

Hillsboro Independent School District

Hillsboro Intermediate School

2016-2017 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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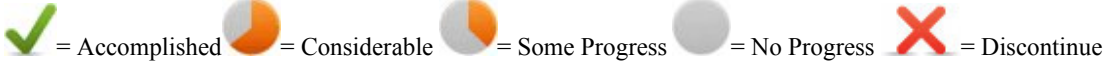
Goals

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz, Campus Improvement Committee</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.			
Funding Sources: Federal, State, Local						
						






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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors 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, Diaz	Records and sign-in sheets from training sessions, NWEA data, SST meeting records, Roster of identified at-risk students			
Funding Sources: Federal, State, Local						
<p>Federal System Safeguard Strategy Critical Success Factors 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, Diaz, Bowman	Enrichment Logs, Eagle Academy			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>3) Support implementation of improved math instruction in math classrooms.</p>	1, 2, 8, 9	Tucker, Jones, Diaz	Records and agendas from training sessions, enrichment			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>4) Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.</p>	2, 9	Tucker, Jones, Diaz	Payroll reports, Schedule for campus sessions, Attendance rosters for tutorials, tutorial logs			
Funding Sources: Federal, State, Local						

<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 6 CSF 7</p> <p>5) 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, Bruckbauer, Straw, Montgomery, Teachers	Data reports, lesson plans, PDAS- walkthrough and observations Eduphoria Reports			
Funding Sources: Federal, State, Local						
<p align="center">Critical Success Factors CSF 1 CSF 4</p> <p>6) Provide time in the campus schedule for interventions and lesson extension (enrichment time) for all grade levels.</p>	3, 8, 9	Tucker	Copy of campus schedule, teacher lesson plans, team leader notes, 6 Weeks Conferences with Team Leaders			
Funding Sources: Federal, State, Local						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1</p> <p>7) Support implementation of improved reading instruction for ESL students.</p>	2, 9	Tucker, Jones, Diaz, Bruckbauer, Straw, Montgomery	Records and agendas from training sessions, enrichment, ESL Intensive Pullout, Newcomer Program, ESL Co-teaching			
Funding Sources: Federal, State, Local						
<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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz and Teachers	Curriculum Implementation Plan, Lesson Plans, Eduphoria Reports, Year at a Glance			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors 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	DMAC reports, CBAs, meeting minutes from PLC, faculty meeting minutes, summer academy			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) 8. 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, Diaz, HIS Teachers	Lesson plans, PDAS- walkthrough and observations Eduphoria Reports, Empowering Writers Meetings, Gap Analysis, PLC Agendas			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1</p> <p>4) Support implementation of improved math instruction along with vertical alignment in math classrooms.</p>	1, 2, 8, 9	Tucker, Jones, Diaz	Records and agendas from training sessions, enrichment			
Funding Sources: Federal, State, Local						

<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>5) Continue meetings with 2nd grade (2nd/3rd at semester and at the end of the year) and 6th grade teachers (at the end of the year) to address vertical alignment.</p>	1, 8	Tucker and Executive Directors - C & I	Agendas/Sign in Sheets of meetings.			
Funding Sources: Federal, State, Local						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>6) Support implementation of improved reading instruction for ESL students.</p>	2, 9	Tucker, Jones, Bruckbauer, Montgomery, Morgan, Lewis	Records and agendas from training sessions, enrichment, ESL Intensive Pullout Program, Newcomer Program, ESL Co-teaching, Additional Reading Pullout			
Funding Sources: Federal, State, Local						
<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 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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz	Agendas from Data Disaggregation Meetings, Record of Meetings, Achievement Records of Students, Flipped Learning, PLC			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 1 CSF 2</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, 8	Tucker	DMAC reports, CBAs, meeting minutes from PLC, faculty meeting minutes, summer academy			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>3) 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, Fleming, Diaz	Records and sign-in sheets from training sessions, NWEA data, SST meeting records, Roster of identified at-risk students			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 1</p> <p>4) 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, Diaz, Bowman	Enrichment Logs, Eagle Academy			
Funding Sources: Federal, State, Local						






State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 5) Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.	2, 9	Tucker	Payroll reports, Schedule for campus sessions, Attendance rosters for tutorials, tutorial logs			
	Funding Sources: Federal, State, Local					
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>1) Implement criteria to identify G/T students, provide pull-out classes for identified G/T students and provide opportunities to expand learning. Toshiba Exploration, Patriots Pen, Robotics, and HOT History Fair</p>	1, 8	Tucker, Hamilton, Fleming	G/T program reports, lesson plans, achievement records of G/T students			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) Provide time in the campus schedule for interventions and lesson extension (enrichment time) for all grade levels.</p>	1, 2, 9, 10	Tucker	Copy of campus schedule, teacher lesson plans, team leader notes, 6 Weeks Conferences with Team Leaders			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 1 CSF 7</p> <p>3) Provide GT training to classroom teachers.</p>	1, 8	Tucker, Hamilton	Sign in sheets, Copies of materials, Online GT update			
Funding Sources: Federal, State, Local						
<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 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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1</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, 9, 10	Tucker, Jones, Fleming, Diaz	Records and sign-in sheets from training sessions, NWEA data, SST meeting records, Roster of identified at-risk students			
<p>Critical Success Factors 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	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			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors 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, Montgomery, Bruckbauer, Straw, Teachers	TELPAS goal setting documents.			
<p>State System Safeguard Strategy Federal System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2</p> <p>4) Provide targeted intervention for ESL students.</p>	3	Tucker, 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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz, Teachers	Lesson plans, T-TESS- walkthrough and observations, Eduphoria Reports, WOW Conference attendance			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors 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						
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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.			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors 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			
Funding Sources: Federal, State, Local						
<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 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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</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>	1, 8	Tucker, Jones, Fleming, Diaz	Records and sign-in sheets from training sessions, NWEA data, SST meeting records, Roster of identified at-risk students			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1 CSF 7</p> <p>2) Support implementation of improved math instruction in math classrooms.</p>	4, 7	Tucker, Jones, Diaz	Records and agendas from training sessions, enrichment			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors CSF 1</p> <p>3) Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.</p>	2	Tucker	Payroll reports, Schedule for campus sessions, Attendance rosters for tutorials, tutorial logs			
Funding Sources: Federal, State, Local						

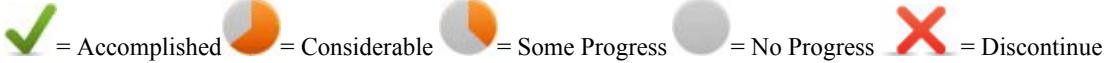
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>4) Through culturally responsive teaching, professional development, and pedagogy, the achievement gap between sup-groups will be reduced.</p>	4	Tucker, Jones, Diaz, Bruckbauer, Montgomery, Teachers	Data reports, lesson plans, T-TESS- walkthrough and observations Eduphoria Reports			
Funding Sources: Federal, State, Local						
<p align="center">State System Safeguard Strategy Federal System Safeguard Strategy</p> <p align="center">Critical Success Factors CSF 1</p> <p>5) Support implementation of improved reading instruction in reading classrooms.</p>	1, 8	Tucker, Jones, Diaz, Bruckbauer, Straw Montgomery	Records and agendas from training sessions, enrichment			
Funding Sources: Federal, State, Local						
<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 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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz, Johnson	Monthly schedule for staffing meetings, Agenda/sign-in sheet for staffing meetings, Eduphoria reports, Training records			
Funding Sources: Federal, State, Local						
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Employ and retain personnel who meet performance expectations through the committee interview process.</p>	3	Tucker, Jones, Fleming, Diaz	Hiring data reports, interview question reports, Haberman screening			
Funding Sources: Federal, State, Local						
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz	Training agendas, Mentor/Mentee Assignments, Schedule of observations, mentor and mentee feedback			
Funding Sources: Federal, State, Local						
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors 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 2016-2017: 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, Diaz	Needs assessment documents, Copy of results from surveys, Summer Academy planning guide, Participation reports from Eduphoria, PD request forms, WOW Conference attendance, Faculty meeting agendas, PLC agendas, and Grade level design PLC.			
Funding Sources: Federal, State, Local						
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz	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:

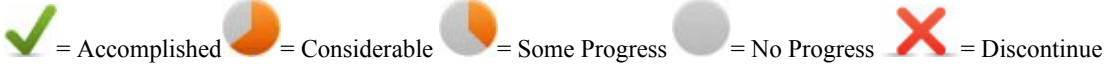
Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Continue to ensure a safe, orderly, and disciplined environment through review/revisions to the: School wide discipline plan, student code of conduct, student handbook, parent/student/teacher compact.</p>	1	Tucker, Jones, Fleming, Diaz	Discipline referrals, teacher documentation			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 6</p> <p>2) Monitor and review discipline data to identify trends and training needs. Support behavior intervention programs while maintaining acceptable percentage related to state target within all subpopulations.</p>	1	Tucker, Jones, Fleming, Diaz	Data mining reports from Skyward			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 5</p> <p>3) Continue the Watch D.O.G.S. Program with efforts to increase involvement.</p>	1	Tucker, Fleming	Watch D.O.G.S. Calendar, Schedules for father figures, Father survey data, teacher survey data			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 6</p> <p>4) Continue to enforce required background checks for all adults who enter the school building and interact with students.</p>	1	Tucker, Jones, Fleming, Diaz	Cleared Volunteer list, Notes home to parents reminding them to get a background check			
Funding Sources: Federal, State, Local - \$0.00						
<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 2: HIS will implement and utilize a restorative discipline approach along with C.A.M.P. (Correcting Actions Myself Properly) technique in the classroom.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) Teach the social skills and appropriate behaviors for those students who indicate the need.		Tucker, Fleming	Counselor permission slips			
	Funding Sources: Federal, State, Local					
2) Provide specific professional development to address effective strategies to changing behavior.		Tucker, Jones, Fleming, Diaz	Agendas/Sign-in Sheets, Professional Development Materials			
	Funding Sources: Federal, State, Local					
3) Implement and practice restorative discipline with all students. Teacher will practice using respect agreements and affirmation statements with every student in every situation.		Tucker, Jones, Diaz, Fleming, All Teachers and Staff	Professional development, modeling, respect agreements, affirmation statements			
						






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 a safe teaching and learning environments in all classrooms.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	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			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 6</p> 2) Continue to evaluate, revise, and routinely practice the Emergency Operations and Crisis Plan.	1	Tucker, Jones, Fleming, Diaz, SRO-Sparks, Hillsboro Fire Department, Hillsboro Police Department	Monthly tornado/fire drill reports, crisis plan			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 6</p> 3) HIS staff members will be encourage to wear district ID badges at all times.	1	Tucker, Jones, Fleming, Diaz	Evidence of expectation and usage for all district employees			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 6</p> 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, Diaz, Janitorial Department, teachers, support staff	Observation, frequent checks			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors CSF 6</p> 5) Continue to support use of visitor sign-in and badge systems at all campuses.	1	Tucker, Jones, Fleming, Diaz, Office Staff	Reports from electronic sign-in systems on all campuses			
Funding Sources: Federal, State, Local						


6) Continue to evaluate ways to increase safety of campus, students, and staff.	1	Tucker, Jones, Fleming, Diaz, SRO - Sparks, Maintenance and Transportation Department	Reports			
Funding Sources: Federal, State, Local						
<p style="text-align: center;">Critical Success Factors CSF 2 CSF 4 CSF 6</p> <p>7) Analyze Fitness Gram data to plan instruction that are aligned to the state standards regarding physical activity.</p>		Tucker, Jones, Diaz, Gates, Stewart	Lesson plans, Fitness Gram data, walk through and observations			
<p style="text-align: center;">Critical Success Factors CSF 2 CSF 4 CSF 6</p> <p>8) Meet all campus time requirements for physical education classes.</p>		Tucker, Jones, Diaz, Stewart, Gates	Master Schedule, Lesson plans			
<p style="text-align: center;">Critical Success Factors CSF 4 CSF 6</p> <p>9) Students are given a recess period in their daily schedule to exhibit choice and physical activity. The students are encouraged at this time to model physical activity, problem solving, and social skills to create a productive healthy environment with their peers.</p>		Tucker, Jones, Diaz, Fleming, Teachers	Master Schedule, Lesson Plans, Walk Throughs and Observations			
10) 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, Diaz, All Staff, School Resource Officer	Certificates from training, Sign-in sheet from faculty meetings			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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 4: HIS will provide and support drug awareness and character education programs including anti-bullying initiatives.

Evaluation Data Source(s) 4:

Summative Evaluation 4:


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) Teach the social skills and appropriate behaviors for those students who indicate the need.	1	Tucker, Fleming, Jones, Diaz, Teachers and Staff	Counselor permission slips			
	Funding Sources: Federal, State, Local					
2) Provide assemblies with special speakers stressing character development, drug awareness, and conflict resolution.	1	Tucker, Fleming	Schedules, Red Ribbon Week activities, budget records			
	Funding Sources: Federal, State, Local					
3) Provide guidance lessons to all classrooms on a regular basis addressing bullying, monthly character traits, self-esteem, and care-links.	1	Tucker, Fleming	Schedules, Lesson Plans			
	Funding Sources: Federal, State, Local					
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
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.	1, 6	Matthys, Tucker, Jones, Fleming, Diaz	Agendas from parent meetings			
			Funding Sources: Federal, State, Local			
2) Partner with the Parent Teacher Association (PTA) to increase parent participation in activities to support students and schools.	1, 6	Tucker, Jones, Fleming, Diaz, Teachers	Copies of information in native language			
			Funding Sources: Federal, State, Local			
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, Diaz	Copies of information in native language			
			Funding Sources: Federal, State, Local			
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			
			Funding Sources: Federal, State, Local			
5) Provide presentations to local clubs and organizations about the activities of the district.	1, 6	Tucker, Jones, Fleming, Diaz, School Staff	Record of presentation dates			
			Funding Sources: Federal, State, Local			
6) Host campus wide events and parent meetings to build relationships between students, families, and campus personnel.	1, 6	Tucker, Jones, Fleming, Diaz	Flyers, Notes home to parents, Invoices and Receipts			
			Funding Sources: Federal, State, Local			
7) Communication with parents about academic expectations for students weekly, monthly and by each six weeks.		Tucker, Jones, Diaz, Fleming, All Teaching Staff	Weekly Assignment Sheets, Monthly Newsletter and Calendars, Six Weeks Eagle Expectations, planning meeting notes, PLC agendas			
			Funding Sources: Federal, State, Local			
						

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
Critical Success Factors 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			
	Funding Sources: Federal, State, Local					
Critical Success Factors CSF 5 2) Provide community meetings to inform all stakeholders of current issues of interest on each campus. Structure parent meetings to allow for feedback and questions from all stakeholders.	1, 6	Matthys, Tucker, Jones, Fleming, Diaz	Agendas from parent meetings			
	Funding Sources: Federal, State, Local					
3) Partner with the Parent Teacher Association (PTA) to increase parent participation in activities to support students and schools.	1, 6	Tucker, Jones, Fleming, Diaz, Teachers	Schedules of meetings and events			
	Funding Sources: Federal, State, Local					
Critical Success Factors CSF 5 4) 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, Diaz	Agendas/records from collaborative meetings with groups from campus and community			
	Funding Sources: Federal, State, Local					
						

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

Performance Objective 3: HIS will partner with local businesses and organizations to enhance learning for students and promote common awareness of school related issues and activities.

Evaluation Data Source(s) 3:

Summative Evaluation 3:






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
State System Safeguard Strategy 1) Collaborate with The Reporter (local newspaper) publishing articles and pictures of students celebrating their achievement awards and accolades.	1, 6	Tucker, Fleming	Copies of Newspaper Articles			
	Funding Sources: Federal, State, Local					
2) 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			
	Funding Sources: Federal, State, Local					
3) Monthly calendar of events and notes sent home regularly of reminders and campus/community events.	1, 6	Tucker, Fleming, Mabry	Copies of the Monthly Calendar			
	Funding Sources: Federal, State, Local					
						

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

Performance Objective 4: HIS will engage in clear and open communication to create a pathway for school, parent, and community collaboration.

Evaluation Data Source(s) 4:

Summative Evaluation 4:






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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					
<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					
<p>Critical Success Factors 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					
<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					
<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					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 5: HISD has a variety of successful extracurricular opportunities.

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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						
<p>Critical Success Factors 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	Student Rosters of Participant, Participation of Events			
Funding Sources: Federal, State, Local						
<p>3) Provide opportunities for student leadership through student mentors and student council. (PALS provided through the High School)</p>		Tucker, Fleming, Hamilton, Jones, Diaz, 3rd - 5th Grade Team, Teacher Committee	Report card grades, discipline referrals, teacher input, rosters of student participants			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 5: HISD has a variety of successful extracurricular opportunities.

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Provide opportunities for all students to participate in musical programs to student body, parents, and community</p>		Tucker, McDonald	Musical Program, rehearsal schedules			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors 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 skyping, exposure to classical music.</p>		Tucker, Fine Arts, Teachers	Schedules, lesson plans, field trip records, budget records			
Funding Sources: Federal, State, Local						
<p>Critical Success Factors 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	Schedule of events, rosters of students participating, performance results			
Funding Sources: Federal, State, Local						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 6: HISD has outstanding campuses working towards superior levels.

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	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	SHAC meeting agendas, schedules, Fitness Gram logs			
				Funding Sources: Federal, State, Local		
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,			
				Funding Sources: Federal, State, Local		
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			
				Funding Sources: Federal, State, Local		
						

Goal 6: HISD has outstanding campuses working towards superior levels.

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors 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, Diaz, Core Content Teachers	Copies of Reports, Improvement on Benchmark Assessments, Monitoring Logs, Student Achievement Records, Tutoring/Enrichment			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors 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, Diaz, S. Stephens, L. Lewis, All Core Content Teachers, Special Ed. Teachers	Reports from NWEA 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			
Funding Sources: Federal, State, Local						
<p>State System Safeguard Strategy Federal System Safeguard Strategy Critical Success Factors 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, Diaz	PLC agendas, improved student performance and achievement records			
Funding Sources: Federal, State, Local						
						

Goal 6: HISD has outstanding campuses working towards superior levels.

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	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, Diaz	Walk-through data, Reports in Eduphoria			
	Funding Sources: Federal, State, Local					
						

Goal 6: HISD has outstanding campuses working towards superior levels.

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
<p>Critical Success Factors 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, Diaz	Campus plans, Meeting Agendas with Central Office Administration			
Funding Sources: Federal, State, Local						
<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, Diaz	Schedule for CEIC meetings, Agendas, Membership roster, Campus plan			
Funding Sources: Federal, State, Local						
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 6: HISD has outstanding campuses working towards superior levels.

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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
				Dec	Mar	June
1) 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,			
	Funding Sources: Federal, State, Local					
2) 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			
	Funding Sources: Federal, State, Local					
3) Students will continually be exposed to 21st century skills and apply these skills to real world learning experiences.		Tucker, Fleming, Jones, Diaz, Teachers and Staff	Lesson plans, walk-throughs in Eduphoria, planning meetings, computer lab and technology cart check out logs			
4) 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, Diaz, Fleming, Hamilton, All Teaching Staff	LEX Lab plans, tools, materials, LEX LAB presentations and visitors			
						

State 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	Support implementation of improved math instruction in math classrooms.
1	2	4	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	2	5	Through culturally responsive teaching, professional development, and pedagogy, the achievement gap between sub-groups will be reduced.
1	2	7	Support implementation of improved reading instruction for ESL students.
1	3	4	Support implementation of improved math instruction along with vertical alignment in math classrooms.
1	3	6	Support implementation of improved reading instruction for ESL students.
1	4	3	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	4	5	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	6	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	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	Support implementation of improved math instruction in math classrooms.
1	9	3	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	9	4	Through culturally responsive teaching, professional development, and pedagogy, the achievement gap between sup-groups will be reduced.
1	9	5	Support implementation of improved reading instruction in reading classrooms.

Goal	Objective	Strategy	Description
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 2016-2017: 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)
4	3	1	Collaborate with The Reporter (local newspaper) publishing articles and pictures of students celebrating their achievement awards and accolades.
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.

Federal 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	2	Provide Tier 2 math and reading interventions for students identified through the RTI process according to local screens and assessments.
1	2	3	Support implementation of improved math instruction in math classrooms.
1	2	4	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	2	5	Through culturally responsive teaching, professional development, and pedagogy, the achievement gap between sub-groups will be reduced.
1	2	7	Support implementation of improved reading instruction for ESL students.
1	3	4	Support implementation of improved math instruction along with vertical alignment in math classrooms.
1	3	6	Support implementation of improved reading instruction for ESL students.
1	4	3	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	4	5	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	6	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	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	Support implementation of improved math instruction in math classrooms.
1	9	3	Implement initiatives to extend learning for students through flexible scheduling of tutorials and help sessions.
1	9	4	Through culturally responsive teaching, professional development, and pedagogy, the achievement gap between sup-groups will be reduced.
1	9	5	Support implementation of improved reading instruction in reading classrooms.

Goal	Objective	Strategy	Description
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 2016-2017: 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.