

# Hillsboro Independent School District

## Hillsboro Intermediate School

### 2017-2018 Goals/Performance Objectives/Strategies



# Mission Statement

Preparing Today's Students for Tomorrow's World

## Vision

Hillsboro ISD - the Choice for Student Success

## H.I.S. Beliefs

**We believe:**

- supportive relationships strengthen positive educational and life experiences.
- high expectations compel students to strive for excellence.
- an accepting and encouraging school environment inspires intellectual risk taking.
- authentic and engaging experiences foster opportunities for high levels of learning and growth.
- clear and open communication creates a pathway for school and community collaboration.

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# Goals

**Goal 1: HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.**

**Performance Objective 1:** HIS will utilize the local accountability "scorecard" to provide meaningful feedback as determined by community stakeholders.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p style="text-align: center;"><b>Critical Success Factors</b> CSF 5</p> <p>1) HIS will continue to develop the campus accountability scorecard and a means with which to collect the data.</p>	1, 6	<p>Lead: Tucker</p> <p>Others Involved: Jones, Fleming, Blackwell, Campus Improvement Committee</p>	<p>A comparison between last year's accountability scorecard and this year's scorecard to ensure continued progress towards reaching success, evidence of this will be agendas/sign-in sheets of Campus Improvement Committee Meetings and copies of plans.</p> <p>Impact will be measured by evidence of growth from each year and continual progress of reaching success.</p>			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 2:** All campus student sub-groups will meet or exceed the highest level of academic performance as determined by state accountability measures.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Provide campus professional development for identifying students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).</p>	2, 4, 9, 10	Tucker, Jones, Fleming, Blackwell	Records and sign-in sheets from training sessions, NWEA data, Compass Math data, FastForward data, SST meeting records, Roster of identified at-risk students  Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Provide Tier 2 math and reading interventions for students identified through the RTI process according to local screens and assessments.</p>	2, 7, 9, 10	Tucker, Jones, Blackwell, Bowman	Enrichment Logs, Eagle Academy, Compass Math data, FastForward data  Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>3) Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.</p>	2, 9	Tucker, Jones, Blackwell	Payroll reports, Schedule for campus sessions, Attendance rosters for tutorials, tutorial logs  Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>4) Through culturally responsive teaching, professional development, and pedagogy, the achievement gap between sub-groups will be reduced.</p>	1, 2, 4, 9, 10	Tucker, Jones, Diaz, Blackwell, Straw, Montgomery, Teachers	Data reports, lesson plans, PDAS- walkthrough and observations Eduphoria Reports			
Funding Sources: Federal, State, Local - 0.00						

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>5) Provide time in the campus schedule for interventions and lesson extension (enrichment time) for all grade levels.</p>	3, 8, 9	Tucker, Jones, Fleming, Blackwell	<p>Copy of campus schedule, teacher lesson plans, team leader notes, 6 Weeks Conferences with Team Leaders</p> <p>Increased academic achievement and mastery of TEKS.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p align="center"><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>6) Support implementation of improved reading instruction for ESL students.</p>	2, 9	Tucker, Jones, Blackwell, Bruckbauer, Straw, Montgomery	<p>Records and agendas from training sessions, enrichment, ESL Intensive Pullout, Newcomer Program, ESL Co-teaching</p> <p>Increased academic achievement and mastery of TEKS.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 3:** Improve vertical and horizontal alignment in order to ensure a viable and aligned written, taught, and tested curriculum.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Sustain district wide, 3-5 TEKS aligned curriculum (written, taught, assessed) for core academic areas.</p>	1, 2, 8, 9	Tucker, Jones, Blackwell and Teachers	Curriculum Implementation Plan, Lesson Plans, Eduphoria Reports, Year at a Glance			
			Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) Provide time for Professional Learning Communities to disaggregate data from Curriculum Based Assessments and benchmarks. Teachers will utilize backwards design to validate their Curriculum Based Assessments in order to ensure mastery to the appropriate depth and complexity of each student expectation.</p>	1, 2, 4, 9	Tucker, Jones, and Blackwell	DMAC reports, CBAs, meeting minutes from PLC, faculty meeting minutes, summer academy			
			Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) Emphasize critical thinking and academic vocabulary in all subject areas and- Math: Gap Analysis to provide support due to transition to new TEKS, focus on algebra readiness ELAR: build learner capacity for expository writing, continue to develop an aligned literacy program Science: continue to improve scientific best practices through the design of inquiry based lessons Social Studies: foster global citizenship</p>	1, 2, 4, 9	Executive Directors - C & I, Tucker, Jones, Fleming, Blavkwell, HIS Teachers	Lesson plans, TTESS- walkthrough and observations Eduphoria Reports, Empowering Writers Meetings, Gap Analysis, PLC Agendas			
			Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 4:** Effectively monitor academic progress and collaborate with regards to appropriate interventions for all students that are not meeting grade level performance standards or state assessment measures.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>1) Provide teachers with performance data analysis from state assessments, benchmark, and CBA's through the use of DMAC.</p>	1, 8	Tucker, Jones, Fleming, Blackwell	<p>Agendas from Data Disaggregation Meetings, Record of Meetings, Achievement Records of Students, Flipped Learning, PLC</p> <p>Increased academic achievement and mastery of TEKS.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p><b>System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>2) Provide campus professional development for identifying students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).</p>	2, 4, 9	Tucker, Jones, Blackwell	<p>Records and sign-in sheets from training sessions, NWEA data, Compass Math data, FastForward data, SST meeting records, Roster of identified at-risk students</p> <p>Increased academic achievement and mastery of TEKS.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Provide Tier 2 math and reading interventions for students identified through the RTI process according to local screens and assessments.</p>	2, 9, 10	Tucker, Jones, Blackwell, Bowman	Enrichment Logs, Eagle Academy			
Funding Sources: Federal, State, Local - 0.00						
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 5:** Provide appropriate programs and opportunities for Gifted and Talented Students.

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7  1) Implement criteria to identify GATE students, provide pull-out classes for identified GATE students and provide opportunities to expand learning.	1, 8	Tucker, Hamilton, Fleming	GATE program reports, lesson plans, achievement records of GATE students			
			Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
<b>Critical Success Factors</b> CSF 1 CSF 7  2) Provide GATE training to classroom teachers.	1, 8	Tucker, Hamilton	Sign in sheets, Copies of materials, Online GT update			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 6:** All English Language Learners (ELL) will progress one or more levels in the English Language proficiency and maintain an advanced high language proficiency level, and will demonstrate improved performance on state assessments.

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1</p> <p>1) Provide campus professional development for identifying ESL students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).</p>	2, 9, 10	Tucker, Jones, Fleming, Blackwell	<p>Records and sign-in sheets from training sessions, NWEA data, Compass Math, FastForward Data, SST meeting records, Roster of identified at-risk students</p> <p>Increased academic achievement and mastery of TEKS.</p>			
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>2) Provide appropriate programs and support for bilingual / ESL learners in regular education class rooms by ESL Coordinator, certified ESL teacher or bilingual support staff.</p>	2, 3, 9	Tucker, Montgomery, Bruckbauer, Straw	<p>Schedule for campus teachers, Lesson plans and observations of program implementation, Training records, Achievement records of ELL students, ESL Pullout Instruction, Newcomers Program, ESL Co-Teaching</p> <p>Increased academic achievement and mastery of TEKS.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>3) Communicate with parents and students individual goals for Whole Language Proficiency for ESL students using the TELPAS goal setting document.</p>	1, 8	Tucker, Fleming, Blackwell, Montgomery, Bruckbauer, Straw, Teachers	TELPAS goal setting documents.			
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>4) Provide targeted intervention for ESL students.</p>	3	Tucker, Blackwell, Montgomery, Bruckbauer, Straw	ESL Pullout Instruction, Newcomers Program, ESL Co-Teaching			
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 7:** Use the Working on the Work framework to increase the designs of engaging work for students.

**Evaluation Data Source(s) 7:**

**Summative Evaluation 7:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Design meaningful and authentic learning experiences that are aligned to the TEKS and include student choice, interest, technology integration, and real-world relevancy in order to transform students into creative thinkers.</p>	2, 9	Tucker, Jones, Fleming, Blackwell, Teachers	Lesson plans, T-TESS- walkthrough and observations, Eduphoria Reports, Campus Design Team goals, District Design Team goals			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7</p> <p>2) HIS will continue to utilize the campus design team to build capacity for profound learning and foster a shared understanding for transformation.</p>	1, 4	Tucker, Design Team	Agendas of meetings, copies of plans, belief statements			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 8:** Increase technology tools and resources utilized in classrooms to increase student engagement.

**Evaluation Data Source(s) 8:**

**Summative Evaluation 8:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Provide differentiated professional development on integrating 21st century technology skills into instructional management and increasing teacher's expertise of technology integration into teaching and learning.</p>	4	Tucker, Bowman, Darden	Monthly schedule of Instr. Technology Coordinator, agendas, plans, Increased performance on STAR report, Tech Time, WOW Engaging the Net Gen, Summer Academy, Summer Staff Professional Development, Bright Bytes Survey information			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Partner with PTA to acquire cutting edge technology for HIS students.</p>	1, 6	Tucker	PTA Minutes, Copies of Invoices, Deposit receipts  Increased academic achievement and mastery of TEKS.			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 9:** Communicate individual goals for HIS that will meet performance requirements in each area as measured by the Adequate Yearly Progress (AYP) measurements.

**Evaluation Data Source(s) 9:**

**Summative Evaluation 9:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1  1) Provide campus professional development for identifying students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).	1, 8	Tucker, Jones, Fleming, Blackwell	Records and sign-in sheets from training sessions, NWEA data, SST meeting records, Roster of identified at-risk students			
	Funding Sources: Federal, State, Local - 0.00					
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1  2) Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.	2	Tucker	Payroll reports, Schedule for campus sessions, Attendance rosters for tutorials, tutorial logs			
	Funding Sources: Federal, State, Local - 0.00					
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1  3) Support implementation of improved math and reading instruction in all classrooms.	1, 8	Tucker, Jones, Blavkwell	Records and agendas from training sessions, enrichment, intervention, Tier II, ESL intervention and pullout, Compass Math and FastForward with Scientific Learning  Increased academic achievement and mastery of TEKS.			
	Funding Sources: Federal, State, Local - 0.00					
						

**Goal 1:** HISD will have a rigorous and relevant curriculum in which all students meet or exceed grade level expectations, commensurate to individual capabilities.

**Performance Objective 10:** All students identified as special education will demonstrate improved performance on local and state assessments.

**Evaluation Data Source(s) 10:**

**Summative Evaluation 10:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Provide services and programs for special education students. Conduct campus level staffing meetings to improve coordination of services and scheduling to enhance learning for students.</p>	9, 10	Tucker, Jones, Blackwell, Johnson	<p>Monthly schedule for staffing meetings, Agenda/sign-in sheet for staffing meetings, Eduphoria reports, Training records</p> <p>Increased academic achievement and mastery of IEP goals and TEKS.</p>			
Funding Sources: Federal, State, Local - 0.00						

**Goal 2: HISD has highly qualified and effective personnel.**

**Performance Objective 1:** HIS will increase and ensure the fidelity of the interview and recruitment process.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 7</p> <p>1) Employ and retain personnel who meet performance expectations through the committee interview process.</p>	3	Tucker, Jones, Fleming, Blackwell	<p>Hiring data reports, interview question reports, Haberman screening</p> <p>Impact measured by decrease of new teachers hired each school year.</p>			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 2:** HISD has highly qualified and effective personnel.

**Performance Objective 2:** HIS will implement an effective new teacher induction and mentoring program at the campus level.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 7</p> <p>1) Provide mentors and mentees with time, various resources, and ongoing support to collaborate, observe, and reflect upon improving teacher performance and professional well-being.</p>	2, 3, 5, 10	Tucker, Jones, Blackwell	<p>Training agendas, Mentor/Mentee Assignments, Schedule of observations, mentor and mentee feedback</p> <p>Impact measured by decrease of new teachers hired each school year.</p>			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 2:** HISD has highly qualified and effective personnel.

**Performance Objective 3:** The leadership team of HIS will implement a comprehensive staff development plan that addresses the needs of teachers and support staff.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>System Safeguard Strategy</b>  <b>Critical Success Factors</b>            CSF 7</p> <p>1) Implement and design a comprehensive staff development plan that addresses the assessed needs of teachers and paraprofessionals to continuously improve the level of classroom instruction to meet the needs of HIS students. (Focus for 2017-2018: Continue to increase student engagement and the design of engaging lessons, 21st century instructional technology integration, develop and verify quality local assessments to support STAAR/depths of knowledge and rigor)</p>	3, 5	Tucker, Jones, Fleming, Blackwell	<p>Needs assessment documents, Copy of results from surveys, Summer Academy planning guide, Participation reports from Eduphoria, PD request forms, Faculty meeting agendas, PLC agendas, and Grade level design PLC.</p> <p>Impact can be measured by the number of retained teachers.</p>			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 2:** HISD has highly qualified and effective personnel.

**Performance Objective 4:** HIS will reduce teacher turnover by 10%.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 7</p> <p>1) The leadership team will create staff development, implement the district mentor program, and develop a positive supportive school culture.</p>	2, 3, 5, 10	Tucker, Jones, Fleming, Blackwell	Questionnaires, Needs assessments, PLC agendas, Mentor/Mentee feedback, Exit Tickets			
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 3: HISD has efficient and effective operation of facilities and grounds that are conducive to a safe and positive teaching and learning environment.**

**Performance Objective 1:** HIS will monitor disciplinary referrals and support positive behavior support programs.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<b>Critical Success Factors</b> CSF 6  1) Continue to ensure a safe, orderly, and disciplined environment through review/revisions to the: School wide discipline plan, student code of conduct, student handbook, parent/student/teacher compact, and implementation of Restorative Practices.	1	Tucker, Jones, Fleming, Blackwell	Discipline referrals, teacher documentation  Impact measured by reduction of behavioral issues, ISS, after school detention, and OSS. Review data in regards to growth or reduction of certain offenses.			
	Funding Sources: Federal, State, Local - 0.00					
<b>Critical Success Factors</b> CSF 5  2) Continue the Watch D.O.G.S. Program with efforts to increase involvement.	1	Tucker, Fleming	Watch D.O.G.S. Calendar, Schedules for father figures, Father survey data, teacher survey data  Impact measured by positive relationships built between students and Watch D.O.G.S.			
	Funding Sources: Federal, State, Local - 0.00					
<b>Critical Success Factors</b> CSF 6  3) Continue to enforce required background checks for all adults who enter the school building and interact with students.	1	Tucker, Jones, Fleming, Blackwell	Cleared Volunteer list, Notes home to parents reminding them to get a background check  Raptor reports of volunteers signed in.			
	Funding Sources: Federal, State, Local - 0.00					
						

**Goal 3:** HISD has efficient and effective operation of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

**Performance Objective 2:** HIS will provide a safe teaching and learning environments in all classrooms.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Provide guidance lessons to all classrooms on a regular basis addressing bullying, monthly character traits, self-esteem, and care-links.		Tucker, Fleming	Schedules, Lesson Plans  Continue to provide safe and effective schools for all students and staff.			
Funding Sources: Federal, State, Local - 0.00						
<b>Critical Success Factors</b> CSF 6 2) Continue to evaluate, revise, and routinely practice the Emergency Operations and Crisis Plan.	1	Tucker, Jones, Fleming, Blackwell, SRO-Sparks, Hillsboro Fire Department, Hillsboro Police Department	Monthly tornado/fire drill reports, crisis plan  Continue to provide safe and effective schools for all students and staff.			
Funding Sources: Federal, State, Local - 0.00						
<b>Critical Success Factors</b> CSF 6 3) HIS staff members will be encourage to wear district ID badges at all times.	1	Tucker, Jones, Fleming, Blackwell	Evidence of expectation and usage for all district employees  Increase number of staff wearing ID badges.			
Funding Sources: Federal, State, Local - 0.00						
<b>Critical Success Factors</b> CSF 6 4) Continue to support implementation of recommendations for controlled access to buildings. Continue to lock all doors except the front door during the school day.	1	Tucker, Jones, Fleming, Blackwell, Janitorial Department, teachers, support staff	Observation, frequent checks  Continue to provide safe and effective schools for all students and staff.			
Funding Sources: Federal, State, Local - 0.00						
<b>Critical Success Factors</b> CSF 6 5) Continue to support use of visitor sign-in and badge systems at campus.	1	Tucker, Jones, Fleming, Blackwell, Office Staff	Reports from electronic sign-in systems on all campuses  Continue to provide safe and effective schools for all students and staff.			
Funding Sources: Federal, State, Local - 0.00						

6) Continue to evaluate ways to increase safety of campus, students, and staff.	1	Tucker, Jones, Fleming, Blackwell, SRO - Sparks, Maintenance and Transportation Department	Reports Continue to provide safe and effective schools for all students and staff.			
Funding Sources: Federal, State, Local - 0.00						
<p align="center"><b>Critical Success Factors</b> CSF 2 CSF 4 CSF 6</p> 7) Analyze Fitness Gram data to plan instruction that are aligned to the state standards regarding physical activity.		Tucker, Jones, Blackwell, Gates, White	Lesson plans, Fitness Gram data, walk through and observations Continue to provide safe and effective schools for all students and staff.			
<p align="center"><b>Critical Success Factors</b> CSF 2 CSF 4 CSF 6</p> 8) Meet all campus time requirements for physical education classes.		Tucker, Jones, Blackwell, Gates, White	Master Schedule, Lesson plans Continue to provide safe and effective schools for all students and staff.			
9) Teachers will participate in suicide prevention and darkness to light training in regards to CPS services to understand responsibilities to keep our students safe.		Fleming, Tucker, Jones, Blackwell, All Staff, School Resource Officer	Certificates from training, Sign-in sheet from faculty meetings Continue to provide safe and effective schools for all students and staff.			
						

**Goal 3:** HISD has efficient and effective operation of facilities and grounds that are conducive to a safe and positive teaching and learning environment.

**Performance Objective 3:** HIS will provide and support drug awareness and character education programs including anti-bullying initiatives.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Teach the social skills and appropriate behaviors for those students who indicate the need.	1	Tucker, Fleming, Jones, Blackwell, Teachers and Staff	Counselor permission slips Continue to provide safe and effective schools for all students and staff.			
				Funding Sources: Federal, State, Local - 0.00		
2) Provide assemblies with special speakers stressing character development, drug awareness, and conflict resolution.	1	Tucker, Fleming	Schedules, Red Ribbon Week activities, budget records Continue to provide safe and effective schools for all students and staff.			
				Funding Sources: Federal, State, Local - 0.00		
						

**Goal 4: HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.**

**Performance Objective 1:** HIS will provide parent and community involvement opportunities.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Provide parent meetings to inform parents of current issues of interest on campus. Structure parent meetings to allow for feedback and questions from parents.	1, 6	Tucker, Jones, Fleming, Blackwell	Agendas from parent meetings			
			Increase number of families and students served at each meeting throughout the year.			
Funding Sources: Federal, State, Local - 0.00						
2) Partner with the Parent Teacher Association (PTA) to increase parent participation in activities to support students and schools.	1, 6	Tucker, Jones, Fleming, Blackwell, Teachers	Copies of information in native language			
			Increase PTA membership and participation.			
Funding Sources: Federal, State, Local - 0.00						
3) Provide, as often as possible, communication in the native language of those parents who do not speak English.	1, 6	Montgomery, Tucker, Jones, Fleming, Blackwell	Copies of information in native language			
Funding Sources: Federal, State, Local - 0.00						
4) Continue updates of the district website to enhance communication efforts. Continue to communicate and maintain campus Facebook page with upcoming events, activities, and celebrations of student achievement.	1, 6	Tucker, Fleming, Director of Technology, and Instructional Technology	Website available to public, Observation and review of information posted			
			Increase outreach to all families, students, and community members.			
Funding Sources: Federal, State, Local - 0.00						
5) Host campus wide events and parent meetings to build relationships between students, families, and campus personnel.	1, 6	Tucker, Jones, Fleming, Blackwell	Flyers, Notes home to parents, Invoices and Receipts			
			Increase communication with families and students to build better relationships amongst all stakeholders.			
Funding Sources: Federal, State, Local - 0.00						

6) Communication with parents about academic expectations for students weekly, monthly and by each six weeks.		Tucker, Jones, Blackwell, Fleming, All Teaching Staff	Weekly Assignment Sheets, Monthly Newsletter and Calendars, Six Weeks Eagle Expectations, planning meeting notes, PLC agendas  Increase outreach to all families and students.			
7) Send monthly calendars home with students to keep guardians/parents informed of all campus and district activities.	1, 6	Tucker, Fleming, Chilton	Website available to public, Observation and review of information posted  Increase communication between students and guardians/parents.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 4:** HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

**Performance Objective 2:** HIS will provide opportunities for stakeholders (parents, community, business as well as school personnel) to participate in planning.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<b>Critical Success Factors</b> CSF 5  1) Implement an effective Campus Improvement Plan whose membership is reflective of the campus district and includes community, parents and business representatives.	1, 6	Tucker, Campus Improvement Committee	Agendas/Minutes of CIP meetings			
			Increase communication with all stakeholders.			
Funding Sources: Federal, State, Local - 0.00						
<b>Critical Success Factors</b> CSF 5  2) Continue to solicit input from all stakeholders (teachers, staff, students, parents, and community) to plan and make recommendations for campus improvement.	1, 6	Tucker, Jones, Fleming, Blackwell	Agendas/records from collaborative meetings with groups from campus and community			
			Increase communication with all stakeholders.			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 4:** HISD has effective communication pathways establishing a collaborative respectful relationship between all levels of district stakeholders.

**Performance Objective 3:** HIS will engage in clear and open communication to create a pathway for school, parent, and community collaboration.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Provide parent meetings to inform parents of current issues of interest on each campus. Structure parent meetings to allow for feedback and questions from parents.</p>	1, 6	Matthys, Tucker, Jones, Fleming, Diaz	Agendas from parent meetings			
Funding Sources: Federal, State, Local - 0.00						
<p>2) Provide, as often as possible, communication in the native language of those parents who do not speak English.</p>	1, 6	Montgomery, Tucker, Jones, Fleming, Diaz	Copies of information in native language			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 5</p> <p>3) Provide on-going communication with parents through: parent conferences, e-mail, phone calls, progress reports, report cards, monthly calendar, Communication folders, grade-level newsletters, campus marquis, Campus Facebook page</p>	1, 6	Tucker, Jones, Fleming, Diaz, HIS Staff	Copies of progress reports, report cards, communication logs, phone logs, student planners, newsletters, school messengers, Let's Talk, School District App with access to Campus Information			
Funding Sources: Federal, State, Local - 0.00						
<p>4) Continue updates of the district website to enhance communication efforts. Continue to communicate and maintain campus Facebook page with upcoming events, activities, and celebrations of student achievement.</p>	1, 6	Tucker, Fleming, Director of Technology, and Instructional Technology	Website available to public, Observation and review of information posted			
Funding Sources: Federal, State, Local - 0.00						
<p>5) Implement Google Apps for Education with individual email accounts for all students.</p>	1, 3	Tucker, Darden, Gordon, Mabry	Notes home to parents, Parents opt-out form, Professional Development for Staff			
Funding Sources: Federal, State, Local - 0.00						
<p style="text-align: center;">  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 5: HISD has outstanding campuses working towards superior levels.**

**Performance Objective 1:** HIS will provide quality extracurricular organizations available to students in academic areas.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Continue to implement the TechSpert program selected 5th grade students.</p>		Tucker, Mabry	Roster of students participating, master schedule, observations of broadcasts			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) Cultivate a variety of student organizations (Student Council 3-5, Horticulture Club, Chess Club, UIL Academics, Spelling Bee, Destination Imagination, Art Club, Spanish Club)</p>		Tucker, Hamilton, Abreu, HIS Staff	<p>Student Rosters of Participant, Participation of Events</p> <p>Increase in student participation in all organizations.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 5:** HISD has outstanding campuses working towards superior levels.

**Performance Objective 2:** HIS will provide excellent fine arts and academic UIL programs that provide opportunity for successful student competition and performance.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Provide opportunities for all students to participate in musical programs to student body, parents, and community</p>		Tucker, Bankes	<p>Musical Program, rehearsal schedules</p> <p>Increase in student participation in musical programs.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) Provide opportunities as appropriate for HIS students to acquire appreciation of the arts - 5th grade trip to Baylor Symphony, exposure through videoconferencing or skypeing, exposure to classical music.</p>		Tucker, Fine Arts, Teachers	Schedules, lesson plans, field trip records, budget records			
Funding Sources: Federal, State, Local - 0.00						
<p><b>Critical Success Factors</b> CSF 6</p> <p>3) Provide opportunities for all students to participate in academic UIL events and other extracurricular activities (Destination Imagination and Spelling Bee).</p>		Tucker, Hamilton, All HIS Staff	<p>Schedule of events, rosters of students participating, performance results</p> <p>Increase in student participation in extracurricular activities.</p>			
Funding Sources: Federal, State, Local - 0.00						
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

## Goal 6: HISD has a variety of successful extracurricular opportunities

**Performance Objective 1:** The HIS campus will meet or exceed the performance requirements to receive the highest rating available from the state.

### Evaluation Data Source(s) 1:

### Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) HIS will implement the Coordinated School Health Program (Fitness Gram) selected by the district.	4	Tucker, Nurse Peterson, PE Teachers	Schedules, Fitness Gram logs			
			Continued implementation of the Fitness Gram.			
Funding Sources: Federal, State, Local - 0.00						
2) HIS will create a culture of college and redefine post-secondary education in order to best serve all students (Ex. College shirt day, College Spotlights, Career Day, Hill College Visitors.)		Tucker, Fleming	Schedules of related activities, Visitor logs			
			Increase awareness of higher education opportunities.			
Funding Sources: Federal, State, Local - 0.00						
3) Students at HIS will participate in career education and awareness activities during our annual Career Day and throughout the school year.		Tucker, Fleming	Career Day agenda, schedule, feedback survey from presenters, staff and students			
			Increase awareness of career pathways for students in the future.			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 6:** HISD has a variety of successful extracurricular opportunities

**Performance Objective 2:** HIS will effectively monitor academic progress and provide appropriate interventions to all students in danger of not meeting required grade level performance standards or state assessment standards. HIS staff will review student data to ensure progress towards academic goals.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>1) All core content teachers will analyze and study student data that reflects progress toward specific goals each six weeks. Reports include interventions for students who are not at the acceptable level of performance and how those students are being monitored.</p>	1, 8	Tucker, Jones, Blackwell, Core Content Teachers	Copies of Reports, Improvement on Benchmark Assessments, Monitoring Logs, Student Achievement Records, Tutoring/Enrichment  Increase student achievement and mastery of TEKS.			
				Funding Sources: Federal, State, Local - 0.00		
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>2) HIS will provide coordinated intervention programs for at-risk students that will focus on assessed individual needs of students.</p>	1	Tucker, Blackwell, S. Stephens, L. Lewis, All Core Content Teachers, Special Ed. Teachers	Reports from NWEA data, Compass Math Data, FastForward data, Student achievement data, STAR Reading levels, iStation Data, Eagle Academy data, tutorial rosters and lesson plans, small group intervention notes, enrichment, ESL data, ESL monitoring and intervention program, migrant counselor from Region 12, SST meetings, SST data  Increase student achievement and mastery of TEKS.			
				Funding Sources: Federal, State, Local - 0.00		
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 2 CSF 4 CSF 7</p> <p>3) Provide opportunities and time for teachers to collaborate together to address instructional issues and disaggregate CBA and benchmark student data through professional learning communities.</p>	4	Tucker, Jones, Blackwell	PLC agendas, improved student performance and achievement records  Increase student achievement and mastery of TEKS.			
				Funding Sources: Federal, State, Local - 0.00		
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 6:** HISD has a variety of successful extracurricular opportunities

**Performance Objective 3:** Teacher effectiveness will be monitored through frequent classroom visits and observations.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Teacher effectiveness will be monitored through frequent classroom walk-throughs and observations and take actions as determined by the observations in a timely manner.	3	Tucker, Jones, Blackwell	Walk-through data, Reports in Eduphoria			
			Better meeting the needs of all students through collaboration.			
Funding Sources: Federal, State, Local - 0.00						
						

**Goal 6:** HISD has a variety of successful extracurricular opportunities

**Performance Objective 4:** HIS will have an effective Campus Improvement Committee and continually review the Campus Improvement Plan.

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**

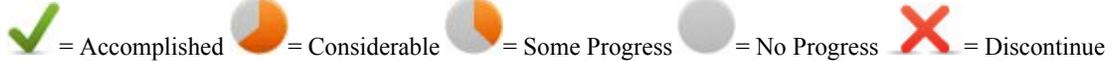
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>1) HIS will participate in effective campus planning procedures to ensure that the continuous improvement process where systems and programs are constantly evaluated and revised for improvement.</p>	1, 9	Tucker, Jones, Fleming, Blackwell	Campus plans, Meeting Agendas with Central Office Administration  Increase student achievement and mastery of TEKS.			
			Funding Sources: Federal, State, Local - 0.00			
<p>2) HIS will have an effective Campus Improvement Committee (CIC) whose membership is made up of parents, teachers, community and business representatives who will make recommendations about campus improvement.</p>		Tucker, Jones, Fleming, Blackwell	Schedule for CEIC meetings, Agendas, Membership roster, Campus plan  Increase in communication and feedback from all stakeholders.			
			Funding Sources: Federal, State, Local - 0.00			
<p style="text-align: center;">  = Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>						

**Goal 6:** HISD has a variety of successful extracurricular opportunities

**Performance Objective 5:** HIS will transform systems to more effectively prepare students with future-ready skills and empower students and staff to be productive 21st Century members.

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Dec	Mar	June
1) Students will continually be exposed to 21st century skills and apply these skills to real world learning experiences.		Tucker, Fleming, Jones, Blackwell, Teachers and Staff	Lesson plans, walk-throughs in Eduphoria, planning meetings, computer lab and technology cart check out logs  Increase student achievement and mastery of TEKS.			
2) While visiting the LEX Lab all students will have opportunities to problem solve, think through solutions critically and analyze through several depths of knowledge about different topics from multiple contents while using various types of technology and hands on tools and materials.		Tucker, Jones, Blackwell, Fleming, Hamilton, All Teaching Staff	LEX Lab plans, tools, materials, LEX LAb presentations and visitors  Increase student achievement and mastery of TEKS.			
						

## System Safeguard Strategies

Goal	Objective	Strategy	Description
1	2	1	Provide campus professional development for identifying students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).
1	2	3	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	2	4	Through culturally responsive teaching, professional development, and pedagogy, the achievement gap between sub-groups will be reduced.
1	2	6	Support implementation of improved reading instruction for ESL students.
1	4	2	Provide campus professional development for identifying students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).
1	6	1	Provide campus professional development for identifying ESL students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).
1	6	4	Provide targeted intervention for ESL students.
1	9	1	Provide campus professional development for identifying students in need of Student Support Team (SST) and on creating and implementing interventions the increased implementation of intervention programs for at-risk students that includes universal screening and ongoing progress monitoring (RTI).
1	9	2	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	9	3	Support implementation of improved math and reading instruction in all classrooms.
2	3	1	Implement and design a comprehensive staff development plan that addresses the assessed needs of teachers and paraprofessionals to continuously improve the level of classroom instruction to meet the needs of HIS students. (Focus for 2017-2018: Continue to increase student engagement and the design of engaging lessons, 21st century instructional technology integration, develop and verify quality local assessments to support STAAR/depths of knowledge and rigor)
6	2	1	All core content teachers will analyze and study student data that reflects progress toward specific goals each six weeks. Reports include interventions for students who are not at the acceptable level of performance and how those students are being monitored.
6	2	2	HIS will provide coordinated intervention programs for at-risk students that will focus on assessed individual needs of students.
6	2	3	Provide opportunities and time for teachers to collaborate together to address instructional issues and disaggregate CBA and benchmark student data through professional learning communities.