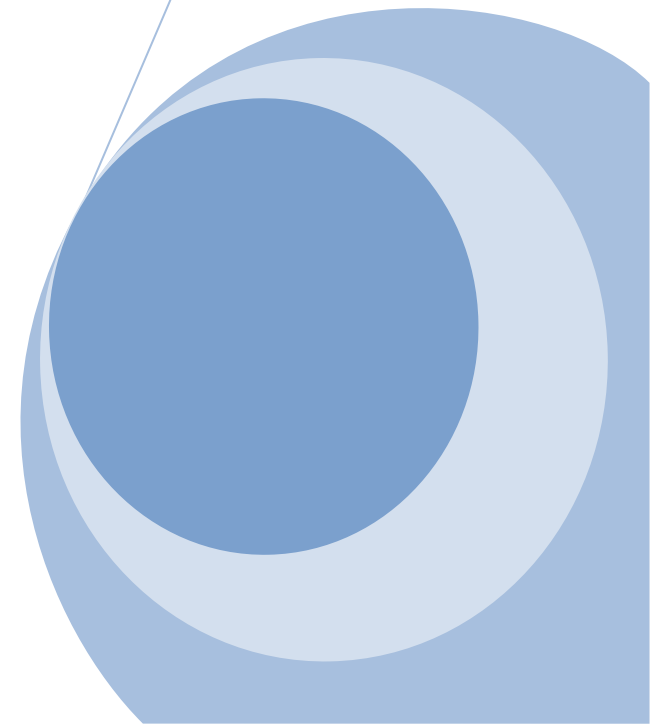
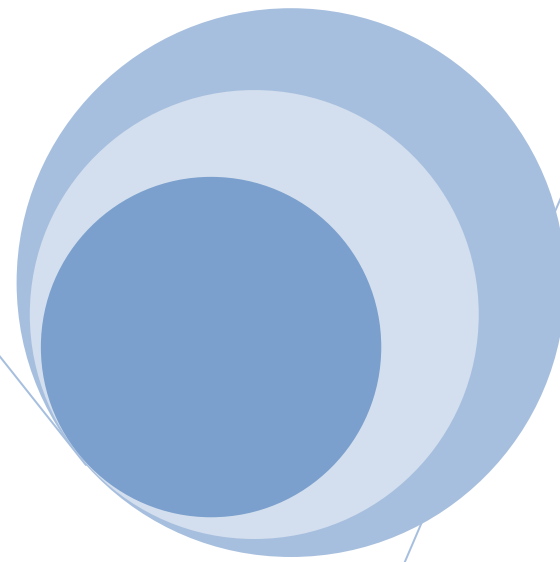
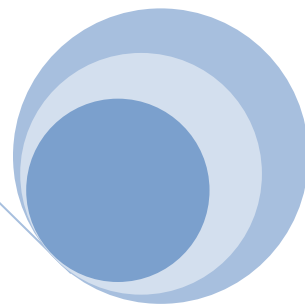


**Hilltop Elementary School
Campus Improvement Plan
2011-2012**



Hilltop Elementary School
Campus Leadership Team
2011-2012

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Hilltop Elementary School

Mission Statement

It is the mission of Hilltop Elementary to nurture and develop the inquiring mind according to each student's capacity within a safe, healthy environment. We strive to be the best elementary school for all children.

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #1: Hilltop Elementary School will earn the highest state accountability rating as measured by AEIS report.

Objective: Attendance Rate

1.1 Maintain the school's attendance rate at 97% or above for all students and student groups.

Strategy	Time line	Staff	Resources	Evaluation
Communicate with parents concerning the importance of good attendance and the impact of poor attendance.	Every six weeks	Principals Teachers Attendance Clerk	Website, Emails, Newsletters, PTA Meetings, District Newsletter, Marquee, Letter to Parents	Formative: attendance rate, parent/teacher feedback, PEIMS data Summative: Yrly Atten. Rate 97%
Monitor individual student attendance and intervene with students who exhibit poor attendance and/or multiple tardies.	Every six weeks	Principals, Attendance Clerk Attendance Committee	Parent Conferences Parent letters Truancy Court	Formative: Copies of letters sent home each Six weeks, conference notes. Summative: Minutes from attendance committee review
Recognize students for perfect attendance.	Every six weeks	Principals Teachers Attendance Clerk	Certificates and name entered in 6 weeks drawing for each grade level: Jump for George	Formative: Attendance list for students each semester. Summative: Attendance rate for the year at 97% or higher.
Staff will randomly reward students at their discretion with desirable age appropriate incentives for being on time.	Every six weeks	Staff Members	Staff incentives: Sock day Mini mall money Lunch with teacher	Formative: Staff documents incentives given. Summative: Attendance rate for the year at 97% or higher.

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #1: Hilltop Elementary School will earn the highest state accountability rating as measured by the Academic Excellence Indicator System (AEIS).

Objective: STAAR Reading

1.2 Ensure that the passing rate for all student groups taking the Reading STAAR meets the standard to achieve the highest accountability rating possible.

Strategy	Time line	Staff	Resources	Evaluation
Provide intervention for students identified as "at risk".	2011-2012 school year	Principal Teachers	Kurzweil, Guided Reading, Content Mastery, Tutoring, Literacy Groups, Reading Discovery, Dyslexia, Motor Lab, Read Naturally, Click and Read, Rosetta Stone, ESL, A+ Software, Summer School, BAM, Mentor Program, Ipads	Formative: SST will monitor and document progress of our "at risk" students. Making referrals when warranted. Summative: Assessment data documenting reading on grade level.
Encourage student interest in reading by providing incentive programs.	2011-2012 school year	Principal Teachers	Accelerated Reader, Lock-In, Six Flags Book it, Pizza Hut Book Club, Classroom incentives	Formative: Student participation Summative: Documentation of students reading on grade level.
Continue to improve reading curriculum to foster academic achievement.	2011-2012 School year	Principal Teachers	Accelerated Reader, SRA, Buckle Down, Triumph Learning, STAAR Coach, Kamico, STAAR Maker, Tumble Books, Mountain Language, Rosetta Stone	Formative: A well supplied library of reading curriculum for all levels. Summative: Documentation of students reading on grade level.
Utilize data and item analysis to plan strategies for mastery of reading objectives.	Every 6 weeks	Principal Teachers	TPRI, Benchmarks, TELPAS, Eduphoria, M&M meetings, STAAR Maker, 6 weeks test	Formative: Assessment Scores Summative: Documentation of students reading on grade level.
Administer 6 weeks test at grades K-4.	Every 6	Principal	STAAR Maker, Teacher	Formative: Participation

	weeks	Teachers	made test	Summative: Academic performance improves.
Individualized reading instruction by departmentalization in Third and Fourth grades. Literacy Groups back in Second grade.	Every 6 weeks	Principals Teachers	Reading Curriculum	Formative: Lesson Plans, Benchmark Assessments, Report Cards, 6 weeks test Summative: STAAR Scores

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #1: Hilltop Elementary School will earn the highest state accountability rating as measured by the Academic Excellence Indicator System (AEIS).

Objective: STAAR Math

1.3 Ensure that the passing rate for all student groups taking the Math STAAR meet the standard to achieve the highest accountability rating possible.

Strategy	Time line	Staff	Resources	Evaluation
Recommend hiring a math specialist for our campus.	2012-2013	Principals	Elementary Certified, Highly Qualified Teacher	Summative: AISD hires math specialist Fall 2012
Continue to improve math curriculum to foster academic achievement	2011-2012	Principals Teacher	Target Math, Mountain Math, Accelerated Math, Math Facts in a Flash, Measuring Up, Kamico, STAAR Coach, STAAR Maker, A+ Software, Buckle Down, Ipads	Formative: Report Cards, Star Math, documentation Summative: Documentation of students performing on grade level.
Individualized math instruction by departmentalization in Third and Fourth Grades.	2011-2012	Third and Fourth grade teachers	Houghton-Mifflin Math	Formative: Lesson Plans, Benchmark Assessments, Report Cards, 6 weeks test Summative: STAAR Scores
Provide school-wide tutorial instruction for "at risk" students.	2011-2012	Principals Teachers	A+ Software, BAM, Accelerated Math, Measuring Up,	Formative: Report Card Grades, Benchmark Assessment, 6 wks test, Star Math, TPRI,

			Buckle Down, Kamico, STAAR Maker, Eduphoria, STAAR Math, Summer School	Summative: STAAR Scores
Conduct M&M meetings to review student assessment data. (Monitor and Motivate)	2011-2012	Principals Teachers	Benchmarks, 6 weeks test, TPRI, Star testing	Formative: Participation and attendance at meeting. Summative: Academic Performance improves.
Administer 6 weeks test at grades K-4.	Every 6 weeks	Principals Teachers	STAAR Maker, Teacher made test	Formative: Participation Summative: Academic performance improves.
Math Family Night	2011-2012	Principals Teachers	Grade level curriculum	Formative: Participation Summative: Parents helping with homework/manipulatives/software at home.

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #1: Hilltop Elementary School will earn the highest state accountability rating as measured by the Academic Excellence Indicator System (AEIS).

Objective: Writing STAAR

1.4 Ensure that the passing rate for all student groups taking the Writing STAAR meet the standard to achieve the highest accountability rating possible.

Strategy	Time line	Staff	Resources	Evaluation
Enhance writing instruction with the use of technology.	2011-2012	Principals Teachers	Writing Software and programs, ipads	Formative: Lesson Plans, Use of Ipads Summative: STAAR Scores
Provide contest to motivate students to write.	2011-2012	Principals Teachers PTA	Reflections Contest, Bus Safety Contest, Famous Artist, Haiku, UIL	Formative: Participation in contest Summative: STAAR Scores
Provide tutorial instruction for all "at risk" students.	2011-2012	Principals Teachers	A+ Software, STAAR Maker, Writing Software Programs, BAM	Formative: Lesson Plans Summative : STAAR Scores

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #2: Hilltop Elementary School will maintain a safe school environment.

Objective: School Safety

2.1 Maintain a safe and secure environment for all students.

Strategy	Time line	Staff	Resources	Evaluation
Foster a sense of Hilltop Elementary School pride.	2011-2012	Hilltop Staff	School wide assemblies, Bully vs Hero Program, Grade level Programs	Formative: participation Summative: Decrease in discipline referrals, Less harm to school property
Monitor pickup procedures of all students by using the emergency card information and provided identification.	2011-2012	Principals, Office Staff, Teachers	Emergency Information Cards, Sign in/out Sheets	Formative: Up-to-date emergency cards Summative: Sign in/out logs
Monitor all visitors on campus by requiring check in at the front desk. Utilize the electronic software check in/out system.	2011-2012	Principal, Office Staff	Electronic Software Check in/out System	Formative: Electronic system is in use. Summative: Sign in/out Log
Teach lessons including: strangers, fire safety, fire drills, tornado drills, lock down drills, electrical outage drills, bus safety	2011-2012	Hilltop Faculty AISD	Administration, Counselor, Fire Dept., Police Dept., Nurse, Crisis	Formative: Lesson Plans, Drills, Programs Summative: Crisis Plan

			Plan/Team	
Foster positive behavior interventions for all students with a focus on bullying prevention/self-esteem building and sexual harassment information.	2011-2012	Principals, Teachers, Counselor, Pta	Bully vs Hero Program, Red Ribbon Week, Counselor Lessons, Special Programs	Formative: Student/Teacher feedback, office referrals, Summative: Reduced rate of office referrals, fights, bullying and harassment. PEIMS Report, Discipline Data
Recommend hiring an aide in the Pre-K classroom/ Spanish speaking recommended.	2012-2013	Principals	Budget	Formative: Student performances increases Summative: Pre-K Guidelines mastered by all students
Provide behavior intervention and safety training to staff. (CPR/CPI/AED)	2011-2012	Principals, Nurse, Denton Coop Staff	Denton Coop Staff Red Cross	Formative: participation Summative: Documentation when actually used on students.
Recommend providing an electronic gate to close the street that goes behind campus.	2011-2012	Principals	Budget	Formative: Purchase Gate Summative: Safety of children increase at playground.

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #3: Hilltop Elementary School will continue to encourage and increase parent involvement.

Objective: Parent Involvement

- 3.1 Maintain high levels of parent participation and support for campus activities.
- 3.2 Ensure effective communication opportunities for parents.
- 3.3 Utilize PTA to sponsor programs that promote good citizenship for all students.
- 3.4 Provide school functions that encourage parents to participate with their children.

Strategy	Time line	Staff	Resources	Evaluation
Provide information to parents on a consistent basis.	2011-2012	Principals, Office Staff PTA, Teachers	Parent Portal, Newsletters, Hilltop Mail, Insights, Website, Open House, Curriculum Night, PTA Meetings	Formative: parent feedback, attendance to events Summative: PTA membership, survey results
Establish parent awareness of elementary curriculum and teacher expectations.	2011-2012	Principals Teachers	Website, Curriculum Night, Parent Conferences, On-line Lesson Plans, Math Night, Newsletters	Formative: On-line Lesson Plans, Parent attendance Summative: Conference Logs, Attendance Sheets at Parent Nights
Offer family activities throughout the school	2011-	Hilltop Staff	Family Movie Night,	Formative: Parent Attendance

year.	2012	PTA	Art Night, Science Fair, Book Fair, Open House, Grandparent Week, Public School Week, School Wide Assemblies, Grade Level Programs, Thanksgiving Feast, Donuts for Dads, Awards Night, Math Night, Fun Run	Summative: Parent Survey
Provide an opportunity for parent involvement through PTA.	2011-2012	PTA Principals	PTA Board, Office Volunteers, Battle of Books, Library, Copy Papers, Read, Bulletin Boards, Yearbook, Spirit Wear, Fine Arts, Reflections, Room Coordinator, Nutrition, Citizenship, Dads' Club, Health and Wellness, Fear Factor, Fun Run	Formative: Participation Summative: Parent Survey
Provide two-way communication.	2011-2012	Staff, PTA	Marquee, Email, Websites, Surveys, Newsletters, Open Door Policy	Formative: Participation, Feedback Summative: Parent Survey
Enhance communication for Non-English speaking parents.	2011-2012	Principals, ESL Teacher	ESL Curriculum, Parent Night, Translators, Transcribed letters	Formative: Participation Summative: ESL Parents participate.

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #4: Hilltop Elementary School special programs will meet or exceed compliance with state and federal guidelines.

Objective: Special Programs

- 4.1 Demonstrate knowledge of the assessment, identification, and instructional strategies for students identified for GT, Special Education, Dyslexia, 504, or ESL programs.
- 4.2 Ensure that at least 99% of all special education students meet the STAAR standards established by the ARD committee.
- 4.3 Ensure that 100% of all GT students earn a passing rate on all STAAR test.
- 4.4 Increase English language proficiency for all English Language Learners. (TELPAS)

Strategy	Time line	Staff	Resources	Evaluation
Provide professional development to staff so they will demonstrate knowledge and understanding of Special Education and related services, Least Restrictive Environment and the SST process.	2011-2012	Principals Special Ed. Teachers Counselor	Denton Coop Counselor Region XI Service Center	Formative: Staff will be able to answer questions regarding special programs and services. Summative: Professional Development Records
Provide professional development to staff so they will demonstrate knowledge and understanding of GT, ESL, 504, and Dyslexia Programs.	2011-2012	Principals, GT, ESL and Dyslexia Specialists	Region XI Service Center Specialist	Formative: Staff will be able to answer questions about compliance and demonstrate understanding while utilizing differentiated instruction. Summative: STAAR Data, Professional Development

				Records
Provide technical assistance, information, training, and support to staff to facilitate implementation of Special Programs. Teachers will ensure that all IEP's and modifications/accommodations are followed.	2011-2012	Principals Counselor Teachers	STAAR Data, SST Documentation Folders, Accommodation Documentation, 504 plans	Formative: Documentation of accommodations, modifications, interventions. Summative: IEP's, 504 plans, SST Documentation
Create meaningful and appropriate instructional activities and assessments with special needs students in the regular classroom.	2011-2012	Teachers Counselor Special Ed. Dept. Principals	ARDS, Staffings, Dept. Meetings	Formative: Lesson Plans Summative: Student Participation and Achievement

Hilltop Elementary School
Campus Goals and Objectives
2011-2012

Goal #5: Hilltop Elementary School will focus on recruiting, retaining, training, and evaluating highly qualified teachers and staff.

Objective: Teacher recruitment, retention, training and evaluation.

- 5.1 Hilltop will coordinate with administration office to recruit highly qualified teachers from colleges and surrounding school districts.
- 5.2 Hilltop will create a professional atmosphere that values all employees.
- 5.3 Hilltop will provide research based staff development and promote teacher attendance to curriculum based training.
- 5.4 Hilltop will regularly evaluate all certified teachers and staff using the PDAS instrument or a district developed appraisal document.

Strategy	Time line	Staff	Resources	Evaluation
Post job vacancies on school website, Region XI, and at college job fairs, and create a pool of applicants that observe/student teach on our campus.	2011-2012	Principals	HR, college teacher fairs, AISD Website, Colleagues	Formative: Number of applicants per job posting Summative: Job performance based on appraisal.
Coordinate with PTA to provide faculty breakfasts, luncheons, gestures of appreciation for the staff.	2011-2012	Principals PTA	Principals PTA	Formative: Teacher Survey Summative: Faculty Retention
Provide in-house staff development during faculty meetings to support academic goals and student needs.	2011-2012	Principals Teacher Leaders	Faculty Members Region XI, AEF, Conferences	Formative: Teacher attendance and participation in staff development. Summative: Improved instruction and student performance.
Faculty members will be evaluated regularly utilizing the PDAS instrument and walk throughs.	2011-2012	Principals	PDAS Instrument, Eduphoria	Formative: Walk throughs and teacher feedback Summative: PDAS instrument

