII TPTR	Staff Development Calendar	Training certificates
Enhance curriculum with TAKS facts and gourmet curriculum activities	ELA teachers	Daily	Local	Lesson Plans	TAKS
Use Shurley language program in early elementary	ELA teachers	Daily	Local	Lesson Plans	TPRI
Develop curriculum maps <ul style="list-style-type: none"> To provide writing direction To integrate Shurley language, textbook, TEKS, and Core Knowledge curriculum 	ELA teachers	Daily	Local	Lesson Plans	TPRI TAKS



Goal 1: Springlake-Earth ISD will have 90% of all students, including the target populations; pass all portions of the TAKS in 2008.

Performance Objective 3: 90% of all students will pass the TAKS Math.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide Pre-K program to give students a good foundation	Administrator	Daily	PK grant Local	Students served	TPRI Pre-K grant
Provide extended day/year for students at-risk or failing or failing	Administrator	After school	OEYP	Students served	Students promoted
Integrate math and problem solving skills into TEKS in all content areas	Core subject teachers	Daily	Local	Lesson Plans	TAKS
Use Saxon math at PK-5	Math teachers	Daily	Local	Lesson Plans	TAKS
Provide professional development as identified by staff in accordance with PDAS <ul style="list-style-type: none"> Integration of technology in instruction 	Administrator	Fall Spring	Local TII TPTR TII Tech	Training calendar	Training certificates
Implement problem solving centers <ul style="list-style-type: none"> During enrichment Peer tutoring Multi-age groups 	Math teachers	Daily	Local	Lesson Plans	TAKS
Develop curriculum maps <ul style="list-style-type: none"> To integrate Saxon math, textbooks, TEKS, Cored knowledge curriculum 	Math teachers	Daily	Local	Lesson Plans	TAKS
Give practice tests in TAKS format	Teachers	Weekly	Local	Lesson Plans	TAKS



Goal 1: Springlake-Earth ISD will have 90% of all students, including the target populations; pass all portions of the TAKS in 2008.

Performance Objective 4: 90% of all students will pass the TAKS Science.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Develop curriculum maps to: <ul style="list-style-type: none"> • Provide direction for instruction • To integrate text, TEKS, & Core Knowledge Curriculum 	Science Teachers	Daily	Local	Lesson Plans	TAKS
Provide lab activities and field trips	Science teachers	Daily	Local	Lesson Plans	TAKS
Use guided reading, discussion, writing and articulation for teaching concepts	Science teachers	Daily	Local	Lesson observation	TAKS
Use the scientific method <ul style="list-style-type: none"> • Test hypotheses • Collect data • Analyze data • Report findings • Explain phenomena 	Science teachers	Daily	Local	6 weeks grades	TAKS Final grades
Use brain research techniques for higher order thinking skills	Science teachers	Daily	Local	6 weeks grades	Semester grades



Goal 1: Springlake-Earth ISD will have 90% of all students, including the target populations; pass all portions of the TAKS in 2008.

Performance Objective 5: 90% of all students will pass the TAKS Social Studies.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Develop curriculum maps <ul style="list-style-type: none"> • To provide direction • To integrate teaching resources 	Social Studies teachers	Daily	Local	Curriculum maps	Grades
Provide lab activities and field trips	Social studies teachers	As scheduled	Local	Lesson Plans	Semester grades
Use brain research techniques to engage students in higher order thinking skills	Teachers	Daily	Local	Lesson plans	Semester grades
Provide professional development <ul style="list-style-type: none"> • Critical thinking • Integration of technology/TEKS 	Administrator	Fall Spring Summer	Local TII TPTR TII Tech	Training calendar	Training certificates



Goal 2: Springlake-Earth will provide a curriculum and a culture of success for all students.

Performance Objective 1: Special Programs will be provided for eligible students and 90% of all students in programs will pass all portions of the TAKS.

Special Program: Dyslexia

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify students with dyslexia or related disorder and provide appropriate services	Dyslexia staff Administrator	August – Jan	Local	Training scheduled for staff	<i>Students identified & served</i>
Align SBOE and district procedures	Dyslexia staff	August	Local	Draft	<i>Written procedures</i>
Provide services for students under sect. 504	504 Committee	Daily	Local	List ID	<i>Students served</i>
Provide professional development <ul style="list-style-type: none"> • Individualized and intensive • Multi-sensory • Phonetic reading methods • With staff input 	Administrator	Summer	Local	Training calendar	<i>Attendance certificates</i>
Hire and retain teachers with certification/endorsements	Administrators	Summer	Local TII, TPTR	Teachers interviewed	<i>Certificates of teachers</i>
<i>Evaluate program</i>	<i>Dyslexia staff</i>	<i>April-May</i>	<i>Local</i>	<i>Student progress reports</i>	<i>TAKS RPTE TPRI</i>



Goal 2: Springlake-Earth will provide a curriculum and a culture of success for all students.

Performance Objective 1: Special Programs will be provided for eligible students and 90% of all students in programs will pass all portions of the TAKS.

English as a Second Language (ESL)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify LEP students and provide program to develop proficiency in comprehension., speaking, reading & composition	ESL staff	Early Aug. Upon enrollment	ESL, (SSA)	Home Lang. Survey List	RPTE TAKS
Conduct Comprehensive Needs Assessment including the PBMAS	Administrator	August	BE/ESL Local	Meeting agenda	Data disaggregated
Increase the percentage of LEP students participation in TAKS/TAKS I I/SDAA II	Principals Counselor	TAKS testing	Local	Test documents	Tests documents PBMAS
Reduce percent of LEP exemptions/number of parent denials for program	Administrator	Annually	Local	Number exempt	Number exempt
Recruit/retain highly qualified teachers	Supt.	Summer	Local	Positions posted	Certified Staff
Send information in home language	Principal	All year	Title I	Communications	Communications
Provide opportunities for parents to participate in school activities	Administrator	During year	Local	Parent calendar	Sign in Sheets



Goal 2: Springlake-Earth will provide a curriculum and a culture of success for all students.

Performance Objective 1: Special Programs will be provided for eligible students and 90% of all students in programs will pass all portions of the TAKS.

Gifted and Talented (GT)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Hold annual nomination <ul style="list-style-type: none"> • Focus on target populations: • ESL • Poverty • SPED • Migrant 	GT Selection committee	August and semester	Local	Training sign in sheets on GT characteristics	Student nominees
Provide advanced curriculum	GT staff	Aug – May	GT Local	Lesson Plans	TAKS SAT/ACT
Ensure equity of program <ul style="list-style-type: none"> • Include native language assessment • Include non-verbal assessment 	GT selection committee	August and semester	Local	Students tested	Tests other than English/non-verbal tests
Provide 3 criteria with qualitative and quantitative measures in intellectual ability &/or specific academic fields	GT selection committee	Spring	Local and GT	Planning meetings scheduled	3 Criteria used
Provide 30 hours of GT training for all professional staff	Administrators	Fall – Spring	Local	Prof. Dev. Calendar	Attendance certificates
Revise curriculum framework	GT Staff	April –	Local	Minutes of	Curriculum



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> • Depth and complexity with 4 core academic areas 		August		meeting	revisions
Determine Professional development needs by staff survey	Administrator	Spring	Local	Survey	Survey results
Provide students opportunities to work <ul style="list-style-type: none"> • Together as a group • With other students • Independently 	GT staff	Weekly	Local	Lesson plans	TAKS
Evaluate program including surveys <ul style="list-style-type: none"> • Students • Parents • Staff 	Administrator	April	Local	Surveys distributed	Summary of surveys
Hire and retain GT certified teachers	Administrator	May – August	Local GT	Interviews	Teacher endorsements
Provide Parent Involvement opportunities for parent participation	Administrator	Aug.- May	Local	PI Calendar	Sign in sheets



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Performance Objective 1: Special Programs will be provided for eligible students and 90% of all students in programs will pass all portions of the TAKS.

State Compensatory Education (SCE): The campus is a Schoolwide Program with 40% or greater poverty rate. \$270,520 SCE funds and 3.98 FTEs are coordinated with Title I funds to serve at-risk students.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Use SCE funds to improve at-risk student performance, to accelerate progress, and to reduce the drop-out rate on the School wide campus	Administrator	Aug. - July	\$270,520 SCE funds and 3.98 FTEs	Grades Progress reports	TAKS RPTE
Use policy to identify, enter, and exit students	Supt.	August Semester Entry date	SCE Local	Policy developed	Policy followed
Identify and provide teachers with list of at-risk students	At-Risk Cord.	August & upon entry	SCE	Teachers list of students	PEIMS at-risk list
Conduct comprehensive needs assessment	Principal	Aug.-May	Local	Meeting agenda	CNA
Serve PK-3 who failed local readiness test (ARI and AMI—or other local test)	Principal	Daily	SCE Local	ARI, AMI test scores	TPRI Math test
Serve 7-8 who failed 2 or more subjects (previous year or current) with tutorials	At-risk coordinator	Grading periods	SCE Local	Semester Progress reports	TAKS grades
Serve students who have been retained	At-risk coordinator	Weekly	SCE Local	6 weeks grades	TAKS
Accelerate students who failed TAKS or with tutorials/acceleration class	At-risk coordinator	Weekly	SCE	6 weeks grades	TAKS



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Serve pregnant/parent students	At-risk coordinator	As needed	SCE PEP grant	6 weeks Grades	TAKS attendance
Serve student placed in AEP preceding or current year	At-risk coordinator	Weekly	SCE Local	6 weeks Grades	TAKS
Serve student expelled in preceding or current year	At-risk coordinator	As needed	SCE Local	Discipline records	Discipline records
Serve students on parole, probation, deferred prosecution or conditional release	At-risk coordinator	As needed	SCE Local	Student placements	TAKS
Serve drop-outs	At-risk coordinator	Aug.- July	SCE Local	6-Weeks Grades	Graduation rate
Serve LEP students as needed with acceleration in small groups	At-risk coordinator	Upon ID	SCE ESL	6-Week Grades	TAKS RPTE
Serve students in care of or referred to DPRS	At-risk coordinator	As needed	SCE Local	Discipline Records	TAKS
Serve homeless students on the Schoolwide campus	At-risk coordinator	Upon ID	SCE TIA	6 weeks Grades	TAKS
Evaluate SCE program <ul style="list-style-type: none"> TAKS scores for At-Risk in reading, math, and writing compared to All students 	Principal	May-June	SCE Local	Semester Grades	TAKS comparison
Provide staff development <ul style="list-style-type: none"> With input from staff 	Principal	August-July	Local SCE	Training calendar	Certificates for training



Goal 2: Springlake-Earth will provide a curriculum and a culture of success for all students.

Performance Objective 1: Special Programs will be provided for eligible students and 90% of all students in programs will pass all portions of the TAKS.

Title I, Part A: Schoolwide (TIA)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Incorporate the ten Schoolwide Components	Principal	Aug.-May	TIA	CIP	CIP
1) Conduct Comprehensive Needs Assessment to determine needs and plan instruction including Performance Based Monitoring	Principal	May-Aug.	TIA	Data disaggregated	CNA
2) Plan reform strategies to address needs <ul style="list-style-type: none"> Focus: Economically disadvantaged, & At-Risk Include extended day/year 	Site-Base Team, Chair	Quarterly	TIA, TIIA TIID, TV, TIC, ESL, SCE,	Caps and strategies	TAKS
3) Provide instruction by highly qualified (HQ) staff: <ul style="list-style-type: none"> Teachers in core subject areas - Deadline: 2008-2007 Instructional Paraprofessionals (TIA) Deadline : January 2008 Paraprofessionals hired after 1/8/02 will be qualified before hired 	Site-Base Team Chair	Quarterly	TIA, TIIA TIID, TV, TIC, ESL, SCE,	CIPs and strategies	TAKS
4) Provide staff development for teachers, paraprofessionals, & staff <ul style="list-style-type: none"> With staff input Intensive, sustained, research-based 	Principal	March-May	TIA, local, TIID, TIIA	Staff Development Calendar	TAKS



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
5) Attract and retain highly qualified teachers to high needs campus(s)	Administrators	Summer	Local TIA, TII TPTR	Personnel Files	Personnel Files
6) Increase parent involvement <ul style="list-style-type: none"> Designed to improve academic achievement Designed for parents to have opportunities to participate in educational decisions 	Principal	Monthly	TIA, Local	PI Events	PI Evaluation
7) Assist pre-school children to local elementary. school with visitation day for kids & parents	Principal	May	TIA	Event planned	Sign-In sheet
8) Get Teachers input on all local academic assessments to be used	Principal	Fall	Local	Meeting agenda	T Input
9) Identify students who need assistance <ul style="list-style-type: none"> Provide timely additional help Students having difficulties with academic proficiency or advanced levels 	Teachers	Each reporting period	TIA	List of identified students	TAKS
10) Coordinate & integrate federal/state/local programs	Principal	August Through May	TIA, TIC, TIIA, TIID, BE/ESL, TIV, TV, GT, SCE, Sp Ed., Local	Meeting agendas	TAKS
Evaluate Parent Involvement (PI) program <ul style="list-style-type: none"> Involve parents in the evaluation 	Principal	Spring	TIA	SB Meeting Agenda	Evaluation results
Review Parent Involvement policy <ul style="list-style-type: none"> Developed and agreed upon by parents Copies distributed 	Administrator	Summer	Local	Meeting agenda	Policy



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct Annual Title I Meeting <ul style="list-style-type: none"> • Inform parents of TIA program • Explain parents' rights to be involved • Revise Parent Compact in English & parents home language 	Principal	Spring	Local	Meeting scheduled	Agenda and sign-in sheet
Provide parent communications: <ul style="list-style-type: none"> • Conference with parents • Hold flexible number of meetings • Use parents' home language • Provide information on state assessments & proficiency levels • Provide information on school curriculum • Provide Notifications under NCLB • Send Timely notice if Teacher is not highly qualified • Inform Parents of their right to know Teacher qualifications and paraprofessional qualifications • Provide reasonable access to staff 	Principal	August-July	TIA	Communications to parents each 6 weeks period	Communications for year PI evaluation



Goal 2: Springlake-Earth will provide a curriculum and a culture of success for all students.

Performance Objective 1: Special Programs will be provided for eligible students and 90% of all students in programs will pass all portions of the TAKS.

Title I, Part C: Migrant (TIC)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Determine NCLB program success in PBMAS report:	Administrator	Upon release of AEIS	Local	TAKS release tests	TAKS
Identify and recruit eligible students 3-21 <ul style="list-style-type: none"> Home visits Visibility in community: churches, stores, 	MEP staff	Year round	TIC Local TIA	Logs	COEs
Attend training on NGS and TMSTPS	MEP staff	As scheduled	TIC TIA	Training schedule	Certificates of training
Provide MSC, 3-21, to coordinate school programs/services for families	MSC	Daily	TIC	Schedules	Record of services provided
Provide home-based or school-based early childhood program ages 3 – Grade 2	Administrator	Weekly	TIC	Checklists	Annual evaluation
Enhance graduation: <ul style="list-style-type: none"> Compile data Monitor progress Provide help for student needs 	MEP staff	Year round	TIC TIA Local	NGS records	Graduation rates
Provide Parent Involvement <ul style="list-style-type: none"> Include PAC Regular meetings 	Administrator MEP staff	Aug – May	TIC TIA Local	PI Calendar	Sign in sheets



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> • Form partnership • Establish communications • Provide parent opportunities 					
Conduct comprehensive needs assessment to determine needs <ul style="list-style-type: none"> • Include pre-school 	Administrator MEP staff	May-Aug	TIC Local	Meeting agenda	Needs identified
Provide services for students: <ul style="list-style-type: none"> • List priority for services students and needs • Tutorials • Acceleration • CAI • Support services • Summer School (SMART) 	Administrator	Weekly	TIC	Services offered	Log TAKS TPRI
Provide professional development for Teachers and paraprofessionals <ul style="list-style-type: none"> • With input from MEP staff • Research-based 	Administrator	As scheduled	TIC TIA Local	Training calendar	Certificates



Goal 2: Springlake-Earth will provide a curriculum and a culture of success for all students.

Performance Objective 1: Special Programs will be provided for eligible students and 90% of all students in programs will pass all portions of the TAKS.

Special Education (SPED)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct Comprehensive Needs Assessment including PBMAS	Special Ed. Director	Fall	Sp. Ed. Local	Analysis	PBM Risk Levels
Hire and retain teachers and paraprofessionals who are highly qualified	Administrator	June-Aug.	SPED	Teachers interviewed	Personnel files
Reduce district SPED identification <ul style="list-style-type: none"> • Provide staff development • Utilize Student Assistance & Intervention teams • Utilize Content Mastery 	Supt. SSA Director Principals	6 weeks	Local SPED	ID	PBMAS report
Reduce % of Hispanic students identified for SPED <ul style="list-style-type: none"> • Provide staff development • Utilize Student Assistance & Intervention teams • Utilize Content Mastery 	Supt. SSA Director Principals	6 weeks	Local SPED	ID	PBMAS report
Reduce % of LEP students identified for SPED <ul style="list-style-type: none"> • Provide staff development • Utilize Student Assistance & Intervention teams Utilize Content Mastery	Supt. SSA Director Principals	6 weeks	Local SPED	ID	PBMAS report



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide research-based staff development with staff input <ul style="list-style-type: none"> • How to modify curriculum • Other needs identified 	Administrator	As scheduled	SPED Local	Training calendar	Training certificates
Provide students with disabilities access to general curriculum	SPED Dr.	Aug.-May	SPED	ARD/IEP	Student schedules
Provide Parent Involvement opportunities for parents to participate in school activities	SPED Dr.	Aug.-May	Sp. Ed Local TIA	PI Calendar	Sign in sheets



Goal 2: Springlake-Earth will provide a curriculum and culture of success for all students.

Performance Objective 2: 100% of high school seniors will graduate within 4 years of entering high school and the dropout rate will be at or below 1%.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify students who may not graduate in 4 years <ul style="list-style-type: none"> • Plan strategies to meet student needs • Provide extended year program 	Counselor	Fall	Local OEYP	Student List	Completion rate
Provide one-on-one tutoring	Teachers	Daily	Local	Schedule	Completion

Performance Objective 3: The number of students taking AP classes and graduating with the recommended seal will increase from the previous year.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Counsel students regarding choices <ul style="list-style-type: none"> • Inform parents of curriculum choices 	Counselor	Spring	Local	Courses	Graduation plan



Performance Objective 4: The number of students taking the ACT/SAT will increase; and of those taking the test, 50% or more will make the criterion score or better

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Inform students and parents of importance of tests	Principals Counselor	Junior high years	Local	Activity planned	Parent survey



Goal 3: Springlake-Earth ISD will encourage positive student behaviors and create a safe and drug free environment for increased student achievement.

Performance Objective 1 and 2: Maintain an annual ADA at 96% or higher and decrease student disciplinary referrals.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide for prevention of and education in these areas: <ul style="list-style-type: none"> • Unwanted physical or verbal aggression • Sexual harassment • Other forms of bullying <ul style="list-style-type: none"> ○ In schools, ○ On school grounds ○ In school vehicles 	Administrators	Daily	TIV Local	Incidents reported each 6 weeks	PEIMS incidents reports
Provide campus specific attendance incentives	Administrators	6 weeks	Local	Attendance	ADA
Provide counseling and motivational activities to encourage attendance <ul style="list-style-type: none"> • Student Council • Motivational speakers 	Counselor	As needed	Local	Attendance each 6 weeks	ADA
Provide professional development: <ul style="list-style-type: none"> • Student Code of Conduct • Conflict Resolution • Classroom Management • Crisis management 	Administrator	Fall	Local TIV	Training calendar	Sign in sheets
Utilize drug council to plan and promote safe & drug free district <ul style="list-style-type: none"> • D.A.R.E. program 	Drug Council	Spring	TIV Local	Activities planned	Sign in sheets
Discuss Code of Conduct, discipline policy,	Principals	August-	Local	Activity	Referrals



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
sexual harassment, and violence prevention With students using student handbook as guide		May		planned	
Utilize AEP/DAEP when needed	Administrators	As needed	SCE Olton SSA	Referrals	Student placements
Build pride for district <ul style="list-style-type: none"> • “Wolverine Pride” • Character Education • Enlist parents help 	Staff Administrators	Daily	Local	Observation of staff	Survey of climate



Goal 4: Springlake-Earth ISD will promote parent and community involvement in order to provide the best possible education for all students.

Performance Objective 1: Parent involvement will increase from the past year as documented by contacts.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Hold regular meetings of the Planning and Decision Making Teams <ul style="list-style-type: none"> • Parents, community/business & school staff collaboration 	Chair	Quarterly	Local	Meetings scheduled	Sign In Sheet Minutes
Develop pamphlet of Special Programs offered and opportunities for parents to participate <ul style="list-style-type: none"> • Special Education • ESL • Dyslexia • Pre-K • Title I Schoolwide • Title II, Teacher and Principal Training and recruitment • Title II: Technology • Title IV Safe and Drug Free • Title V: Innovative Education Program • GT • SCE Programs • Local programs 	Administrators	Draft copies	Local	Pamphlets drafted	Pamphlets distributed
Inform parents of <ul style="list-style-type: none"> • State assessments 	Counselor	Meeting scheduled	Spring	Meeting held	Sign-in Sheet



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> • Proficiency levels required • General Curriculum 					
Provide parents with information on : <ul style="list-style-type: none"> • Higher education admissions • Financial aid opportunities • TEXAS grant • Teach for Texas grant • Curriculum choices for success beyond HS 	Counselor	Fall/Spring	Local	Meeting scheduled	Parent Surveys
Survey parents to evaluate: <ul style="list-style-type: none"> • School climate • Special programs • Parent involvement 	Administrator	Surveys	Local	Principals	Survey Results TAKS



Comprehensive Needs Assessment

Springlake-Earth Elementary /Middle School has an enrollment of 269 students. The low-income percentage is 64.91%. The campus received an Academically Acceptable rating by TEA. To make this rating, a campus must have a passing rate of at least 65% on reading/English Language Arts, writing, and social studies TAKS for all students and all student groups. The math passing rate must be at least 45% and the science must be at least 40%. The dropout rate must be 1.0% or less.

Student Strengths and Needs

State Accountability: TAKS

See TAKS Charts for student scores

Federal Accountability: Adequate Yearly Progress

The campus met the Federal accountability, Adequate Yearly Progress (AYP). AYP is similar to the state accountability system, except that it includes two additional target populations—Special Education and Limited English Proficient-- that must also meet TAKS & TAKS I standards as a group.

State Monitoring System: Performance Based Monitoring (PBM)

See PBMAS Review

Strategies to correct any problems and meet the needs of our students in these areas will be a focus of the District.

Staff Strengths and Needs

Highly Qualified Teachers

See Highly Qualified Teachers Chart



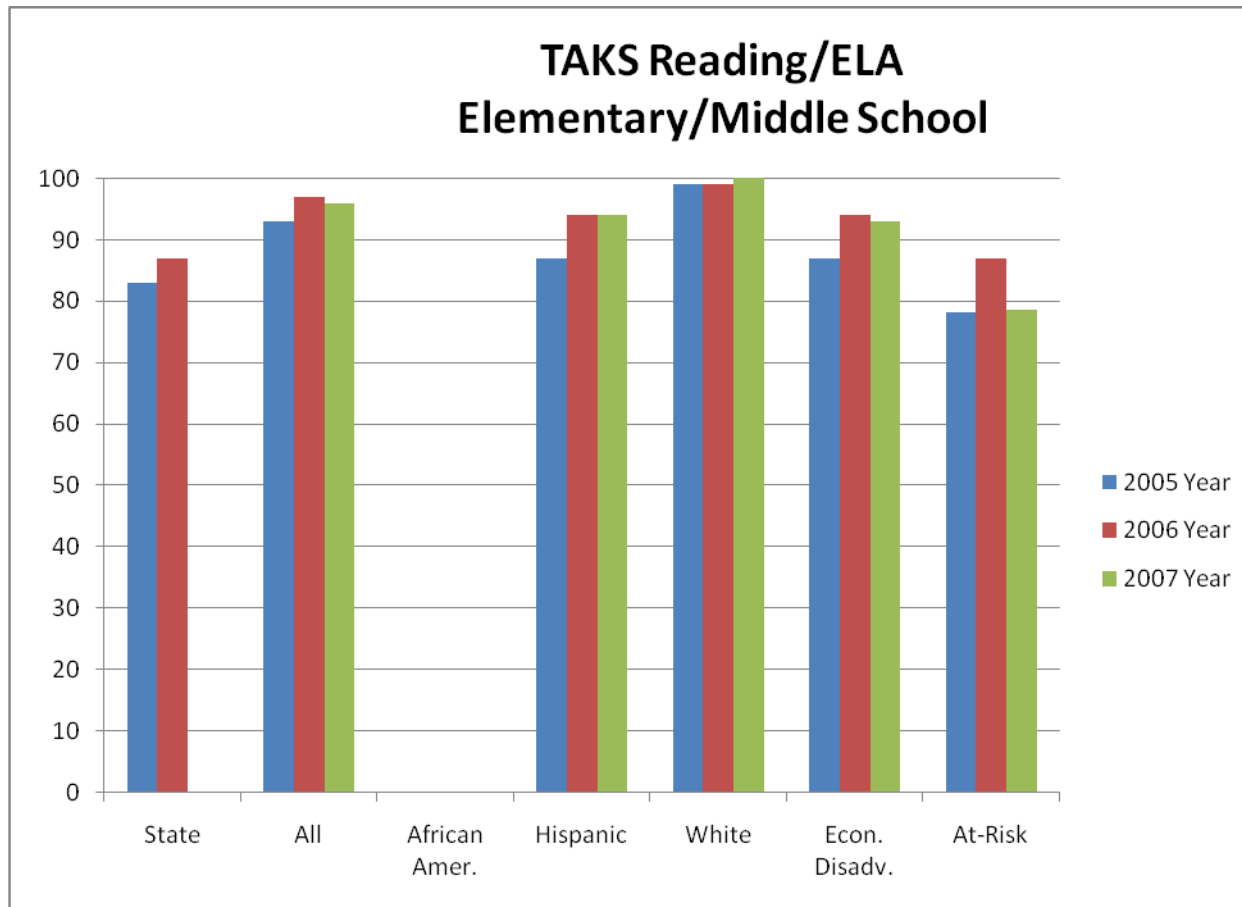
Parent and Community Involvement

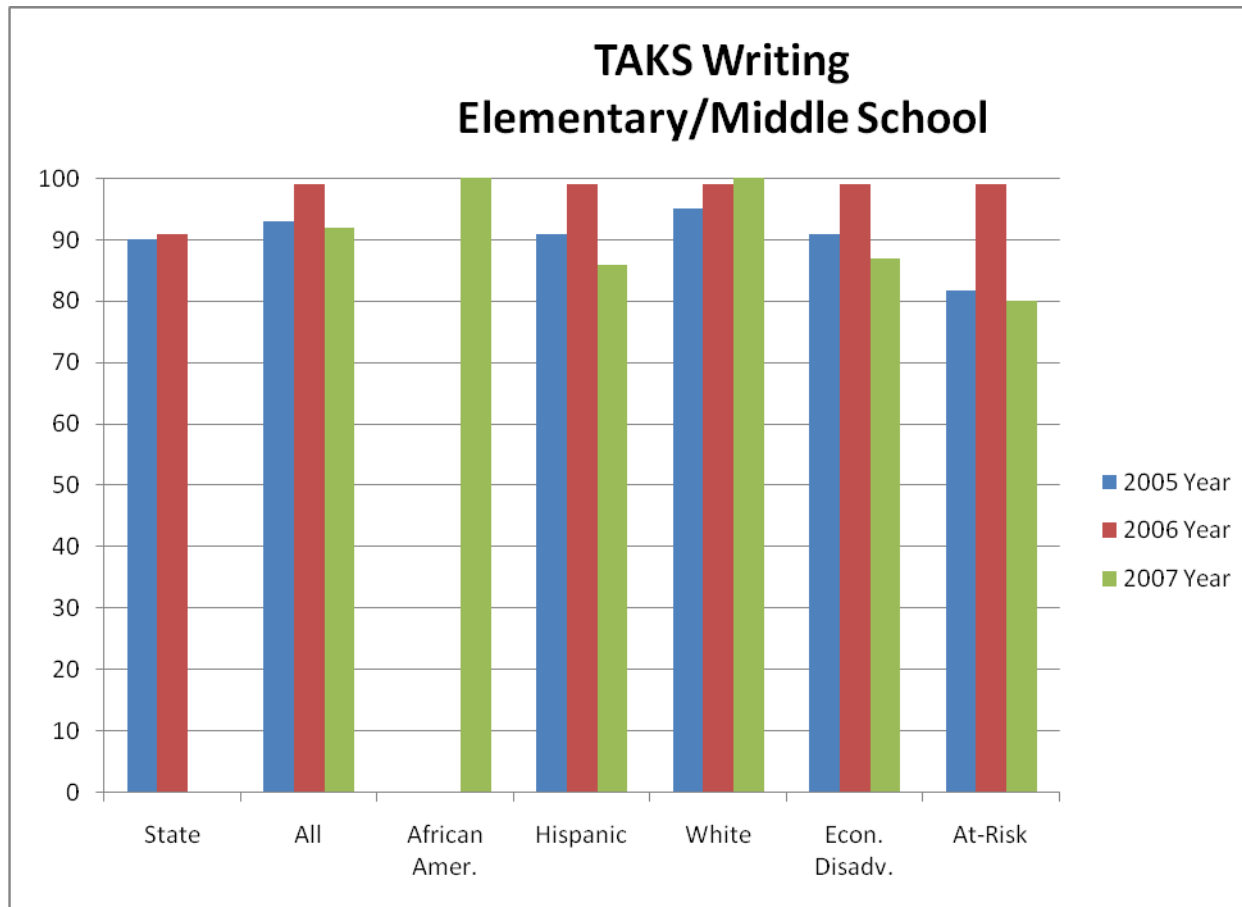
Strengths

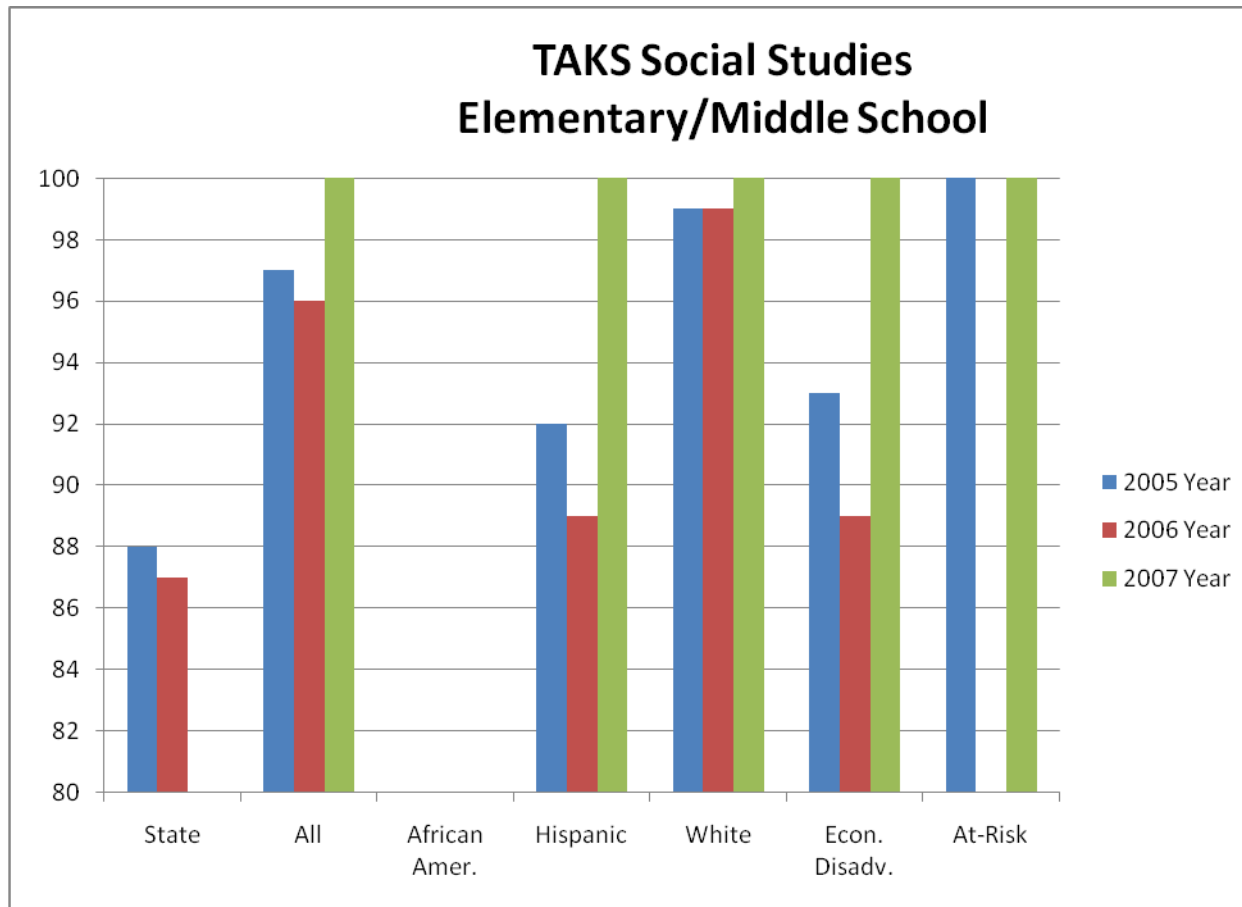
Parents and community are vital to the success of our students! Parents are involved as well as community and business people. Regularly scheduled Planning and Decision Making meetings are held. All stakeholders are informed and involved in positive ways by the district! Teachers and staff know all students. They communicate with students and their families on a regular basis. Parent conferences are held each year at the campuses. Parents are informed of state assessments and required proficiency levels.

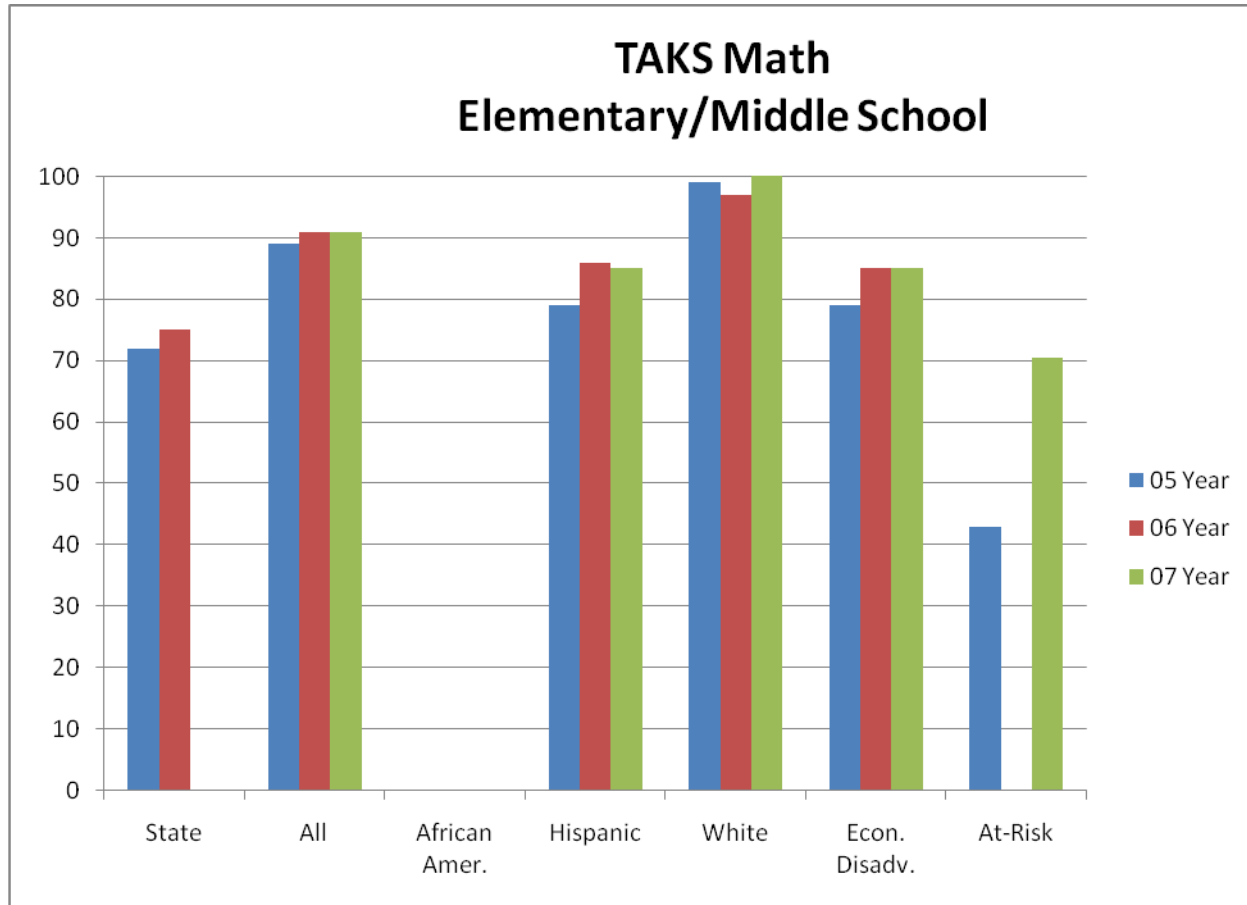
Needs

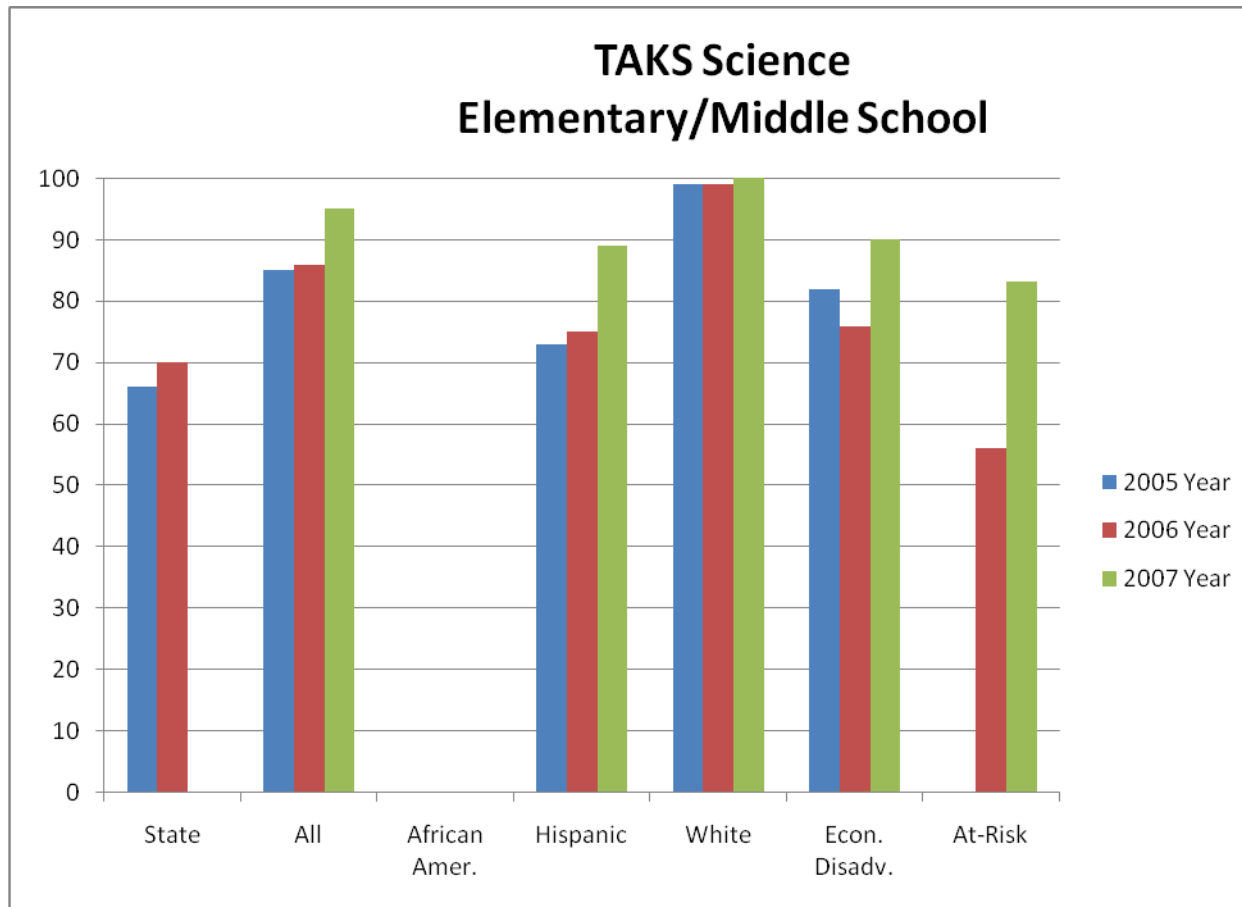
Additional communications need to be provided in the home language of the parents and efforts are directed toward this goal. Improved communications and partnerships are also a need the district is committed to achieve for the ultimate goal of student success!













Highly Qualified Teachers

State Objectives	State Targets	Springlake-Earth ISD	High School	Elementary Middle School
1. Percentage of Classes Taught by Highly Qualified Teachers				
2008-07	100%	100%	100%	100%
2005-06	100%	95.65	100%	85.71%
2004-05	90%	86.27%	92.86%	84.78%
2003-04	80%	86%	88.68%	83.33%
2. Percentage of Highly Qualified Teachers				
2008-07	100%	100%	100%	100%
2005-06	100%	100%	100%	100%
2004-05	90%	91.18%	81.82%	95.65%
2003-04	80%	91.43%	83.33%	95.65%
3. Percentage of Teachers Receiving High-Quality Professional Development				
2008-07	100%	100%	100%	100%
2005-06	100%	100%	100%	100%
2004-05	97%	100%	100%	100%
2003-04	94%	100%	100%	100%

Reports are available for viewing on the TEA website: <http://www.tea.state.tx.us/nclb/hqreport.html>



PBMAS Review

Programs	Program Indicators Not Meeting Standards	⊗Performance Level 2007	Performance Level 2008	Performance Level 2009	Performance Level 2010
Bilingual/English as a Second Language(BE/ESL)					
	LEP TAKS/TAKS I- II Participation Rate	3			
Career and Technology Education(CTE)	All indicators met/exceeded state standard				
No Child Left Behind (NCLB)	All indicators met/exceeded state standard				
Special Education (SPED)	II Only Participation Rate	1			
	SPED Identification	3			
	SPED Hispanic Representation	3			
	SPED LEP Representation	3			

⊗A performance Level of 0 is the best score and indicates the district met or exceeded the state standard. A 3 is the most problematic score. Any level other than 0 may require program analyses, interventions, and an improvement plan.