

HENRIETTA

Elementary School

Performance Objectives

(A Campus Improvement Plan)

Board approved on
January 21, 2010

2009-2010

Henrietta Elementary Preliminary Needs Assessment

August 15, 2009

Data Reviewed

1. TAKS Scores (AEIS data)
2. Attendance Records
3. Survey (parents, students, staff)
4. Retention data (AEIS data)
5. PDAS/walkthrough data
6. Benchmark data (AEIS-IT data)
7. STaR Chart data
8. Discipline Referral records
9. Highly Qualified Teacher report

Major Findings

- + Commended rates are excellent in all subjects
- + Math TAKS scores showed improvement
- + Gap in economically disadvantaged subgroup scores is closing
- Fourth Grade reading scores have declined
- Science scores
- TAKS A scores in all subjects need improvement

The most significant positive and negative trends.

- + Retention rate is below the state rate.
- Economically disadvantaged population attendance rate is below the campus rate
- + More technology being accessible in the classrooms
- + Discipline referrals have decreased

Preliminary CIP Goals

1. Address Science scores/alignment by utilizing C-Scope
2. Address Fourth Grade reading scores

Major concerns and needs

3. Determine ways to increase the Economically Disadvantaged attendance rate
4. Provide more technology training
5. Provide differentiation training

CAMPUS STUDENT ACHIEVEMENT/IMPROVEMENT PLAN 2009-2010

CAMPUS MISSION:

The mission of the Henrietta Elementary staff is to develop a positive relationship with students that promote a love for learning and to develop the academic skills and character traits necessary for future success.

We will accomplish this mission in a spirit of cooperation with parents and community, promoting high expectations through quality, goal-oriented academics, taught by a motivated, positive, and unified staff in a caring, supportive, secure, and nurturing environment that is committed to a common campus vision of putting students' needs first.

CAMPUS MOTTO: "Helping Everyone Succeed"

CAMPUS LONG-RANGE ACADEMIC GOAL:

1. Parents will be full partners with educators in the education of their children.
2. All students will be encouraged and challenged to meet their full educational potential and demonstrate exemplary performance through a well-balanced and appropriate research based curriculum by highly qualified instructors.
3. Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
4. School campuses will maintain a safe and disciplined environment conducive to student learning.
5. Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development and administration.
6. Highly qualified and highly effective personnel will be recruited, developed and retained.

STATE COMPENSATORY EDUCATION REQUIREMENTS DISTRICT STATEMENT:

"The State Compensatory Education program for Henrietta ISD provides supplemental services to the regular education program to increase achievement and upgrade the entire educational program on Title I Schoolwide campuses with at least 40% poverty."



OBJECTIVES: During the 2009-2010 school year, emphasis will be directed at:

1. Increasing or maintaining the percent of students meeting standard performance

Third Grade	All Students	White	Economically Disadvantaged	Special Education
Reading	93%	92%	93%	
Math	97%	97%	94%	

2. Increasing or maintaining the percent of students meeting standard performance

Fourth Grade	All Students	White	Economically Disadvantaged	Special Education
Reading	81%	82%	65%	
Math	94%	94%	88%	
Writing	92%	92%	88%	

3. Increasing or maintaining the percent of students meeting standard performance

Fifth Grade	All Students	White	Economically Disadvantaged	Special Education
Reading	93%	92%	94%	
Math	95%	95%	94%	
Science	88%	88%	100%	60%

4. Increasing or maintaining the percent of students meeting commended performance

Commended Performance	Third Grade	Fourth Grade	Fifth Grade
Reading	55%	27%	41%
Math	55%	50%	63%
Writing		38%	
Science			54%

5. Increasing or maintaining the percent of students meeting TPRI requirements

TPRI	Kindergarten	First Grade	Second Grade
Developed on Screening	100%		
Story (4/5) 60+ WPM		66%	
Story (4/5) 90+ WPM			55%

6. Increasing or maintaining the attendance rate at 97.0% (96.7%, 2006-2007).



NCLB GOALS:

1. All students will achieve proficiency in reading, language arts, math (2013-2014).
2. All LEP students will be proficient in reading, language arts, math (2013-2014).
3. All students will be taught by Highly Qualified teachers.
4. All students will be educated in a safe, drug free learning environment.
5. All students will graduate from high school.

SCHOOLWIDE TITLE SCHOOLS

1. Comprehensive needs assessment
2. Schoolwide reform strategies
3. Highly qualified teachers
4. High quality staff development to help students achieve state standards
5. Strategies to attract highly qualified teachers to high needs schools
6. Parental involvement
7. Transition of preschool to early childhood to elementary programs
8. Teachers included in decisions regarding use of assessments
9. Coordination and integration of federal, state, and local programs
10. Ensure assistance to students demonstrating difficulty in mastering TAKS

TEXAS ACADEMIC GOALS:

1. Parents will be full partners.
2. Students will be encouraged to meet their full educational potential.
3. All students will graduate.
4. A well-balanced, appropriate curriculum will be provided to all.
5. Students will be prepared to be thoughtful, active citizens, who appreciate the basic values of state/national heritage and who function in a free enterprise society.
6. Qualified, effective personnel will be recruited, developed, and retained.
7. Students will demonstrate exemplary performance in comparison to state/national standards.
8. Campuses will maintain a safe/disciplined environment.
9. Educators will stay current in creative and innovative instructional techniques to impact student learning.
10. Technology will be implemented and used to increase effectiveness of student learning, instructional management, staff development, and administration.

Campus Planning and Decision-Making Committee Members

Name	Title	Campus	Members Until
Lloyd Duncan	Business Representative	Henrietta Elementary	August, 2011
Rod Waldrop	Business Representative	Henrietta Elementary	August, 2010
Jerri Skelton	Community Representative	Henrietta Elementary	August, 2010
Mary Parrish	Counselor	Henrietta Elementary	
Amber Davis	Instructional Aide	Henrietta Elementary	August, 2010
Casey Cody	Parent	Henrietta Elementary	August, 2010
Kristie Newberry	Parent	Henrietta Elementary	August, 2011
Kendra Bennett	Principal	Henrietta Elementary	
Kristin Lennon	Assistant Principal	Henrietta Elementary	
Kelly Obermier	Dyslexia Therapist	Henrietta Elementary	August, 2010
Tracy Douthitt	Fifth Grade Teacher	Henrietta Elementary	August, 2011
Jennifer Sluder	Kindergarten Teacher	Henrietta Elementary	August, 2011
Tricia Campbell	Second Grade Teacher	Henrietta Elementary	August, 2010
Kelley Barnard	Early Childhood	Henrietta Elementary	August, 2010
Carol Harrison	Special Programs	Henrietta Elementary	August, 2011
Kerri Williams	Fourth Grade Teacher	Henrietta Elementary	August, 2011
Leanne Graves	Third Grade Teacher	Henrietta Elementary	August, 2010
Diane Borgman	First Grade Teacher	Henrietta Elementary	August, 2010
Paula Baker	Special Programs	Henrietta Elementary	August, 2010



Henrietta Elementary School

Goal	Parents will be full partners with educators in the education of their children.
Performance Objective	<ol style="list-style-type: none"> 1. 97% attendance rate for the district. 2. Maintain or exceed 40% attendance rate at parental involvement activities.
Summative Evaluation	AEIS, PEIMS, Parent Orientation Sign-in Sheets

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
6. PI	Develop and Approve a Teacher/Parent/Student Compact	Instructional programs, At-risk programs	Elementary Principal, Assistant Superintendent, Accelerated Reading Teacher	TIA, Local, Region 9 ESC	Teacher/Parent/Student Compact	September, 2009
10. CIS	Develop and Approve a HES Student/Parent Handbook	Instructional programs, At-risk programs	Elementary Principals, Teachers	Local, TASB, HISD Legal Advisors	Acknowledgement Forms	September, 2009
6. PI	Conduct a Parent Orientation for each homeroom class	Instructional programs	Classroom Teachers	Local	Parent Sign-in Sheets	September, 2009
6. PI	Provide a Parent Portal for parents to monitor their child's attendance and grades	Instructional programs, At-risk programs	District Technology Personnel, Elementary Principals	Local	Parent feedback	September, 2009
6. PI	Conduct Parent Involvement Nights – Reading Night, Social Studies Night, Musicals	Instructional programs	Elementary Principals, Classroom Teachers	Local	Parent Sign-in Sheets	April, 2010
1. CAN, TIA	Distribute parent, teacher, and student needs assessment surveys	Instructional programs	Elementary Principals, Assistant Superintendent	Local	Survey report	April, 2010

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
6.PI	Partner with PTO on increasing Parent Involvement	Instructional programs	Elementary Principals and Counselor	Local, PTO Officers and Funds	Parent Sign-in Sheets, Review Each Semester	May, 2010
6.PI	Provide Home-School Connection	Instructional programs	Elementary Counselor	Local	Parent Feedback	May, 2010
6.PI	Provide Open House	Instructional programs	Elementary Principals, Grade Level Teachers	Local	Sign-in Sheets	May, 2010
6.PI	Conduct Parent Conference Days	Instructional programs	Elementary Principals, Grade Level Teachers	Local	Sign-in Sheets	May, 2010
6.PI	Provide Parent Newsletter	Instructional programs	Elementary Principals	Local	Parent Feedback	May, 2010

Title I Schoolwide Component			
1. CNA	Campus Needs Assessment	6. PI	Parental Involvement
2. RS	School Reform Strategy	7. T	Transition
3. HQ	Highly Qualified Staff	8. TIA	Teacher Input in Assessments
4. PD	Professional Development	9. AM	Assistance for Mastery
5. ER	Employee Recruitment	10. CIS	Coordination/Integration of Services

Program Budget Codes			
Local	Local	T IV	Title IV (Safe & Drug Free)
T IA	Title I, Part A	T V	Title V (Innovative Schools)
T IC	Title I, Part C (Migrant)	SCE	State Compensatory Ed.
T IIA	Title II, Part A (TPTR)	OEYP	Optional Extended Year
T IID	Title II, Part D (Technology)	AMI/ARI	Accelerated Math/Reading 8
T III	Title III (Bilingual/ESL)	Other	Other

Henrietta Elementary School

Goal	All students will be encouraged and challenged to meet their full educational potential and demonstrate exemplary performance through a well-balanced and appropriate research based curriculum by highly qualified instructors.
Performance Objective	<ol style="list-style-type: none"> 1. NCLB Performance indicator: The percentage of classes being taught by "highly qualified" teachers (as the term is defined in section 9101(23) of the ESEA), is the aggregate and in "high-poverty" schools. 2. NCLB Performance indicator: The percentage of teachers receiving high-quality professional development. 3. NCLB Performance indicator: The percentage of paraprofessionals who are qualified. 4. NCLB Performance indicator: The percentage of limited English proficient students, determined by cohort, who have attained English proficiency by the end of the school year. 5. NCLB Performance indicator: The percentage of limited English proficient students who are at or above the proficient level in reading on the State's assessment. 6. NCLB Performance indicator: The percentage of limited English proficient students who are at or above the proficient level in mathematics on the State's assessment. 7. NCLB Performance indicator: the percentage of students, in the aggregate and for each student group, who are at or above the proficient level in reading and mathematics on the State's assessment. 8. NCLB Performance indicator: the number of campuses that make adequate yearly progress. 9. NCLB Performance indicator: the percentage of students who graduate from high school, with a regular diploma that reflects fulfillment of State academic standards and in the standard number of years, disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and status as economically disadvantaged. 10. NCLB Performance indicator: The number of students who drop out of school after entering grades 7 through 12 disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and status as economically disadvantaged. 11. NCLB Performance indicator: All students in at risk situations will score at or above the state average on the state assessment. 12. The achievement gap on state assessments between student groups will be reduced by 10%. 13. All teachers will be certified for instructional assignments.
Summative Evaluation	Principal Attestation, "Highly Qualified" Determination documents, region 9 ESC professional development documents, AEIS, Teacher attendance records

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
2. RS 9. AM	Continue Prime Time (a core curricular accelerated instructional program targeted to at risk students). Design a flexible grouping schedule for one period each day to address all students' needs with full time support from language/reading specialist and computer lab teaching assistant.	At-risk programs	Elementary principals, counselor, Title teacher, grade level representatives	Local Funds	Teacher input/assignment, at risk student grades	May, 2010

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Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
6. PI	Implement Pioneer Days	Instructional programs	Elementary Counselor, Grade Level Teachers	Local	Volunteer sign-in sheets	September, 2010
2. RS	Implement six week's reading tests for 4 th and 5 th grades	Instructional programs, at-risk programs	Elementary Principals, Grade Level Teachers	Local	AEIS-IT reports, student progress monitoring reports	October, 2010
7. T	Provide Career Day	Instructional programs, at-risk programs	Elementary Counselor, Grade Level Teachers	Local	Volunteer sign-in sheets	October, 2009
2. RS	Continue Diversity Day	Instructional programs, At-risk programs	Elementary Principals, Grade Level Teachers	Local	Event participation	November, 2009
2. RS	Continue the use of Lexia software in kindergarten, first, second, third grades, dyslexia, and special education curriculum	Instructional programs, at-risk programs, special education programs	Elementary Principals, Counselor, Language Science Teacher	Local	TPRI, Lexia assessments, TAKS	May, 2010
4. PD	Teacher training of strategies for teaching gifted-talented, special education, ESL, dyslexia students and other special populations to insure that individual student needs are being met.	Instructional programs	Elementary Principals, Counselor, Grade Level Teachers	Local, Region 9 ESC, Clay-Jack SSA	Grade level discussions, Student progress reports, TAKS, TPRI, mClass Math, teacher observations	May, 2010
2. RS	Continue Scottish Rite Reading Program (Tier II) at first and second grades	At-risk programs	Elementary Principals, Counselor, Grade Level Teachers, Language Science Teacher	Local, SCE \$8,270 (materials)	Student progress reports, TPRI, teacher observation	May, 2010

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Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
2. RS	Implement the use of C-Scope	Instructional programs	Elementary Principals, Grade Level Teachers	Local, Region 9 ESC	Teacher observation	May, 2010
8. TIA	Continue and expand the Exemplary in All Endeavors program	Instructional programs, at-risk programs	Elementary Principals, Counselor	Local	Student progress data, attendance data, discipline referrals	May, 2010
8. TIA 1. CNA	Continue end of year benchmarks for Kindergarten , First, and Second Grades	Instructional programs	Elementary Principals, Grade Level Teachers	Local	AEIS-IT reports, student progress monitoring reports	May, 2010
2. RS	Implement new math curriculum in First grade	Instructional programs	Elementary Principals, Grade Level Teachers	Local	Teacher observation	May, 2010
8. TIA	Continue the use of mClass (Wireless Generation) TPRI and Math	Instructional programs	Elementary Principal, Counselor, Grade Level Teachers	Local	TPRI reports (September, January, April)	May, 2010
2. CIS	Continue weekly collaboration meetings for grade level teachers to coordinate services	Instructional programs, At-risk programs	Elementary Principals, Grade Level Teachers	Local	Meeting minutes	May, 2010

Title I Schoolwide Component			
1. CNA	Campus Needs Assessment	6. PI	Parental Involvement
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4. PD	Professional Development	9. AM	Assistance for Mastery
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Program Budget Codes			
Local	Local	T IV	Title IV (Safe & Drug Free)
T IA	Title I, Part A	T V	Title V (Innovative Schools)
T IC	Title I, Part C (Migrant)	SCE	State Compensatory Ed.
T IIA	Title II, Part A (TPTR)	OEYP	Optional Extended Year
T IID	Title II, Part D (Technology)	AMI/ARI	Accelerated Math/Reading
T III	Title III (Bilingual/ESL)	Other	Other

Henrietta Elementary School

Goal	Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
Performance Objective	<ol style="list-style-type: none"> 1. 95% or higher district completion rate. 2. Maintain or reduce the number of discipline referrals. 3. 1% or less drop out rate for each student group and program group. 4. All students in at risk situations will pass for the year.
Summative Evaluation	AEIS, PEIMS, Student progress reports

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
2. RS	Continue school-wide free breakfast program	At-risk programs	Elementary Principals, Cafeteria Manager	Local, Region 9 ESC	Student attendance and progress reports	September, 2009
10. CIS	Continue the use of a Data Day to provide time for analyzing data and planning	Instructional programs, At-risk programs	Elementary Principals and Counselor	Local, MWSU	Data Day held	February, 2010
2. RS	Analyze the need for an extended year program (summer school) for at-risk students	At-risk programs, Instructional programs	Elementary Principals, Counselor	Local, TIA	Student progress data, number of students referred for summer school	April, 2010
2. RS	Continue PAWS (Partnering Advocates With Students) program	At-risk programs	Elementary Principals and Counselor	Local	Student progress reports, attendance reports, surveys, discipline referral data	May, 2010
2. RS	Continue an instructional and counseling program to support students in at risk situations so that they remain in school and graduate with their peers	At-risk programs, Drop-out prevention program, Instructional programs	Campus Principals and Counselor, Elementary Teachers and Instructional Aides	Elementary, SCE \$147,561, FTE 4.3	Student grades, TAKS results	Each six weeks
9. AM 10. CIS	Grade level meetings to check progress and attendance of at-risk students	At-risk programs	Elementary Principals and Counselor	Elementary secretary, RSCCC, CARE, Local	Student progress reports, TAKS, TPRI, mClass Math, teacher observations	Each six weeks

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
2. CIS	Continue the use of progress folders documenting RTI	Instructional programs, At-risk programs	Elementary Principals, Counselor, Grade Level Teachers	Local	Student progress monitoring reports, TPRI, mClass math reports, teacher observation	May, 2010
7. T	Continue transitional visits to orient students for Head Start, Prekindergarten, and Fifth grade students	Instructional programs	Elementary Principals, Grade Level Teachers	Local	Visits occur	May, 2010
7. T	Continue to transfer CARE documentation, progress folder, and testing information from elementary school to the Junior High	Instructional programs, At-risk programs	Elementary Principals, Elementary Counselor, Grade Level Teachers	Local	Folders passed up	May, 2010
8. TIA	Continue the use of AEIS-IT to gather and disaggregate data with special emphasis on economically disadvantaged and demographic subgroups	Instructional programs, at-risk programs, special education programs	Elementary Principals, Counselor, Grade Level Teachers	Local, AEIS-IT, Region 9 ESC	AEIS-IT reports, TAKS	May, 2010
2. RS	Continue to coordinate with the Kiwani's Club to recognize good attendance	Instructional programs	Elementary Principals, Classroom Teachers	Local, Kiwani's Club	Attendance reports	May, 2010
2. RS	Continue the use of Achieve Texas	At-risk programs, Instructional programs	Elementary Principals, Counselor, Grade Level Teachers	Local, Region 9 ESC, North Texas Tech Prep	Teacher observation, Career Day participation	May, 2010

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Program Budget Codes			
Local	Local	T IV	Title IV (Safe & Drug Free)
T IA	Title I, Part A	T V	Title V (Innovative Schools)
T IC	Title I, Part C (Migrant)	SCE	State Compensatory Ed.
T IIA	Title II, Part A (TPTR)	OEYP	Optional Extended Year
T IID	Title II, Part D (Technology)	AMI/ARI	Accelerated Math/Reading
T III	Title III (Bilingual/ESL)	Other	Other

Henrietta Elementary School

Goal	School campuses will maintain a safe and disciplined environment conducive to student learning.
Performance Objective	<ol style="list-style-type: none"> 1. 10% reduction in discipline referrals. 2. 25% reduction in the number of students repeating placement in AEP and ISS. 3. 1% or less drop out rate for each student group and program group. 4. All students in at risk situations will pass for the year. 5. No campuses will be rated as persistently dangerous as defined by the State
Summative Evaluation	AEIS, PEIMS, Student progress reports

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
10. CIS	Maintain a school-wide positive behavior support system	Instructional programs	Elementary Principals, Counselor, and TBSI Team	Region 9 ESC, Local	Monthly discipline referrals, weekly rewards, ticket spreadsheets	August, 2009
10. CIS	Maintain a character education program	Instructional programs, at-risk programs	Elementary Principals, Counselor, and Grade Level Teachers	Local, Character Counts!, Project Wisdom	Monthly discipline referrals, weekly rewards, ticket spreadsheets	August, 2009
10. CIS	Continue an anti-bullying program	Instructional programs, at-risk programs	Elementary Principals, Counselor, and Grade Level Teachers	Local, Region 9 ESC	Monthly discipline referrals, weekly rewards, ticket spreadsheets	August, 2009
2. RS	Continue positive office referrals	Instructional programs, at-risk programs	Elementary Principals, Counselor, and Grade Level Teachers	Local	Monthly discipline referrals, weekly rewards, ticket spreadsheets	August, 2009

Henrietta Elementary School

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
10. RS	Implement a secured entrance to the building	Instructional programs	Elementary Principals	Local	Emergency operations plan	August, 2009
10. CIS	Continue drug awareness/prevention lessons	Instructional programs, at-risk programs	Elementary Counselor, Grade Level Teachers	Local	Teacher observation	October, 2009
10. RS	Implement Fire Safety program	Instructional programs	Elementary Counselor	Local	Completed sign-in sheet, teacher observation	October, 2009
10. CIS	Implement Stranger/Internet Safety Program	Instructional programs	Elementary Counselor, DPS	Local	Completed sign-in sheet, teacher observation	November, 2009
10. CIS	Continue the Health-Awareness Class and Relationship Building Class – HB121	Instructional programs	Elementary Principals, Elementary Counselor, School Nurse	Local	Teacher observation	May, 2010

Henrietta Elementary School

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
10. CIS	Continue bus evacuation drills	Instructional programs	Elementary Principals, Transportation Director, Grade Level Teachers	Local	Emergency drills completed, sign-off sheets completed	May, 2010
10. CIS	Develop and implement an emergency operations plan	Instructional programs	Assistant Superintendent, Elementary Principals, Counselor, Grade Level CAT Representatives	Local, Region 9 ESC, Clay County Emergency Management Agency	Emergency drills, teacher observations, emergency operations plan	May, 2010

Title I Schoolwide Component			
1. CNA	Campus Needs Assessment	6. PI	Parental Involvement
2. RS	School Reform Strategy	7. T	Transition
3. HQ	Highly Qualified Staff	8. TIA	Teacher Input in Assessments
4. PD	Professional Development	9. AM	Assistance for Mastery
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Program Budget Codes			
Local	Local	T IV	Title IV (Safe & Drug Free)
T IA	Title I, Part A	T V	Title V (Innovative Schools)
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T IID	Title II, Part D (Technology)	AMI/ARI	Accelerated Math/Reading
T III	Title III (Bilingual/ESL)	Other	Other

Henrietta Elementary School

Goal	Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.					
Performance Objective	<ol style="list-style-type: none"> 1. All teachers will utilize technology in one class each six weeks. 2. The STaR chart average in all categories will be a 2.0 or higher. 					
Summative Evaluation	Teacher lesson plans, Region 9 ESC staff development certificates, STaR Chart					
Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
4. PD	Attend Podcasting training	Instructional programs	Elementary Principals, Grade Level Teachers	Local, Region 9 ESC	Sign-in Sheets	August, 2009
2. RS	Utilize computerized software to enhance academic performance: Orchard Math, Study Island, Lexia	Instructional programs	Elementary Principals	Local, HISD Technology Director	Teacher Observation, Student Progress Reports	September, 2009
9. AM	Continue web-based Lexia program	Instructional programs, At-risk programs	Elementary Principals	Local	Software utilized	September, 2009
2. RS	Utilize computerized grade and attendance program – parent portal	Instructional programs	Elementary Principals, Technology Department	Local, Region 9 ESC	HISD teacher/parent/student surveys	September, 2009
1. CNA	Utilize C-Scope	Instructional programs	Elementary Principals, Grade Level Teachers	Local, Region 9 ESC, Stimulus Funds?	Teacher Observation	September, 2009
4. PD	Utilize United Streaming	Instructional programs	Elementary Principals, Grade Level Teachers	Local	Teacher Observation	September, 2009

Henrietta Elementary School

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
4. PD	Attend Technology Conference	Instructional Programs	Elementary Principals, Grade Level Teachers	Local	Attendance certificate	February, 2010
1. CAN	Mount projectors, purchase Promethean board and Active response tools	Instructional Programs	Elementary Principals, Technology Department	Stimulus Money	Observation	February, 2010

Title I Schoolwide Component			
1. CNA	Campus Needs Assessment	6. PI	Parental Involvement
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Henrietta Elementary School

HIGHLY QUALIFIED RECRUITMENT AND RETENTION PLAN

Goal	Highly qualified and highly effective personnel will be recruited, developed and retained.
Performance Objective	<ol style="list-style-type: none"> 1. All teachers will be certified for instructional assignment. 2. NCLB Performance indicator: The percentage of classes being taught by "highly qualified" teachers in the aggregate and in "high-poverty" schools. 3. NCLB Performance indicator: The percentage of teachers receiving high-quality professional development. 4. NCLB Performance indicator: The percentage of paraprofessionals who are qualified. 5. NCLB Performance indicator: The percentage of limited English proficient students, determined by cohort, who have attained English proficiency by the end of the school year. 6. NCLB Performance indicator: The percentage of limited English proficient students who are at or above the proficient level in reading on the State's assessment. 7. NCLB Performance indicator: The percentage of limited English proficient students who are at or above the proficient level in mathematics on the State's assessment
Summative Evaluation	Principal's Attestation, "Highly Qualified" Determination documents, Region 9 ESC professional development documents

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
3. HQ	Attend ESL Academies for ESL certifications	ESL programs	Elementary Principal	Local, TIA, TIII Region 9 ESC	ESL Academy certificate	June, 2010
5. ER	Continue to post job positions and requirements locally and through Region 9	Instructional programs	Elementary Principals	Local, Region 9 ESC	Job postings	May, 2010
4. PD	Attend trainings on inclusive practices (Inclusion Works! Conference)	Instructional programs, special education programs	Elementary Principals, Counselor, Grade Level Representatives	Local, Special Education	Attendance certificates	February, 2010
4. PD	Develop staff training based on teacher input and campus performance	Instructional programs	Elementary Principals, Grade Level Teachers	Local	Campus Improvement Plans	May, 2010

Henrietta ISD

HIGHLY QUALIFIED RECRUITMENT AND RETENTION PLAN

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
4. PD	Attend assessment conference	Instructional programs, At-risk programs, special education programs	Elementary Principals, Counselor, Grade Level Representatives	Local	Attendance certificate	December, 2009
4. PD	Attend TEPSA conference	Instructional programs	Elementary Principals	Local	Attendance certificate	June, 2010
4. PD	Attend character education conference	Instructional programs, At-risk programs	Elementary Counselor, Grade Level Representatives	Local	Attendance certificate	June, 2010
4. PD	Attend differentiation training	Instructional programs	Elementary Principals, Teachers	Local	Attendance certificate	August, 2009

Title I Schoolwide Component			
1. CNA	Campus Needs Assessment	6. PI	Parental Involvement
2. RS	School Reform Strategy	7. T	Transition
3. HQ	Highly Qualified Staff	8. TIA	Teacher Input in Assessments
4. PD	Professional Development	9. AM	Assistance for Mastery
5. ER	Employee Recruitment	10. CIS	Coordination/Integration of Services

Program Budget Codes			
Local	Local	T IV	Title IV (Safe & Drug Free)
T IA	Title I, Part A	T V	Title V (Innovative Schools)
T IC	Title I, Part C (Migrant)	SCE	State Compensatory Ed.
T IIA	Title II, Part A (TPTR)	OEYP	Optional Extended Year
T IID	Title II, Part D (Technology)	AMI/ARI	Accelerated Math/Reading
T III	Title III (Bilingual/ESL)	Other	Other