

Harper ISD District Improvement Plan 2011-2012

Goal 1:

All students will attain maximum student achievement through relevant and rigorous instructional programs that emphasize proficiency in English, Reading, Mathematics, and other core curriculum.

Performance Objective:

1. Decrease the number of office referrals for repeat offenders by 10%, annually.

Target Groups: REG. ED , G/T , ESL , AT RISK , SPED

Strategy:

a) Implement a character education program PreK-12.

Activity: **(See also addenda 1 and 2.)**

	Resources	Completion Date	Person Monitoring
Counselor will visit elementary classrooms to provide character education at least once a six weeks for 30 minutes.	Mrs. White – Counselor Title IV funds	June 2012	Mr. Harper, principal and Mrs. White, counselor
PALS program will provide a program for at-risk students.	High school PALS students	June 2012	Mr. Harper, principal, Mr. Stevenson, principal

Performance Objective:

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| <p>2. Ninety percent of the student population will meet the minimum expectation of all assessments administered at Harper ISD</p> <p>3. Eighty percent of all students will score a 3 or above on the STAAR/TAKS writing assessment at all levels tested. Each grade will show measurable improvement.</p> |
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Target Groups: REG. ED , G/T , ESL , AT RISK , SPED

Strategy:

b) Continue to focus on the improvement of the district’s writing program

Activity:

	Resources	Completion Date	Person Monitoring
Written assessment given to non-tested grade levels	Writing rubrics	June 2012	Mr. Harper, principal Mr. Stevenson, principal
Portfolios will be developed by every student beginning in Kindergarten and passed on to the teacher the following year	Classroom teachers	June 2012	Mr. Stevenson, principal, Mr. Harper, principal, English Dept. Chair
Student will have a written assessment per grading period	All English teachers	June 2012	Mr. Harper, principal, Mr. Stevenson, principal
Provide cross-curriculum written assignment assessment (e.g. History and English)	Core content teachers	June 2012	Mr. Harper, principal, Mr. Stevenson, principal, and Dept. Chairs
Implement the state-required TEKS curriculum	Texas School Step Curriculum	June 2012	Mr. Harper, principal, Mr. Stevenson, principal
Implement accelerated reading instruction	Deanna Lashley—ARI teacher	June 2012	Mr. Harper, principal

Performance Objective:

4. Eighty percent of the senior class will take an ACT/SAT test by December of their senior year and 50% will meet the criteria.

Target Groups: REG. ED , G/T , ESL , AT RISK , SPED

Strategy:

c) Increase the number of students taking the SAT and ACT and increase the number of students meeting the criteria.

Activity:

	Resources	Completion Date	Person Monitoring
Apply to become an ACT/SAT administration site.	Nicole White, district-wide counselor	June 2012	Nicole White, district-wide counselor
Implement ACT/SAT prep course.	Nicole White, district-wide counselor Pat Buch, teacher	August 2012	Nicole White, district-wide counselor

Goal 2

Improve community involvement in the school setting to enhance the learning environment.

Performance Objective:

5. Provide 90% of the community with information concerning school and community events.

Strategy:

d) Broaden the communication base of constituents through the district newspaper and webpage.

Activity:

	Resources	Completion Date	Person Monitoring
Elementary students will write articles for the Longhorn Express (district published newspaper)	Elementary students	June 2012	Mr. Harper, principal and Melanie Parker, journalism teacher

High school journalism students will publish the Longhorn Express	Journalism students	June 2012	Melanie Parker, journalism teacher
Provide online information on updates of educational requirements via the Harper website.	Bill Long, technology coordinator	June 2012	Mr. Harper, principal, Mr. Stevenson and Bill Long, technology coordinator

Strategy:

e) Provide learning opportunities for the community.
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Activity:

	Resources	Completion Date	Person Monitoring
Conduct a needs assessment for a community education program.	Newspaper Website Nicole White, district-wide counselor	June 2012	Mr. Harper, principal, Mr. Stevenson, principal, Bill Long, technology coordinator, Nicole White, district-wide counselor

Performance Objective:

6. Expand the base of quality volunteers by 20%.
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Strategy:

f) Develop an application and screening process for all volunteers
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Activity:

Resources

Completion Date

Person Monitoring

Establish criteria for screening volunteers.	Application Committee	September 2012	Mr. Harper, principal, and Mr. Stevenson, principal
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Goal 3

Secures emerging technology and provides appropriate staff development to maximize student achievement and manage information efficiently.

Performance Objective:

7. One hundred percent of individuals receiving staff development will share with other staff in a learning segment, where appropriate.

Strategy:

g) Enhance the impact of staff development through follow-up activities.

Activity: (Also see Addenda 1 and 2)

	Resources	Completion Date	Person Monitoring
Establish in staff meetings a structured time for staff to share new learning.	Individuals attending workshops, materials that are provided	January 2012	Mr. Harper, principal, Mr. Stevenson, principal

Performance Objective:

8. Ten percent of the teaching staff will take the opportunity to utilize online distance opportunities.

9. There will be a 50% decrease in funds spent in staff travel to training.

Strategy:

h) Increase the opportunity for more time efficient staff development.

Activity:

	Resources	Completion Date	Person Monitoring
Participate in distance learning sessions	Distance Learning Center	June 2012	Mr. Harper, principal, Mr. Stevenson, principal, Mr. Long, technology coordinator.
Develop a cadre district trainers to provide staff development	Region XIII	July 2012	Mr. Harper, principal Mr. Stevenson, principal

Performance Objective:

10. One hundred percent of staff will meet and align curriculum through vertical teaming.

Strategy:

i) Align curriculum through vertical teaming.

Activity:

	Resources	Completion Date	Person Monitoring
Implement school steps curriculum	School Steps Curriculum Guide	June 2012	Mr. Harper, principal Mr. Stevenson, principal
Provide opportunities for meetings between campuses to discuss vertical curricular issues		June 2012	Mr. Harper, principal Mr. Stevenson, principal

Goal 4

Align support mechanisms in preparation for student growth. (i.e. technology and facilities.)

Performance Objective:

11. One hundred percent completion of projects as determined by the facility priority summary for fiscal year 2011-2012.

Strategy:

j) Implement the district’s long-term facilities plan.

Activity:

	Resources	Completion Date	Person Monitoring
Develop campus level building advisory committee	District site-based committee	July 2012	Mr. Harper, principal Mr. Stevenson, principal
Review district’s long-term facilities plan at campus-level site based meetings	Facilities plan	April 2012	Mr. Harper, principal Mr. Stevenson, principal

Performance Objective:

12. On the district’s annual safety survey 90% of all staff will rate the districts safety at least at a 4 on a scale of 1-5.

Strategy:

k) Evaluate and improve campus safety issues. (computers, alarm system, bell system, grounds, etc)

Activity:

	Resources	Completion Date	Person Monitoring
Conduct an initial safety survey with all district personnel		June 2012	Pari Whitten, Superintendent
Develop a safety action plan based on the safety survey results	Safety Survey	July 2012	Pari Whitten, Superintendent
Develop a secure/safe drop-off zone for students.		July 2012	Pari Whitten, Superintendent

Provide all students/parents with procedures and guidelines to use for missing children.	Child safety guidelines	June 2012	Mr. Harper, principal, Mr. Stevenson, principal
Develop a crisis response action plan.		Summer 2012	Mr. Harper, principal, Mr. Stevenson, principal

Performance Objective:

13. No bus route will exceed 2 hours on a regular basis.

Strategy:

1) Monitor the impact of growth on the district's transportation system.

Activity:

	Resources	Completion Date	Person Monitoring
Analyze the route population		Summer 2012	Pari Whitten, Superintendent, Jay Harper, principal, J.B. Reiger, transportation

Goal 5

Provides aesthetically pleasing, well maintained, safe and drug-free environment conducive to learning in a facility that supports the educational programs.

Performance Objective:

Maintain safe and drug free environment

Strategy:

Implement drug prevention program

Activity:

	Resources	Completion Date	Person Monitoring
Drug Dogs	Interquest Kanine Service	June 2012	Mr. Stevenson, principal
Shattered dreams/Red Ribbon Week	Fed/Title Fund	June 2012	Mr. Stevenson, principal
Drug Related Curriculum	Fed/Title Fund	June 2012	Mr. Stevenson, principal
Drug Free Assemblies	Fed/Title Fund	June 2012	Mr. Stevenson, principal

Performance Objective:

14. Maintain aesthetically pleasing campus and community

Strategy:

Use student organizations to help maintain the campus

Activity:

	Resources	Completion Date	Person Monitoring
NHS Trash pick up	Students/Teachers	June 2012	Mr. Stevenson, principal
PALS campus clean up	Students/Teachers	June 2012	Mr. Stevenson, principal
Ag Classes maintain flower bed	Students/Teachers	June 2012	Mr. Stevenson, principal
Courtyard enhancement—GAZEBO	Students/Teachers	June 2012	Mr. Stevenson, principal

Goal 6

Attracts, hires, and retains exemplary employees and highly qualified teachers who are competent, caring and inspiring role models.

Performance Objective:

15. Attract exemplary employees.

Strategy:

In district stipend, Master's pay.

Activity:

	Resources	Completion Date	Person Monitoring
People who live in district get additional funds	School Board/Admin	June 2012	Mrs. Whitten, superintendent
Teachers who have Master's will receive additional stipend	School Board/Admin	June 2012	Mrs. Whitten, superintendent

Performance Objective:

16. Retaining exemplary employees.

Strategy:

Pay for performance bonus.

Activity:

	Resources	Completion Date	Person Monitoring
Student scores on TAKS	Teachers/students, state coordinators, Admin, School Board	Yearly	Mrs. Whitten, superintendent

Goal 7

Incorporates a financial program that maximizes funding sources while evaluating allocation of existing resources.

Performance Objective:

17. Significantly reduce electricity expenditures.

Strategy:

Increase awareness and responsibility of all staff and students on the effects of energy conservation.

Activity:

	Resources	Completion Date	Person Monitoring
Turn off computers, lights, turn down thermostats when not in use	Staff	June 2012	Mrs. Whitten, superintendent, Custodial Staff
Provide monthly and annual comparison reports	Business office, Electric bill	June 2012	Tina Bernhard Business Admin

Performance Objective:

18. Reduce waste of the printed materials.

Strategy:

Provide on-line resources and e-mail contact with parents.

Activity:

	Resources	Completion Date	Person Monitoring
Publish online handbooks, forms, and student code of conduct	School Website	June 2012	Mr. Stevenson, principal
Provide availability of electronic communication between teachers and parents	Bill Long, technology coordinator, Darla Barker	June 2012	Mr. Stevenson, principal
Add parent e-mail line on student emergency contact cards		June 2012	Mr. Stevenson, principal

Goal 8

Provide assistance to all students by establishing a learning center that will focus on helping students in all core subjects.

Performance Objective:

1. Enhance student performance by providing instructional assistance in order to promote High School completion and dropout prevention.

Target Groups: REG. ED , G/T , ESL , AT RISK , SPED

Strategy:

Develop strategies to promote the use of the Longhorn Learning Lab.

Activity:

	Resources	Completion Date	Person Monitoring
Instructional Aid/ Student mentors	Staff/Students Volunteers	June 2012	Mr. Stevenson; Carolyn Lester

Performance Objective:

1. Ninety percent of all students will pass TAKS and academic courses.

Target Groups: REG. ED , G/T , ESL , AT RISK , SPED

Strategy:

Focus on students who are at-risk of failing credits and STAAR/TAKS

Activity:

	Resources	Completion Date	Person Monitoring
Monitoring students who have failed	Teachers/Testing	June 2012	Carolyn Lester, Chris

STAAR/TAKS	Coordinator		Stevenson
Assist student who are on current failure list	Teachers	June 2012	Carolyn Lester, Chris Stevenson
Provide tutoring after school to any student who needs assistance.	Aid/Teachers/ Mentors	June 2012	Carolyn Lester, Chris Stevenson

Goal 9

Promote student involvement in community service opportunities.

Performance Objective:

Use student mentors to help all students have success.

Target Groups: REG. ED , G/T , ESL , AT RISK , SPED

Strategy:

Monitor mentors in the Longhorn Learning Lab.

Activity:

	Resources	Completion Date	Person Monitoring
Student mentors will assist in the Longhorn Learning Lab	Aid/Teachers/Students	June 2012	Mr. Stevenson; Carolyn Lester
Promote Community Service opportunities throughout our school & community	Aid/Teachers/Students	June 2012	Mr. Stevenson; Carolyn Lester

Performance Objective:

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Target Groups: REG. ED , G/T , ESL , AT RISK , SPED

Strategy:

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Activity:

	Resources	Completion Date	Person Monitoring
Monitoring students who have failed STAAR/TAKS	Teachers/Testing Coordinator	June 2012	Carolyn Lester, Chris Stevenson
Assist student who are on current failure list	Teachers	June 2012	Carolyn Lester, Chris Stevenson
Provide tutoring after school to any student who needs assistance.	Aid/Teachers/ Mentors	June 2012	Carolyn Lester, Chris Stevenson

Strategy/Activity	Resources	Staff Responsible	Timelines	Formative Evaluation	Summative Evaluation
Technology Support —The District technology director provides full-time support to this campus in order to maintain the level of technology essential to deliver the computer-aided instruction portion of the Title I, Part A program.	Title I, Part A (0.33 FTE)	Campus Principal; District Business Manager	August 2011-May 2012	Grade five students' six week grade cards	Spring 2011 TAKS results.

Strategy/Activity	Resources	Staff Responsible	Timelines	Formative Evaluation	Summative Evaluation
Campus Technology Support —The District technology director provides full-time support to all campus in order to maintain the level of technology essential to deliver the computer-aided instruction portion of the Title I, Part A program.	Title I, Part A (0.33 FTE)	District Superintendent District Business Manager	August 2011-May 2012	Grade five students' six week grade cards	Spring 2011 TAKS results.