



Highland Park District Improvement Plan

2017 - 2018

Acknowledgements

The 2017-2018 HPISD District Improvement Plan was developed by the District Leadership Council in the Fall of 2017. The planning process was facilitated by Cindy Gillian, Kim Brooks, Lisa Wilson, Lisa Ham, Lydia Walden, Trudy Watson, Stephanie Brown and Laurie Gagne. After reviewing district data to conduct a needs assessment, small groups developed goals and objectives for the plan based on areas of need. Administrative staff developed action plans to support the goals and objectives. Principals were responsible for using the same process to develop their campus plans. District and campus goals and objectives were approved by the HPISD Board of Trustees in December 2017. All staff work on activities throughout the year to carry out the goals and objective of the plan. We would like to acknowledge the following people for their efforts on this plan:

Elected Membership - Teachers

Elementary
 Armstrong – Taylor Jeter
 Bradfield – Lana Raley
 Hyer – Amanda Ohlenburg
 University Park – Natalie George

Intermediate
 Sally Gatlin

Middle School
 Lana Cairnes

High School
 Sterling Hill

Other Professional Staff

Elementary

Intermediate

Middle School

High School
 Dr. Kelly Moeller

HPISD
 Brenda West
 Lydia Walden

Selected Parents & Community Members

Elementary
 Ali Watkins - Armstrong
 Claire Baker - Bradfield
 Dansby Erwin - Hyer
 Kimberly Meade- UP

Intermediate
 Chris Palmer-Steger

Middle School
 Melissa Reiman

High School
 Vanessa Sloan

Community Members:
 Cynthia Brogdon
 Shirley Kochman
 Kelly Walker

Student Representatives

Seth Pyle -Freshman

Benjamin Smith - Sophmore
 Stacy Wang - Sophmore

Richard Luo - Junior
 Alexandra Yeager - Junior

Will Roberts -Senior
 Rachel Rogers - Senior

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Goal # 1: Promote the HPISD Learner to be Academically Prepared for College & Career					
Objective:					
Advanced Placement (AP)					
1.01	Increase the percentage of AP students with scores of 3 and higher for all students				
1.02	Evaluate the AP Equity and Excellence report annually to ensure yearly increase of scores 3 and higher among each class group and				
No.	Activity	Timeline	Responsible Person(s)	Resources	Measure and Evaluation
1	Provide teachers with AP training.	SY 2017-2018	HS Coordinator	College Board SD Funds	Formative: All AP teachers receive AP training Summative: The number of students earning a score of 3 or higher
2	Research AP scores at HPHS and disaggregate data to find possible scoring patterns.	SY 2017-2018	HS Coordinator	Test scores	Formative: AP committee records indicate funds spent for AP training Summative: The number of juniors and seniors taking AP will score 3 or higher
3	Analyze previous AP test questions to ensure alignment of curriculum and instruction in Pre-AP and AP courses.	SY 2017-2018	Pre-AP/AP Teachers	AP Questions Pre-AP Scope and Sequence Laying the Foundation	Formative: Record of AP meetings and curricular documents indicate alignment of Pre-AP and AP courses Summative: The percentage of students earning a 3 or higher
4	Continue to submit AP course syllabi to College Board; audit board for course authorization; renew course authorizations.	June 2017 - January 2018	Asst. Principal for Academic Affairs Director of Assessment	HPHS AP Teachers; Administrators	Formative: AP course syllabi are submitted for authorization. Summative: All AP teachers receive authorization for their AP courses
College Readiness Assessments PSAT8 / PSAT / ACT / SAT					
1.03	80% of all students will meet or exceed the college readiness benchmark in all PSAT 8 subject areas				
1.04	85% of all students will meet or exceed the college readiness benchmark in all PSAT/NMSQT 10 subject areas				
1.05	90% of all students will meet or exceed the college readiness benchmark in all PSAT/NMSQT 11 subject areas				
1.06	95% of all students will meet or exceed the college readiness benchmark in all SAT subject areas				
1.07	Increase the percent of students who met ACT college readiness benchmarks in all four subject areas (English, Math, Reading, Science)				
1.08	Maintain and / or increase composite scores in PSAT, SAT, and ACT assessments				

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No.	Activity	Timeline	Responsible Person(s)	Resources	Measure and Evaluation
1	Increase parent communication about high school and college readiness to middle school parents.	Spring 2018	Director of Academics, Middle School and High School Counselors	Parent meetings, Parent conferences, School Website	Formative: Counselors will provide information to all students related to college readiness, testing, graduation requirements, and college entrance requirements Summative: Survey of parent participants results
2	Item Analysis of PSAT8 to incorporate in vertical alignment of curriculum in core subjects	SY 2017-18	Curriculum Coordinators	PSAT8 results, ELA, Math, Science and Social Studies Curriculum	Formative: Core Curriculum incorporates results of item analysis of PSAT8 Summative: Increase in students scoring college ready on PSAT8
MAP Scores Grades 2, 3, 4, & 5					
1.09	60% of all students in each grade level will meet or exceed their projected fall to spring growth on Measures of Academic Performance				
1.1	60% of all students in each grade level will meet or exceed their projected fall to spring growth on Measures of Academic Performance				
1	Interpret MAP results Grades 2-5 for instructional improvement	SY 2017-18	Curriculum Dept., Director of Assessment, Asst. Supt. Ed. Svcs.	MAP Conference, MAP campus based staff development MAP Conference Attendees	Formative: MAP Results from previous year Summative: Comparative study of three years and increase in student meeting or exceeding prospective growth
2	Triangulate student MAP scores with other assessments and communicate students' strengths/need for growth with the parents	SY 2017-18	Counselors, Director of Assessment, Teachers, Campus Principals	MAP Conference, MAP Campus based staff development MAP Conference Attendees, Individual Student Reports	Formative: MAP Results from previous year Summative: Comparative study of three years and increase in student meeting or exceeding prospective growth

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3	Identify students performing below national norms for target intervention instruction	SY 2017-18	Counselors, Director of Assessment, Teachers, Campus Principals	MAP Conference, MAP Conference Attendees, Individual Student Reports	Formative: MAP Results from previous year Summative: Comparative study of three years and increase in student meeting or exceeding prospective growth
4	Review student and campus growth data from MAP assessments	SY 2017-18	Curriculum Dept., Director of Assessment, Asst. Supt. Ed. Srvs.	MAP Conference MAP Conference Attendees, Individual Student Reports	Formative: MAP Results from previous year Summative: Comparative study of three years and increase in student meeting or exceeding prospective growth
5	Train teachers on interpretation of MAP results Grades 2-5 for instructional improvement	SY 2017-18	Curriculum Dept., Director of Assessment	MAP Conference, MAP Conference Attendees, Individual Student Reports,	Formative: Review attendance and participation at training session Summative: Evidence on increase of MAP Scores
6	Develop and evaluate the best practice of assessment OF and FOR learning to evaluate student performance formatively and summatively	SY 2017-18	Curriculum Coordinators, Principals, Dept./Grade Level Chairs	Assessment Training Institute, Assessment Conference, Region 10	Formative: Provide Feedback and monitor student learning based on performance Summative: STAAR Results at 100%
7	Maintain and support continued math and literacy cadres, for grades K-6, to address comprehensive literacy and mathematical reasoning	SY 2017-18	Asst. Supt. Ed. Srvs, Principals, Cadre Membership, ELA Coordinator, Math Coordinator	ELA & Math Coordinator, Assessment Resource Consultants, Books	Formative: Classroom observations revealing strategies are being implemented Summative: Improved results on local and state assessments

STAAR: Math

1.11	95% of all students will achieve scores at or above the "approaches grade level" standard in math
1.12	95% of each demographic sub-group will achieve scores at or above the "approaches grade level" standard in math
1.13	50% of all students will perform at or above the "masters grade level" standard in math (53% in 2018)

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1.14	50% of all students will demonstrate expected grade level growth on the STAAR Progress measure in math				
1.15	Increase the percent of students participating in higher level math course pattern (Algebra I, Algebra II, Geometry, Trigonometry, and				
1	Integrate instructional technology into classroom instruction K-12 to support student achievement	SY 2017-18	Curriculum Coordinators, Principals, Campus Instructional Technologists, Technology Leadership Team	Campus Gift Committees, Content-related software, Admin. for Instructional Technology	Formative: Student products and monitor technology application at campus level Summative: Evidence of technology applications utilized in instructional settings
2	Provide teachers opportunities to observe best practices with follow-up coaching and dialogue	SY 2017-18	Principals, Dept./ Grade Level Chairs, Asst. Supt. Ed. Srvs., Math Coordinator	Math Coordinator	Formative: Follow-up dialogues and coaching sessions Summative: Evidence of best practices used in classrooms
3	Develop and evaluate the best practice of assessment OF and FOR learning to evaluate student performance formatively and summatively	SY 2017-18	Curriculum Coordinators, Principals, Dept./Grade Level Chairs	Assessment Training Institute, Assessment Conference, Region 10	Formative: Provide Feedback and monitor student learning based on performance Summative: STAAR Results at 100%
4	Maintain and support a continued math Cadres, for grades K-6, to address mathematical reasoning	SY 2017-18	Asst. Supt. Ed. Srvs. Principals, Cadre Membership, Math Coordinator	Math Coordinator, Assessment Resource Consultants, Books	Formative: Classroom observations revealing strategies are being implemented Summative: Improved results on local and state assessments
5	Provide training and support for new online instructional materials for Grades 2-12	SY 2017-18	MathCoordinator, Curriculum Dept., Staff Development	Outside consultants, Newly adopted materials	Formative: Attendance and feedback from training sessions Summative: Evidence of best practices used in classrooms

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6	Coordinate the alignment vertically and horizontally of the vocabulary curriculum and instruction to deliver a rigorous curriculum to all students	SY 2017-18	Math Coordinator, Asst. Supt. Ed. Srvs.	TEKS, Research based materials, Teachers	Formative: Curriculum team planning sessions Summative: Completed curriculum documents; documentation in lesson plans
7	All students will take the state assessments in the courses for which they are eligible and for which they are receiving instruction	SY 2017-18	Teachers, Counselors, Testing Coordinators	Collaboration with counselors & testing coordinators	Formative: Students will take the state tests for courses in which they are enrolled Summative: All students will have completed state tests for the courses for which they are enrolled
STAAR: Reading					
1.16	95% of all students will achieve scores at or above the "approaches grade level" standard in reading / ELA				
1.17	95% of each demographic sub-group will achieve scores at or above the "approaches grade level" standard in reading / ELA				
1.18	50% of all students will perform at or above the "masters grade level" standard in reading / ELA (55% in 2018)				
1.19	50% of all students will demonstrate expected grade level growth on the STAAR Progress measure in reading / ELA				
1	Assist campus Principals in developing individual plans for accelerating instruction for all students not passing STAAR	SY 2017-18	Asst. Supt. Ed. Srvs. Principals, Director of Academics Dept./Grade Level Chairs, Curriculum Coordinators	EOC/STAAR results, Assessment Coordinator	Formative: Meetings with Principals; completed plans Summative: All 5th & 8th grade students pass the STAAR Reading test
2	Develop instructional support to accelerate the academic achievement of At-Risk students	SY 2017-18	Director of Assessment, Principals, Dept./Grade Level Chairs, Asst. Supt. Ed. Srvs, Director of Academics, Curriculum Coordinators	Counselors, STAAR results, PEIMS, Take Flight/PreFlight, FPA, Small group instruction, STAAR Released Tests, STAAR Information Booklets, Individual Student Reports	Formative: Completed plans, observations, student products Summative: All students pass the STAAR Reading test objectives

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3	Provide training for all new K-2 teachers in the use of the FPA assessment and software to monitor students' reading gains	SY 2017-18	ELA Coordinator, Director of Assessment, Campus Instructional Technologists	Campus Trainers Software, FPA kits	Formative: Attendance at training monitored Summative: All testing data entered into database
4	Provide professional development opportunities during early release days and professional development days to exchange knowledge of literacy & pedagogical practices	SY 2017-18	ELA Coordinator, Asst. Supt. Ed. Srvs.	Research based materials, Consultants, ELA Coordinator, Technology resources	Formative: Classroom observations revealing strategies are being implemented Summative: Improved results on local and state assessments

STAAR: Writing

1.20	95% of all students will achieve scores at or above the "approaches grade level" standard in writing				
1.21	95% of each demographic sub-group will achieve scores at or above the "approaches grade level" standard in writing				
1.22	45% of all students will perform at or above the "masters grade level" standard in writing				
1	Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students	SY 2017-18	Curriculum Coordinators, Asst. Supt. Ed. Srvs, Director of Academics	Local Funds	Formative: Curriculum team planning sessions Summative: Completed curriculum documents; documentation in lesson plans
2	Provide opportunities for teachers to attend training regarding STAAR appropriate to their content and grade level	SY 2017-18	Ed. Srvs. Dept., Principals, Dept./Grade Level Chairs, ELA Coordinator	Region 10 Trainers, Kilgo training, ELA Coordinator, Abydos training, Lead 4Ward	Formative: Review attendance and participation in ELA training sessions Summative: Evidence of best practices used in classrooms
3	Provide teachers opportunities to observe best practices with follow-up coaching and dialogue	SY 2017-18	Principals, Dept./ Grade Level Chairs, Asst. Supt. Ed. Srvs, ELA Coordinator	ELA Coordinator	Formative: Follow-up dialogues and coaching sessions Summative: Evidence of best practices used in classrooms

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4	Assist campuses in providing training to teachers in designing engaging instruction	SY 2017-18	Curriculum Coordinators, Asst. Supt. Ed. Srvs, Principals, Asst. Principal for Curriculum	Staff Development funds	Formative: Attendance at Standard-Bearer Network conferences Summative: All students pass STAAR Reading/ELA objectives
5	Monitor and support the implementation of differentiated instruction in reading for students in all special programs (Dyslexia, SPED, TAG, ESL)	SY 2017-18	Director of Special Programs, Principals, Asst. Supt. Ed. Srvs, District Special Programs, Specialists/Coordinators, Technology Leadership Team	Walk-throughs, Consultant, Lesson plans	Formative: Lesson plans, student products and performances Summative: STAAR ELA/Reading mastery at 100%
6	Enhance existing courses to enrich learning opportunities and skills related to the global literacy	SY 2017-18	Curriculum Coordinators, Principals, Asst. Principal for Curriculum, Department Chair	TEA course offerings, Region 10	Formative: Participation in the new course proposal process Summative: ELA courses increase student mastery on assessments and prepare for the global marketplace
7	Provide training and support for new online instructional materials for Grades 2-12	SY 2017-18	ELA Coordinator, Curriculum Dept., Staff Development	Outside consultants, New materials	Formative: Attendance and feedback from training sessions Summative: Evidence of best practices used in classrooms
8	All students will take the state assessments in the courses for which they are eligible and for which they are receiving instruction	SY 2017-18	Teachers, Counselors, Testing Coordinators	Collaboration with counselors & testing coordinators	Formative: Students will take the state tests for courses in which they are enrolled Summative: All students will have completed state tests for the courses for which they are enrolled

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STAAR: Science					
1.23	95% of all students will achieve scores at or above the "approaches grade level" standard in science				
1.24	95% of each demographic sub-group will achieve scores at or above the "approaches grade level" standard in science				
1.25	45% of all students will perform at or above the "masters grade level" standard in science				
1	Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students	SY 2017-18	Curriculum Coordinators, Asst. Supt. Ed. Srvs, Director of Academics	Local Funds	Formative: Curriculum team planning sessions Summative: Completed curriculum documents; documentation in lesson plans
2	Integrate instructional technology into classroom instruction K-12 to support student achievement	SY 2017-18	Curriculum Coordinators, Principals, Campus Instructional Technologists, Technology Leadership Team	Campus Gift Committees, Content-related software, Admin. for Instructional Technology	Formative: Student products and monitor technology application at campus level Summative: Evidence of technology applications utilized in instructional settings
3	Provide teachers opportunities to observe best practices with follow-up coaching and dialogue	SY 2017-18	Principals, Dept./ Grade Level Chairs, Asst. Supt. Ed. Srvs.	Science Coordinator	Formative: Follow-up dialogues and coaching sessions Summative: Evidence of best practices used in classrooms
4	Develop and evaluate the best practice of assessment OF and FOR learning to evaluate student performance formatively and summatively	SY 2017-18	Curriculum Coordinators, Principals, Dept./Grade Level Chairs	Assessment Training Institute, Assessment Conference, Region 10	Formative: Provide Feedback and monitor student learning based on performance Summative: STAAR Results at 100%
5	Provide training and support for new online instructional materials for Grades 2-12	SY 2017-18	Curriculum Dept., Staff Development	Outside consultants, New materials	Formative: Attendance and feedback from training sessions Summative: Evidence of best practices used in classrooms

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6	Coordinate the alignment vertically and horizontally of the vocabulary curriculum and instruction to deliver a rigorous curriculum to all students	SY 2017-18	Curriculum Dept., Asst. Supt. Ed. Srvs.	TEKS, Research based materials, Teachers	Formative: Curriculum team planning sessions Summative: Completed curriculum documents; documentation in lesson plans
STAAR: Social Studies					
1.26	95% of all students will achieve scores at or above the "approaches grade level" standard in social studies				
1.27	95% of each demographic sub-group will achieve scores at or above the "approaches grade level" standard in social studies				
1.28	50% of all students will perform at or above the "masters grade level" standard in social studies (70% in 2018)				
1	Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students	SY 2017-18	Curriculum Coordinators, Asst. Supt. Ed. Srvs, Director of Academics	Local Funds	Formative: Curriculum team planning sessions Summative: Completed curriculum documents; documentation in lesson plans
2	Integrate instructional technology into classroom instruction K-12 to support student achievement	SY 2017-18	Curriculum Coordinators, Principals, Campus Instructional Technologists, Technology Leadership Team	Campus Gift Committees, Content-related software, Admin. for Instructional Technology	Formative: Student products and monitor technology application at campus level Summative: Evidence of technology applications utilized in instructional settings
3	Provide teachers opportunities to observe best practices with follow-up coaching and dialogue	SY 2017-18	Principals, Dept./ Grade Level Chairs, Asst. Supt. Ed. Srvs.	Social Studies Coordinator	Formative: Follow-up dialogues and coaching sessions Summative: Evidence of best practices used in classrooms
4	Develop and evaluate the best practice of assessment OF and FOR learning to evaluate student performance formatively and summatively	SY 2017-18	Curriculum Coordinators, Principals, Dept./Grade Level Chairs	Assessment Training Institute, Assessment Conference, Region 10	Formative: Provide Feedback and monitor student learning based on performance Summative: STAAR Results at 100%

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5	Provide training and support for new online instructional materials for Grades 2-12	SY 2017-18	Curriculum Dept., Staff Development	Outside consultants, New materials	Formative: Attendance and feedback from training sessions Summative: Evidence of best practices used in classrooms
English as a Second Language (ESL)					
1.29	50% or more of all ESL students will score "advanced high" on the TELPAS in grades K-2				
1.30	At least 50% of ESL students will increase the yearly progress in TELPAS composite rating as compared to prior year in grades K-2 (66%				
1.31	50% or more of all ESL students will score "high" on the TELPAS in grades 3-12 (63% in 2018)				
1.32	At least 75% of ESL students will increase the yearly progress in TELPAS composite rating as compared to prior year in grades 3-12				
1	Implement a training plan to ensure all faculty receive training in the development of second language acquisition	SY 2017-18	Campus Administrators, Director of Special Programs, ELL Teachers	ELL Teachers, Region 10 Staff	Formative: New TEA guidelines/updates Summative: Attendance sign in sheets, Monitoring and Compliance
2	Coordinate planning between regular education and ELL teachers to develop language acquisition strategies for identified ELL students	SY 2017-18	Director of Special Programs, ELL Teachers	ELL Staff, Counselors, Region 10 Staff	Formative: Conference logs, lesson plans Summative: Documentation of conference logs and lesson plans
Gifted and Talented (TAG)					
1.33	The "masters grade level" standard rate of all TAG students will increase in each subject area as compared to the results from the				
1	All students will take the state assessment designed for the grade level in which they are enrolled.	SY 2017-18	TAG Coordinator, TAG Specialists	Collaboration w/content & testing coordinators	Formative: Review of District Report Summative: Analysis of District Report
2	Disaggregate data regarding the number of TAG identified students receiving a Level 3 Advanced Academic Performance rating on STAAR	SY 2017-18	TAG Coordinator, TAG Specialists, Director of Assessment	District STAAR results TAG Coordinator	Formative: Review STAAR data Summative: Collect data and summarize for use in Campus Improvement Plans

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3	Identify areas needing improvement and develop curriculum and engaging instructional support	SY 2017-18	TAG Coordinator, Principals, TAG Specialists	Data analysis and summaries, Unit Plans, Enrichment Resources	Formative: Identify patterns in weak areas Plan instructional strategies for improvement Summative: Results of TAG students earning "masters grade level"
Special Education (SPED)					
1.34	The SPED student population will perform within 20% of the all student population at the passing standard in all applicable content areas				
1.35	The SPED student population will increase the passing rate in each subject area as compared to the results from the previous year				
1	Provide ongoing training to all special education teachers writing present levels of performance measurable and observable goals and objectives	SY 2017-18	Director of Special Programs, Special Education Campus Coordinators	Campus Coordinators, SPED Staff, Outside Consultants, Director of Special Programs	Formative: Folder Audit Summative: Sign-in sheets and Summary of Folder Audits
2	Disaggregate data of assessments to assure commensurate general education growth in the subject areas of math & science	SY 2017-18	Director of Special Programs Special Education Campus Coordinators	Assessment results, DMAC	Formative: Analysis of Projections Summative: Analyze results in comparison to projections
3	Train teachers to develop and implement differentiated lessons for instruction of students in all special programs (Dyslexia, SPED, 504, GT, ESL)	SY 2017-18	Dir. of Special Programs, Principals, Technology Leadership Team, Asst. Supt. Ed. Srvs, Curriculum Coordinators	Printing costs for training materials, Consultants	Formative: Feedback from session evaluation forms; lesson plans and sample lessons Summative: All 5th & 8th grade students in special programs pass the STAAR Reading test

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At-Risk					
1.36	The At-Risk student population will perform within 20% of the all student population at the passing standard in all applicable content				
1	Train teachers to develop and implement differentiated instruction for learners (at risk).	SY 2017-18	Dir. of Special Programs, Principals, Technology Leadership Team, Asst. Supt. Ed. Srvs, Curriculum Coordinators	Printing costs for training materials, Consultants	Formative: Feedback from session evaluation forms; lesson plans and sample lessons Summative: All 5th & 8th grade students in special programs pass the STAAR Reading test
Goal # 2: Promote the HPISD Learner to be a Critical, Innovative Thinker					
All Teachers					
2.01	Students will have opportunities to choose and develop research projects and work collaboratively with teachers to devise evaluation				
2.02	Teachers will foster intellectual curiosity by using authentic real life situations and investigations which use questioning and critical				
1	Coordinate the alignment and articulation of instruction both vertically and horizontally to deliver a rigorous curriculum to all students	SY 2017-18	Curriculum Coordinators, Asst. Supt. Ed. Srvs.	Local Funds, Early Literacy Consultant, Grants	Formative: Curriculum team planning sessions Summative: Completed curriculum documents; documentation in lesson plans
Goal # 3: Promote the HPISD Learner to be an Effective Communicator & Collaborator					
3.01	Students need to be given opportunities to work collaboratively and communicate to diverse audiences				
1	Provide opportunities for communication and collaboration in all subjects	SY 2017-18	Asst. Principal for Curriculum, Dept. Chairs, Curriculum Coordinators	Curriculum Coordinators	Formative: Improved Benchmark results Increase the usage of release AP exams and timed writings Summative: Increase in STAAR ELA / Writing results, SAT writing component, AP free response, STAAR ELA / Writing 100% mastery and an increase in scores of 3
Goal # 4: Promote the HPISD Learner to be Motivated, Confident & Resilient					
Attendance Rate					
4.01	Increase the district's student attendance rate to 98% or above for all students and each student group				

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No.	Activity	Timeline	Responsible Person(s)	Resources	Measure and Evaluation
1	Monitor student attendance	SY 2017-2018 Each six/nine weeks Grades K-12	Principals, Public Education Information Management Systems (PEIMS) Coordinator, Counselors	Skyward reports, Campus PEIMS Coordinator, Attendance Clerk, Attendance Report	Formative: Monitor attendance reports each six weeks Summative: District attendance rate is 98%
2	Review campus plans for monitoring student attendance and adopting incentives	SY 2017-2018 Each six/nine weeks Grades K-12	Principals, Counselors	Review of campus plans	Formative: Complete action items in campus plans by Fall Summative: District attendance rate is 98%
3	Examine enrollment predictions for the 2017-18 school year in order to comply with the 22:1 class size ratio in grades K-4	SY 2017-2018 Each six/nine weeks Grades K-12	Asst. Supt. for Business, Asst. Supt. Ed.Srvcs., Principals	Skyward reports, Kindergarten Roundup, Attendance Clerks	Formative: Monitor attendance for the school year Summative: All K-4 classes are at a 22:1 ratio
4	Communicate with parents regarding ongoing attendance patterns relating to attendance laws, student achievement, and school district funding	SY 2017-2018	Principals	Skyward Reports, Attendance Software, Attendance Clerks, Director of Communications	Formative: Monitor reports each six weeks Summative: District attendance rate is 98%
5	Conduct attendance conferences as needed for students at-risk of losing course credit for noncompliance with attendance laws	SY 2017-2018	Principals, Asst. Principals, Counselors	Skyward Reports	Formative: Monitor reports each six weeks Summative: District attendance rate is 98%

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6	Increase student and parent awareness of EOC/STAAR upcoming test dates.	SY 2017-2018	Principals, Asst. Principals, Director of Academics, Director of Assessment	State Testing Calendar District Communication Director of Communications	Formative: Monitor attendance reports during testing Summative: 100% of all students will achieve passing scores and be in attendance for tests
Drop Out/Completion Rate 9-12					
4.02	Maintain the district's dropout rate at 0% for all students and each student group				
4.03	Maintain district's completion rate of 100% for all students and each student group				
No.	Activity	Timeline	Responsible Person(s)	Resources	Measure and Evaluation
1	Hold sessions with at-risk students regarding survival skills and career choices.	SY 2017-2018	Counselors and Campus Admin	Counseling Records Attendance Records Failure reports	Formative: Counseling logs will be monitored each six weeks Summative: The completion rate is 100% for all students and each special group
2	Use GradPoint to help at-risk students complete courses required for graduation.	Fall 2017 and Spring 2018	Counselors Campus Administrators	Computer Software Failure Reports Graduation Plans	Formative: Students in danger of not graduating complete required courses Summative: 100% completion rate is achieved
Learning Environment					
4.04	Students will participate in activities that promote self-reflection and risk-taking (measured by campus based activities)				
4.05	Students will participate in activities that promote healthy body and mind (measured by campus based activities)				
1	Provide students with opportunities to engage in self-reflection, self-evaluation, and self-advocacy	SY 2017-18	Principals, Counselors, Teachers, Parents, Students	Research based materials. Parent, Student, Teacher, Counselor, Principal Conferences	Summative: Collect year end data from campuses on number of campus conferences held by administration, counselors and teachers with students and parents
2	Provide students and teachers with opportunities to collaborate with peers in solving authentic problems using critical and creative thinking and innovative processes	SY 2017-18	Principals, Counselors, Teachers, Parents, Students	Design Qualities, Genius Hour, Fed Ex, Multidisciplinary, Project-based learning, Social Media and Tech Apps.	Summative: Student work samples or products, including multimedia and portfolio captures.

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3	Provide students with opportunities for participation in student leadership groups on campuses	SY 2017-18	Principals, Counselors, Teachers, Students	Rachel's Challenge program materials, Student Counsel, Senior Capstone Project, PALS, volunteerism and service activities	Formative: Review student participation and attendance at planned activities Summative: Review campus calendars for Rachel's Challenge activities. Review with campus counselors the increase in participation and review results of and quality of student participation in activities.
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Goal # 5: Promote the HPISD Learner to be a Responsible Person & Engaged Citizen

5.01 Identify, develop and promote positive character traits consistent with the terms of TEC. Section 29.906

5.02 Increase awareness of civic responsibilities and democratic ideas at each campus

5.03 Students demonstrate service within the community

1	Provide opportunities for students to participate in community service	SY 2017-18	Counselors, Principals, Teachers, Students	HP Community Service approved list, Community Agencies	Formative: List opportunities for community service. Summative: Year end review of community service participation.
2	Encourage students to participate in a variety of community service opportunities both on and off campus	SY 2017-18	Teachers, Student organizations, Sponsors	CSC website	Formative: CSC offers numerous opportunities for community service. Summative: Students average six hours of community service per semester.

Goal # 6: Promote the HPISD Learner to be a Globally Competent Person

6.01 Increase enrollment by 10% in 3rd year and beyond language courses

6.02 Continue development of the Spanish FLES Program (Foreign Languages in Elementary School)

6.03 Review feedback from the Inclusive and Respectful Schools Taskforce and incorporate as appropriate

6.04 Promote global awareness through programs and classroom activities

No.	Activity	Timeline	Responsible Person(s)	Resources	Measure and Evaluation
1	Enhance existing courses to enrich learning opportunities and skills related to the global literacy	SY 2017-2018	Curriculum Coordinators, Principals, Asst. Principal for Curriculum, Department Chair	TEA course offerings, Region 10, Global Connections Liaison	Formative: Participation in the new course proposal process Summative: LOTE courses increase student mastery on assessments and prepare for the global marketplace

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2	Create partnerships with schools in targeted areas for language class partnerships	SY 2017-2018	Global Connections Liaisons/Teachers	Foreign Language Team Leaders and teachers	Formative: Informal Needs Assessment Summative: Survey of all campus administrators, teachers and students who participate
3	Provide annual training for FLES educators in order to accommodate increase in program each year	SY 2017-2018	FLES Coordinator and FLES Teachers	ACTFL, TFLA, NNEL	Formative: Review needs and adjust accordingly Summative: Number of staff trained each year
4	Create and implement a plan for marketing study abroad programs to students and parents	SY 2017-2018	Global Connections Liaisons/Teachers	HPHS Counselors, Naviance	Formative: Needs Assessment Summative: Number of HPHS students who participate in an exchange program
5	Build capacity in district and HPHS campus system for accepting exchange students	SY 2017-2018	Global Connections Liaisons/Teachers	HPHS Counselors, District Administration, HPHS Administration	Formative: Needs Assessment Summative: Graph indicating number of exchange students attending HPHS during each school year
6	Formulate surveys to collect data from students about their participation in exchange or study abroad programs.	SY 2017-2018	Global Connections Liaisons/Teachers	Global Connections Liasons, students, teachers	Formative: Survey Review Summative: Feedback from student and teacher participants.

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Bullying Prevention			
Strategies	Resources	Staff Responsible	Evaluation
Campuses will use a variety of resources to implement effective bully prevention in each school.	Guidance Lessons Rachel's Challenge Region X Be Project Family Place	Coaches and Athletic Director Counselors Director of Academics and Support Services	Discipline Reports
All campuses will implement and support district anti-bullying policies, guidelines and procedures designed to reduce bullying.	Guidance Lessons Rachel's Challenge Region X Be Project Family Place	Coaches and Athletic Director Counselors Director of Academics and Support Services	Discipline Reports
Increase staff awareness through required training of staff in the area of bully prevention.	WORKS program	Director of Personnel Director of Academics and Support Services	Training completion certificates
Coordinated Health - SHAC Council			
Strategies	Resources	Staff Responsible	Evaluation
The SHAC Council will meet a minimum of 4 times per year.	School Health Advisory Committee	Director of Special Programs Assistant Superintendent of Ed Services	Legal posting on district website
Dating Violence Awareness			
Strategies	Resources	Staff Responsible	Evaluation
Staff training will be provided on relationship abuse awareness, detection and prevention.	YellowDyno HS Support groups	Secondary Counselors Director of Academics and Support Services	Participation sign in sheets
Discipline Management - Safe Environments			
Strategies	Resources	Staff Responsible	Evaluation
Provide training and integrate activities/lessons to support discipline management and safe environments.	Region X	Campus Principals/Coordinator Student Services	Discipline Referrals/reports student/staff feedback, attendance reports
Annual Intruder visit exercises and annual audit of facilities are conducted.	Texas School Safety Center	Campus Principals/Director of Safety	Review of exercises and audit of facilities
Annual review and update of campus emergency operation plans and drills as recommended by school safety center.		Campus Principals/Director of Safety	Emergency operation plans

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All administrators will participate in table top exercises led by school safety expert.	Outside consultants	Superintendent/Director of Safety	Participation sign in sheets
Drug Prevention			
Strategies	Resources	Staff Responsible	Evaluation
Provide staff training on drug prevention detection and prevention.	Teen Screen Extra Curricular Code of Conduct CARE DARE	Campus Administrators Coordinator of Student Integrity and Compliance Campus Counselors Director of Academics and Support Services DARE officers	Participation sign in sheets
Maintain communication with campus officer or liason to increase awareness of drug prevention.	Campus officer	Campus Administrators Coordinator of Student Integrity and Compliance Campus Counselors Director of Academics and Support Services DARE officers	Officer feedback
Sexual Abuse and maltreatment of children			
Strategies	Resources	Staff Responsible	Evaluation
Increase staff awareness through training of sexual abuse and other maltreatment of children.	WORKS training	Director of Personnel Director of Academics & Support Services, Counselors	Completion of WORKS training certificates
Highly Qualified Teachers & Paraprofessionals			
Strategies	Resources	Staff Responsible	Evaluation
All New and returning teachers will keep certification current to meet the requirements of being highly qualified for job assignment.	Employee credentials TEA SBEC website	Director of Personnel	Certification Reviews
All new and returning teachers will demonstrate effective instruction.	Employee credentials TEA SBEC website	Campus Principals	Teacher Evaluations
In accordance with the HPISD staff development plan, 100% of the TAG teachers are state endorsed in gifted education or have earned 30 clock hours of gifted staff development.	TAG Summer Institute HPISD GT updates SMU Region 10	Coordinator of TAG	TAG database of professional development hours

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100 % of all teachers will have at least 6 hours of training in the "Nature & Needs of gifted students.	TAG Summer Institute HPISD GT updates SMU Region 10	Coordinator of TAG	Training attendance records
100% of instructional staff will receive information on behaviors and characteristics of disabilities.	TEA Professionals of HPISD	Director of Special Programs	Training attendance records
100% of special education teachers will receive customized training on the changes in the Texas Assessment Program.	Professionals of HPISD	Director of Special Programs	Training attendance records

Post-Secondary Preparedness: Admissions & Financial Aid information

Strategies	Resources	Staff Responsible	Evaluation
Parent meetings will be scheduled to provide post secondary awareness and financial assistance for all parents.		HS Administrators HS Counselors	Meeting agenda and notices
College and Career Night will be scheduled to offer opportunities for students and parents to visit with college recruiters and businesses.	HS counseling office Parent Volunteers	HS Administrators HS Counselors	Roster of Colleges and Career booths Participation Data
AP and Pre-AP courses will be open-enrollment.	Board Policy	Secondary Counselors Secondary Campus Administrators	Enrollment Participation Data AP Exam Data
Career awareness will begin in kindergarten and continue through 12th grade.	Region X	Director of Academics and Support Services Campus Administrators	Lesson Plans
Develop Endorsement plans for graduation that will align with new state laws and offer college and career pathways for all students.	TEA Region X HB 5 Steering Committee	Director of Academics and Support Services Director of Assessment Secondary Principals Secondary Counselors	APG Endorsements Personal Graduation Plans
All 9-12 grade students will have a Naviance Account for the purpose of researching college and career options and interests.	Naviance	HS Administrators HS Counselors	Naviance records