

HENRIETTA ISD

PERFORMANCE OBJECTIVES

(A District Improvement Plan)

Board Approved  
January 21, 2010

2009-2010

HENRIETTA INDEPENDENT SCHOOL DISTRICT  
STUDENT ACHIEVEMENT/IMPROVEMENT PLAN  
2009-2010

**MISSION:** The entire staff of the Henrietta Independent School District believes that all students can learn and should strive to achieve mastery of basic skills. We believe that our school's purpose is to educate all students, and we have high expectations for all students to grow academically, socially, and emotionally. We accept the responsibility to teach all students and provide the opportunity for them to attain their maximum educational potential.

**SLOGAN:** "Exemplary in All Endeavors"

**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 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.

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

1. Obtaining at least 90% of all students and subpopulations in grades three-nine passing the Reading portion of TAKS.
2. Obtaining at least 90% of all students and subpopulations in grades three-eleven passing the Mathematics portion of TAKS.
3. Obtaining at least 90% of all students and subpopulations in grades four and seven passing the Writing portion of TAKS.
4. Obtaining at least 90% of all students and subpopulations in grades ten and eleven passing the English Language Arts portion of TAKS.
5. Obtaining at least 90% of all students and subpopulations in grades five, eight, ten, and eleven passing the Science portion of TAKS.
6. Obtaining at least 90% of all students and subpopulations in grades eight, ten, and eleven passing the Social Studies portion of TAKS.

**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."

#### 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.

## DISTRICT ADVISORY TEAM MEMBERS

Jeff McClure, Superintendent

Chairperson

<u>Henrietta High School</u>	<u>Henrietta Junior High School</u>	<u>Henrietta Elementary School</u>
Gary Parrish, principal	Quana West, principal	Kendra Bennett, principal
Randy Zamzow, assistant principal (non-voting member)	Nicki Holbert, counselor (non-voting member)	Kristin Lennon, assistant principal (non-voting member)
Georgetta Stanford, counselor	Doug Rogers, science teacher	Leanne Graves, third grade teacher
Wynn Essler, math teacher	Julie Wuthrich, math teacher	Tricia Campbell, second grade teacher
Lynn Anderson, technology applications teacher	Jamie Byrd, community member	Casey Cody, parent
Don Davis, business member	Don Davis, parent	Jerri Skelton, community member
	HISD Administration Scot Clayton, assistant superintendent	

## Henrietta ISD

<b>Goal</b>	Parents will be full partners with educators in the education of their children.
<b>Performance Objective</b>	1. 96% attendance rate for the district.
<b>Summative Evaluation</b>	AEIS, PEIMS, Parent Orientation Sign-in Sheets

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
2. RS	Sponsor a Career Day and provide career-oriented programs and services	Instructional programs, Tech-prep program, At-risk programs	Campus counselors	Local, Carl Perkins Funds, Tech-prep Funds, Clay County Extension Agency, Region 9 ESC	Student evaluation, Presenter evaluation	May, 2010
6. PI	Develop and approve a Teacher/Parent/Student Compact	Instructional programs, At-risk programs	Elementary principal	TIA, Local, Region 9 ESC	Teacher/Parent/Student Compact	September, 2009
1. CNA	Develop and distribute parent, teacher, and student needs assessment surveys	Instructional programs	Assistant Superintendent	Local, Region 9 ESC	Survey report	March, 2010
10. CIS	Conduct parent information orientations and involvement activities	Instructional programs, At-risk programs	Campus principals and counselors	Local	Parent sign-in sheets	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
T III	Title III (Bilingual/ESL)	Other	Other

## Henrietta ISD

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
6. PI	Provide a Parent Portal to monitor their student's attendance and grades	Instructional programs, At-risk programs	Technology department, Campus principals	Local	Survey report	September, 2009
10. CIS	Establish School Health Advisory Committee (SHAC) to address the health needs of HISD students	Instructional programs	District Nurse	Local, Region 9 ESC, FITNESSGRAM	FITNESSGRAM Data, Survey report	May, 2010

Title I Schoolwide Component			
1. CNA	Campus Needs Assessment	6. PI	Parental Involvement
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T IID	Title II, Part D (Technology)	AMI/ARI	Accelerated Math/Reading <b>6</b>
T III	Title III (Bilingual/ESL)	Other	Other

## Henrietta ISD

<b>Goal</b>	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.
<b>Performance Objective</b>	<ol style="list-style-type: none"> <li>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), in the aggregate and in "high-poverty" schools.</li> <li>2. NCLB Performance indicator: The percentage of teachers receiving high-quality professional development.</li> <li>3. NCLB Performance indicator: The percentage of paraprofessionals who are qualified.</li> <li>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.</li> <li>5. NCLB Performance indicator: The percentage of limited English proficient students who are at or above the proficient level in reading on the State' assessment.</li> <li>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.</li> <li>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.</li> <li>8. NCLB Performance indicator: The number of campuses that make adequate yearly progress.</li> <li>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.</li> <li>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.</li> <li>11. All students in at risk situations will score at or above the state average on the state assessment.</li> <li>12. The achievement gap on state assessments between student groups will be reduced by 10%.</li> <li>13. There will be a 25% increase in teacher attendance.</li> <li>14. All teachers will be certified for instructional assignments.</li> </ol>
<b>Summative Evaluation</b>	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
8. TIA	Continue the Exemplary in All Endeavors program	Instructional programs, At-risk programs	Campus principals and counselors	Local	Student progress data, attendance data, discipline data	May, 2010

## Henrietta ISD

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
9. AM	Provide daily enrichment time that targets weak TEKS through small groups and computer accelerated assistance (HES, Primetime; HJH, Enrichment; HHS, Achieve Math, Achieve Science)	Instructional programs, At-risk programs	Campus principals and counselors	Local, TIA, Region 9 ESC, \$11,770 SCE (materials); HS Allotment \$18,375	Student progress reports, Software student progress reports	Each six weeks
9. AM	Target instructional activities to TEKS with special emphasis on math and science	Instructional programs, At-risk programs	Campus principals and counselors	Local, HS Allotment \$42,500	Student progress reports	Each six weeks
8. TIA	Monitoring progress through use of other testing measures—TPRI, PLAN, PSAT, EXPLORE, ESL, AP, mCLASS	All programs	Campus principals, and counselors	Region 9 ESC, Clay-Jack SSA	Student progress reports	Each six weeks
2. RS	Implement CSCOPE	Instructional programs	Assistant superintendent, Campus principals	Local, Region 9 ESC	Six week student assessments	August, 2009
2. RS	Supplemental instructional aide to support at-risk students in reading and language arts	Instructional programs, At-risk programs, G/T programs	Campus Principals and counselors	Local	Student progress data	May, 2010
4. PD	Teacher training addressing gifted-talented, special education, ESL, dyslexia students and other special populations	Instructional programs	Campus principals and counselors, CAT teams	Local, Region 9 ESC, Clay-Jack SSA	Student progress reports, TAKS	May, 2010

## Henrietta ISD

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
2. RS	Utilize computer labs to offer and enhance TEKS and concurrent classes (distance learning and internet).	Instructional programs, At-risk programs	Campus principals and counselors	Local	Student registration and completion	May, 2010
8. TIA	Develop and implement Daily Focus questions based on CSCOPE scope and sequence	Instructional programs, At-risk programs	Assistant Superintendent, Campus principals	Local, WebCCAT, Region 9 ESC, CSCOPE	Six weeks assessments	Each six weeks
10. CIS	Review special education students assessment placement	Instructional programs, At-risk programs	Assistant Superintendent, Clay Jack SSA Director, Campus principals, counselors, diagnosticians	Local, Clay Jack SSA, Region 9 ESC	Six weeks assessments and benchmarks	December, 2009 January, 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			
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T IA	Title I, Part A	T V	Title V (Innovative Schools)
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T III	Title III (Bilingual/ESL)	Other	Other

## Henrietta ISD

<b>Goal</b>	Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.					
<b>Performance Objective</b>	<ol style="list-style-type: none"> <li>1. 95% or higher district completion rate.</li> <li>2. Maintain or reduce the number of discipline referrals.</li> <li>3. 1% or less drop out rate for each student group and program group.</li> <li>4. All students in at risk situations will pass each class/grade taken.</li> </ol>					
<b>Summative Evaluation</b>	AEIS, PEIMS ,Student progress reports					
<b>Schoolwide Component + NCLB</b>	<b>Strategy/Activity</b>	<b>Target Population</b>	<b>Person Responsible</b>	<b>Budget/Resource</b>	<b>Formative Assessment</b>	<b>Benchmark/Timeline</b>
7. T	Transfer CARE documentation, progress documentation, and testing information between campuses	Instructional programs, At-risk programs	Campus principals and counselors	Local	Folders passed between campus counselors	May, 2010
	Continuing a Drop Out Recovery Program	At-risk programs, Drop-out Prevention program, Instructional programs	Campus principals, Campus counselors	Local	AEIS, PEIMS	Each six weeks
2. RS	Implement/continue a summer school program for at-risk students	At-risk programs, Drop-out Prevention programs, Instructional programs	Campus principals, Campus counselors	Local, TIA, ARI/AMI, <b>HS Allotment 17,500</b>	Number of students referred for summer school, Student grades, TAKS results, Graduation rate, Retention rate	Spring, 2010 Summer, 2010
2. RS	Continue school-wide free breakfast program.	At-risk programs	Campus principals, Cafeteria manager	Local, Region 9 ESC	Student attendance, Student progress reports	September, 2009

## Henrietta ISD

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
	Provide basic contract services for the district disciplinary alternative education program with funds not to exceed 18% of SCE allocation.	At-risk programs, Drop-out programs, Instructional programs	Campus principals	SCE (DAEP Travel) \$8,600; SCE \$25,000 (DAEP), SCE \$22,191 FTE 1.0	Schedule/Contract, Student placement records, Student grades	Each six weeks
2. RS	Each campus will develop and implement an instructional and counseling program to support students in at risk situations so they remain in school and graduate with their peers.	At-risk programs, Drop-out Prevention program, Instructional programs	Campus principals,	Elementary, SCE \$147,561, FTE 4.3; Junior High, SCE \$72,673 FTE 3.3; High School, SCE \$38,191, FTE 1.3	Student grades, TAKS results	Each six weeks
2. RS	Continue Achieve Texas at each campus level	At-risk programs, Drop-out Prevention programs, Instructional programs	Campus principals, Campus counselors	Region 9 ESC, North Texas Tech Prep	Graduation rate, College and Tech Prep bound students	May, 2010
7. T	Continue transitional visits to orient students in Head Start, prekindergarten, fifth, and eighth grades.	Instructional programs	Campus principals and counselors	Local	Date of visit	May, 2010
8. TIA	Use AEIS-It to disaggregate data and focus economically disadvantaged and demographic subpopulations.	Instructional programs, At-risk programs	Assistant superintendent, Campus principal and counselors	Local, AEIS-It, Region 9 ESC	Six weeks assessments	Each six weeks

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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 ISD

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

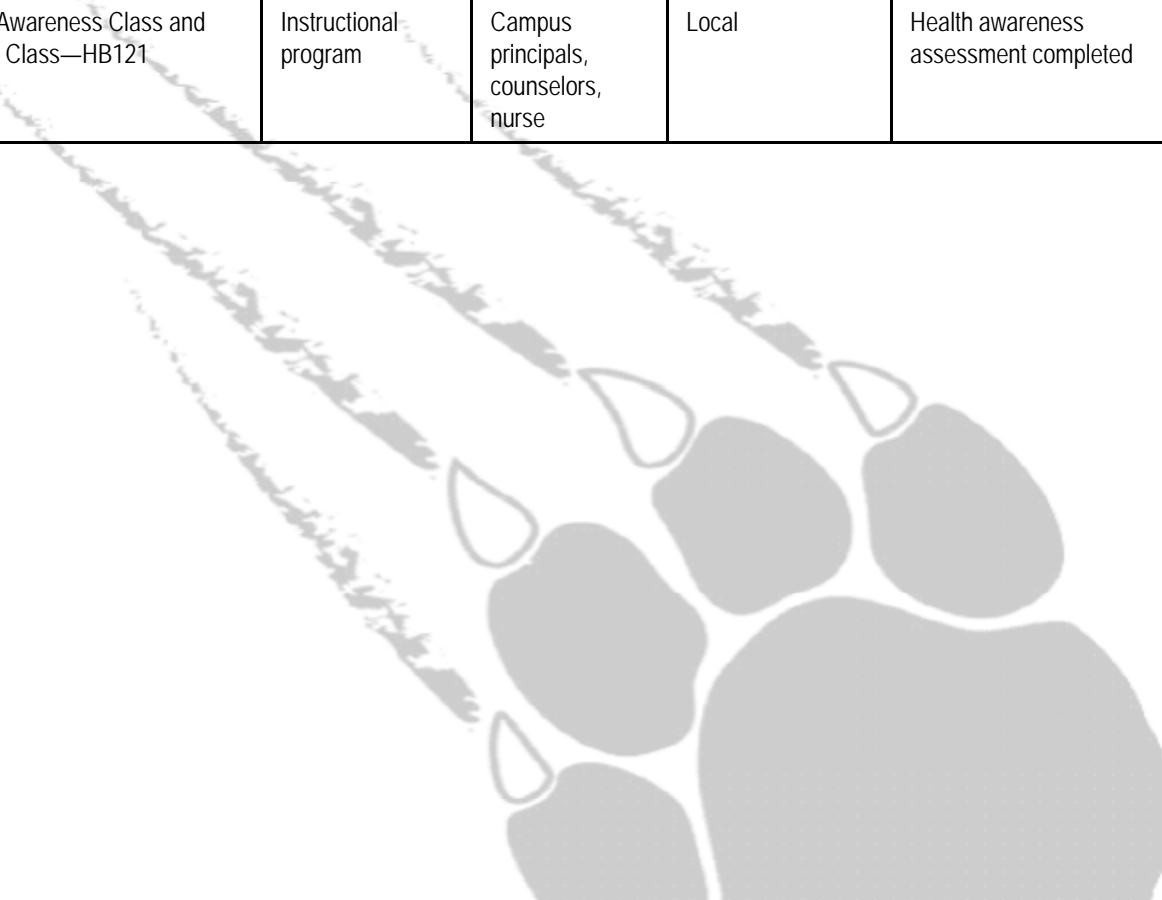
Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
10. CIS	Maintaining tobacco, drug, alcohol, violence-free campuses by promoting prevention activities and enforcing rules	Instructional programs, At-risk programs	Campus counselors	Local, Region 9 ESC, Clay County Extension Agency	Student drug use surveys, Counselor's program documentation	Spring, 2010
	Reviewing and updating the Emergency Operation Plan	Instructional programs	Assistant Superintendent	Local, Region 9 ESC, Clay County Emergency Management Agency	HISD teacher/parent/student surveys	Spring, 2010
10. CIS	Continue bus evacuation drills	Instructional programs	Campus principals, Transportation director	Local	Emergency drills completed	May, 2010
1. CAN	Administer and review safety audit information	Instructional programs	Assistant superintendent, Campus principals	Local, Texas School Safety Center	Safety Audit completed	May, 2010

Title I Schoolwide Component			
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## Henrietta ISD

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
10. CIS	Continue the Health-Awareness Class and Relationship Building Class—HB121	Instructional program	Campus principals, counselors, nurse	Local	Health awareness assessment completed	May, 2010



Title I Schoolwide Component			
1. CNA	Campus Needs Assessment	6. PI	Parental Involvement
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## Henrietta ISD

<b>Goal</b>	Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.
<b>Performance Objective</b>	<ol style="list-style-type: none"> <li>1. All teachers will utilize technology in one class each six weeks.</li> <li>2. The STaR chart average in all categories will be a 2.0 or higher.</li> </ol>
<b>Summative Evaluation</b>	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
2. RS	Utilize computerized software to enhance academic performance	Instructional programs, At-risk program, G/T program	Campus principals, Technology department	Local, Technology department	Student progress reports	Fall, 2009 Spring, 2010
2. RS	Utilize computerized grade and attendance program—parent portal	Instructional programs	Campus principals, Technology department	Local, Region 9 ESC	HISD teacher/parent/student surveys	Spring, 2010
2. RS	Utilize updated version of HISD website	Instructional programs	Campus principals, Technology department	Local	Website hits	Each 6 weeks
2. RS	Purchase and install technology equipment (Promethean Boards, document readers, portable computer labs, projectors, active response tools, distance learning remote lab)	Instructional programs, At-risk programs	Campus principals, Technology department	Local, Stimulus	STaR chart	May, 2010

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**Henrietta ISD**

**HIGHLY QUALIFIED RECRUITMENT AND RETENTION PLAN**

<b>Goal</b>	Highly qualified and highly effective personnel will be recruited, developed and retained.
<b>Performance Objective</b>	<ol style="list-style-type: none"> <li>1. All teachers will be certified for instructional assignment.</li> <li>2. NCLB Performance indicator: The percentage of classes being taught by "highly qualified" teachers in the aggregate and in "high-poverty" schools.</li> <li>3. NCLB Performance indicator: The percentage of teachers receiving high-quality professional development.</li> <li>4. NCLB Performance indicator: The percentage of paraprofessionals who are qualified.</li> <li>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.</li> <li>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.</li> <li>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</li> </ol>
<b>Summative Evaluation</b>	Principal's Attestation, "Highly Qualified" Determination documents, Region 9 ESC professional development documents

<b>Schoolwide Component + NCLB</b>	<b>Strategy/Activity</b>	<b>Target Population</b>	<b>Person Responsible</b>	<b>Budget/Resource</b>	<b>Formative Assessment</b>	<b>Benchmark/Timeline</b>
4. PD	Continue to encourage, allow, or require inservice training according to individual teacher preference or improvement plan including AP training, GT training, special education discipline training, and professional development conferences	Instructional programs, At-risk programs, AP programs, GT programs	Assistant Superintendent, Campus principals	Local, TIA, Region 9 ESC	Professional development documents	Summer, 2010
4. PD	Participate in Inclusion practices training	Instructional programs, special education programs	Campus Principals	Region 9 ESC, Clay-Jack SSA	Professional development documents	Summer, 2010
	Each campus develops staff training based on teacher input and campus performance	Instructional programs	Assistant Superintendent, Campus Principals	Local	Campus Improvement Plans	May, 2010
	Offer above state base salary incentive	Instructional programs	Superintendent	Local	Low percentage of teacher turnover	May, 2010 <b>15</b>

**Henrietta ISD**

**HIGHLY QUALIFIED RECRUITMENT AND RETENTION PLAN**

Schoolwide Component + NCLB	Strategy/Activity	Target Population	Person Responsible	Budget/Resource	Formative Assessment	Benchmark/Timeline
5. ER	Certify teachers in ESL at each campus	Instructional programs, ESL programs	Assistant Superintendent, Campus principals	TIII, Region 9 ESC	Professional development documents	Summer, 2010
3. HQ 5. ER	Post and review employment opportunities using AppliTrack Connect	Instructional programs	Assistant superintendent, Campus principals	Local, Region 9 ESC	Job postings	May, 2010
3. ER	Participate in the District Awards for Teachers Excellence Grant (DATE, Cycle 2)	Instructional programs	Assistant superintendent, Campus principals	Local, DATE grant	Teacher assessment, calendar, survey documentation	June, 2010
4. PD	Thinking Maps training	Instructional programs, At-risk programs, G/T programs	Assistant superintendent, Campus principals	Local, Region 9 ESC	Professional development documents	June, 2010
4. PD	CSCOPE training	Instructional programs, At-risk programs, G/T programs	Assistant superintendent, Campus principals	Local, Region 9 ESC	Sign-in documentation	August, 2009
Non-applicable	Ensure low-income and minority students are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers	Non-applicable	Non-applicable	Non-applicable	Non-applicable	Non-applicable

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T IID	Title II, Part D (Technology)	AMI/ARI	Accelerated Math/Reading
T III	Title III (Bilingual/ESL)	Other	Other