

District Improvement Plan 2011-2012



Mission Statement

Happy Schools: Where excellence is expected, respected, and rewarded

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Happy Independent School District District Improvement Plan 2011-2012

Goal 1	Parental Involvement: Parents and educators will be full partners in the education of children at Happy ISD.			
Objective	Happy ISD will increase parent involvement and communication numbers by 2% by the end of the 11-12 school year.			
Needs Assessment	Event sign-in sheets and community feedback			
Summative Evaluation	Parent/ community school evaluation			
Activity	Person Responsible	Timeline	Resources	Formative Evaluation
1. Provide Title 1, Part A Parent meetings	Title 1 principal	Aug. 2011 April 2012	N/A	Title 1 Fall and spring parent meeting agendas
2. Discipline and/or academic conferences are held as needed with parents.	Teachers Counselors Principals	Aug. 2011 May 2012	N/A	Conference logs and/or discipline referral
3. Parents will provide input at district site-based committee meetings.	Superintendent Site-based committee	Oct 2011 March 2012	N/A	Documentation of minutes Sign-in Sheet
4. Happy ISD will sponsor a Community Supper and breakfast to bring the parents and community together at the schools.	Superintendent Administrators Teachers	August 2011 March 2012	Local Funds \$500.00	Parent & Community sign in sheets
5. Provide opportunities for student articles to be published on school website.	GT website staff GT coordinator GT students	Aug. 2011 monthly May 2012	N/A	Documentation of articles Posting of articles
6. Use local school website to encourage and inform parents and community of school events.	GT students GT Coordinator GT students	Aug. 2011 monthly May 2012	N/A	Posting on website
7. Provide weekly school announcements for community on city marquee.	High School office staff and aides	Aug. 2011 - May 2012	N/A	Keep written log of weekly announcements
8. Invite parents and community to Open House	Teachers Principals	Sept. 2011	N/A	Classroom sign-in sheets

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Summative Evaluation	Parent/ community school evaluation

Activity	Person Responsible	Timeline	Resources	Formative Assessment
9. All-school booster clubs will meet as scheduled to promote parental involvement.	Superintendent Club Officers	Aug. 2011 Monthly	N/A	Membership lists and minutes
10. Public will be invited to various school special functions. i.e. Veteran's Day Celebration, Band Concerts, Homecoming, One Act Play, club banquets	Principal Sponsors Directors	Aug. 2011 Oct. 2011 Dec. 2011 April 2012 May 2012	Local	Attendance sign in sheets
11. Invite parents and community to annual National Honor Society installation.	NHS sponsor	May 2012	Local	Induction Ceremony Parent Sign-in sheets
12. High school principal & counselor will hold a meeting for junior high parents of all 8th graders to explain degree plans.	Counselor Principal	May 2012	Local	Classes available –sign in sheets
13. High school counselor will conduct a financial aid workshop for all interested high school parents.	Counselor	October 2011	Local	Sign in sheet of parents attending
14. Parents are recruited and involved in school related activities: Fall Halloween Carnival, Happy Stock Show	Staff Sponsors	Aug. 2011 Oct. 2011 Jan. 2012 May 2012	Local	Attendance

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Summative Evaluation	Parent/ community school evaluation

Activity	Person Responsible	Timeline	Resources	Formative Assessment
15. Post calendars of upcoming activities to staff and parents on website. **Provide alternate calendars in Spanish. **	Principal/Teachers/Sponsors GT Coordinator and GT students/Spanish instructor	Monthly	N/A	Posted on website
16. Print important upcoming events on report cards.	Principal/Secretary	Every Six Weeks	N/A	Important events listed on report cards
17. Special invitations will be sent to parents for End-of-School Awards assembly.	High school principal	May 2012	N/A	Sent home with students Posted on school marquee Published on website
18. Post staff e-mail addresses on district website for messages and responses.	Classroom teacher	Aug. 2011	Local	Website Notebook of e-mail inquiries
19. Conduct a parent survey of school related functions, policies, and procedures (as needed).	Per campus	March 2012	Local	Survey Results:

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Goal 2	All students will be challenged to fulfill their educational potential by showing an improvement in their individual performance in reading, writing, mathematics, social studies, and science
Objective	100% of Happy ISD students will receive the instruction and support needed to acquire knowledge and skills necessary to improve state assessment by 2% over previous year scores (STAAR/EOC pending setting standards)
Needs Assessment	Evaluation of state assessment data
Summative Evaluation	AEIS results, STAAR/EOC results, PSAT, SAT/ACT, and PLAN score results

Activity	Person Responsible	Timeline	Resources	Formative Evaluation
1. State Scores are disaggregated by grade, class, and subgroups and given to teachers to target areas of concern	Counselor Teacher	Aug. 2011 May 2012	AEIS report School Report Cards Local Funding ESC 16 TEA WEB Page	Students' state scores
2. HISD will provide the PLAN test for all 10 th grade students.	Counselor Principals	October 2011	Local Fund /Testing ESC 16 TEA WEB Page	PLAN scores in student files
3. Identify and support students in need of extra teacher and staff support.	Principal Teacher	Aug. 2011 May 2012	State Compensatory Migrant Funds Special Ed. funds ESL /Bilingual Funds Reap Program	Teacher evaluation 3-week progress reports
4. TAKSSTARR/EOC Remediation classes for students needing enhanced instruction	Teacher Principal	Aug. 2011 May 2012	Local Funds Comp. Ed. Funds Migrant Funds Optional Extended Day	Benchmark testing Teacher evaluation
5. Encourage students with special needs to participate in general education activities with specified modifications	Special Ed. Staff Teachers	Aug. 2011 May 2012	Local funds Special Ed. Funds	Progress Reports Report Cards

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Needs Assessment	Evaluation of state assessment data
Summative Evaluation	AEIS results, STAAR/EOC results, PSAT, SAT/ACT, and PLAN score results

Activity	Person Responsible	Timeline	Resources	Formative Assessment
6. Encourage students to participate in U.I.L. activities.	Principal Teachers	Aug. 2011 May 2012	Local Funds \$400.00	U.I.L. Contest Participation
7. Encourage reading for pleasure.	Teacher Librarian	Aug. 2011 May 2012	Local Fund Grants – Library	Number of books /materials checked out of library
8. Provide Accelerated Math Program to enhance the math curriculum	Math teachers	August 2011	Local Funds	Benchmark tests
9. Use media and technology to enhance curriculum	Teachers Technology Director Principal	August 2011 May 2012	Local Funds Technology Funds Library Funds	Observation of improvement in student projects and products
10. Utilize field trips to support instruction	Teachers Principals	August 2011 April 2012	Local Funds	Student projects
11. Benchmark tests to track student academic progress	Teachers	August 2011 May 2012	Local Funds	Benchmark test Assignment evaluation
12. Extended Day Program (EDOP)	EYDP teachers Principal	June 2011 July 2012	ODYP Funds	Concept/unit test Teacher evaluation
13. Provide opportunity for students to take PSAT	Teacher Counselor	October 2011	Local Funds	Student participation Student success on PSAT

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Needs Assessment	Evaluation of state assessment data
Summative Evaluation	AEIS results, STAAR/EOC results, PSAT, SAT/ACT, and PLAN score results

Activity	Person Responsible	Timeline	Resources	Formative Assessment
14. Teachers will have the opportunity to serve on the Special Ed. referrals	Principal Special Education representative	Aug. 2011 May 2012	Special Ed. Funds \$50.00	Referral Committee recommendation signature page
15. Teachers will help decide what type of testing Special Ed. students will take STARR/EOC	Principal Diagnostician Teachers	Aug. 2011 May 2012	N/A	Minutes from ARD committee meeting
16. Teachers will provide input on SDAA level that students will take	Principal Diagnostician Teachers	Aug. 2011 May 2012	N/A	Minutes from ARD committee meeting
17. Determine ability level on Non-English speaking students	Principal ESL teacher	Aug. 2011 May 2012	Region16 ESL funds Special Ed. funds	OPT Test and State Criteria
18. Meet with parent and staff members about ESL test results and plan of action	Parent Teacher ESL teacher Principal	Aug. 2011 May 2012	ESL funds	OPT re-testing as needed or required
19. Dyslexia coordinator will meet with involved staff and parents to discuss screening, modifications, and schedule time to serve the student.	Dyslexia coordinator	Aug. 2011 January 2012 May 2012	N/A	Date on documentation forms
20. Dyslexia coordinator and principal will develop the District's Dyslexia Procedures and Safe Guards manual for screening and identification of students	Dyslexia coordinator	Aug. 2011 January 2012 May 2012	Special Ed. Funds \$200.00	District documentation forms
21. Dyslexia coordinator will seek and attend workshops on update laws and procedures(Therapist Training)	Dyslexia coordinator	Aug. 2011 January 2012 May 2012	Special Ed. Funds \$1,500.00	Workshop certificates

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Goal 3	Happy ISD will recruit, develop and retain highly qualified and effective personnel
Objective	Highly Qualified Staff: by the end of 2011-2012, all students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals
Performance Measures	<ol style="list-style-type: none"> 1. 100% of core area teachers will be highly qualified by the end of the school year. 2. 100% of instructional paraprofessionals will meet the highly qualified standards by the end of the school year. 3. 100% of new hires will meet highly qualified status prior to employment. 4. NCLB Indicator 3.1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high-poverty schools will be 100%. 5. NCLB Indicator 3.2: The percentage of teachers receiving high-quality professional development will be 100%. 6. NCLB Indicator 3.3: The percentage of instructional paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) who are highly qualified will be 100%.
Summative Evaluation	Personnel files, highly qualified worksheets, and principal attestations.

Strategy/Activity	Target Population	Person Responsible	Budget/ Resources	Formative Assessment	Benchmark Timeline
1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	All Staff Members	Superintendent	Local Funds Title II, A \$100.00	Number of positions posted Number of applications completed Number of visits on the web page counter	Sept. 1, 2011 Feb. 1, 2012 May 1, 2012
2. Establish an effective teacher mentoring system in order to retain highly qualified staff.	All Teachers	Campus Principals	Local Funds Title II, A \$500.00	Mentor assignments Mentor conference logs Mentor journals	Aug. 15, 2011 Dec. 16, 2011 Apr. 3, 2012
3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status.	All Teachers	Human Resources Director	Local Funds Title II, A \$100.00	Personnel files Professional Development records Teacher interviews	Aug. 15, 2011 Aug. 15, 2011 Aug. 15, 2011 Aug. 15, 2011
4. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff is highly qualified.	All Teachers	Campus Principal	Local Funds Title II, A \$1,000.00	Number of teachers in ACPs Professional Development records	Aug. 15, 2011

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Objective	Highly Qualified Staff: by the end of 2011-2012, all students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals
Performance Measures	<p>7. 100% of core area teachers will be highly qualified by the end of the school year.</p> <p>8. 100% of instructional paraprofessionals will meet the highly qualified standards by the end of the school year.</p> <p>9. 100% of new hires will meet highly qualified status prior to employment.</p> <p>10. NCLB Indicator 3.1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high-poverty schools will be 100%.</p> <p>11. NCLB Indicator 3.2: The percentage of teachers receiving high-quality professional development will be 100%.</p> <p>12. NCLB Indicator 3.3: The percentage of instructional paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) who are highly qualified will be 100%.</p>
Summative Evaluation	Personnel files, highly qualified worksheets, and principal attestations.

The distribution of HQ and inexperienced teacher assignments for this district and campuses is NA as this district is a single attendance area

Strategy/Activity	Target Population	Person Responsible	Budget/Resources	Formative Assessment	Benchmark Timeline
5. Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified.	All Instructional Paraprofessionals	Human Resources Director	Local Funds Title II, A \$50.00	Personnel files Professional Development records	Aug. 15, 2011
6. Require any instructional aides not considered highly qualified to complete TOP training.	All Instructional Paraprofessionals	Campus Principals	Local Funds Title II, A \$500.00	Professional Development records Number of paraprofessionals attending TOP training	May 25, 2012
7. Assign highly qualified teachers in equal proportions to all campuses, including low-income and minority areas.	All teachers	Campus Principals/Supt.	Local Funds Title II, A \$200.00	Personnel files Campus demographics	Aug. 1, 2011
8. Service awards for dedicated service and loyalty To the district	All staff	Superintendent	Local \$100.00	Attendance at luncheon	May 25, 2012
9. Provide housing with bills paid for staff	Science, Business, Coach Math		Utilities		August, 2011
10. Provide allotment for critical area(s) staff			Local \$3,500	Employment Status	August, 2011

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Goal 4	Happy ISD will provide an appropriately balanced curriculum that meets student needs and exceeds the states requirements.
Objective	HISD will provide varied opportunity to acquire needed skills and knowledge for a successful and productive life for 100 %of students by the time they graduate.
Needs Assessment	Evaluation of post graduation surveys; community/business member input
Summative Evaluation	Curriculum needs evaluation, Spring 2011; CATE advisory evaluation.

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Require students to take a Senior Transition Class with a family/career emphasis their 12 th grade year.	Counselor Principal Teacher	Aug. 2011 May 2012	State Funding	PIEMS course file report Student transcripts Student course offering bulletin
2. Require local students to take keyboarding in 7 th grade	Counselor Principal	Aug. 2011 May 2012	State Funding	PIEMS course file report Student transcripts Student course bulletin
3. Encourage participation in Tech Prep and School-to-Work programs and Vo-Tech programs.	Counselor Principal	Aug. 2011 May 2012	Career Technology Funds, Salaries, Supplies Travel	Schedule / Completion certificates
4. Encourage students to follow the Recommended Achievement programs.	Counselor Principal Teachers	Aug. 2011 May 2012	N/A	All 8 th grade 4-year plans designate recommended with exception of committee-approved minimum.
5. TEKS are updated and implemented per state guidelines	Teachers Principal	Aug.2011 May 2012	Reg. 16 ESC	TEKS Revisions and Updates
6. Provide Dual Credit Classes	Secondary Principal	Aug 2011 May 2012	State Funding/Student Pay	College Transcript
7. Special Ed. Students, low achieving students, and students in need of credit recovery will use the A Plus Computer Program	Secondary Principal, Teachers	Aug 2011 Aug 2012	Special Ed. Co-op Funds	Data Management from A Plus Computer System.

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Goal 5	Teachers will keep current with the latest techniques in instruction and administration, using those techniques to improve learning for all students.
Objective	Happy I.S.D. will provide staff development opportunities to 100 % of all instructional staff yearly.
Needs Assessment	District and Campus Site Based Decision Making Team recommendations
Summative Evaluation	Copy of workshop certificates and certifications

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Faculty will acquire G.T. certification and keep current on update hours as needed.	ESC 16	2011-2012	Budgeted funds	Attendance verification
2. Faculty will receive Technology update training.	Technology Director ESC 16	2011-2012	Technology funds	Sign-in sheet at workshop.
3. New teacher training provided at beginning of school year for all new staff members	Superintendent Principal	2011-2012	Local funds \$100.00	Sign-in sheet at workshop.
4. Teachers are provided with training on the pre-referral process to ensure proper procedures and placement of special education students	Special Education teacher Principal	Aug. 2011	Special Ed. Fund \$100.00	Sign In sheet at training
5. Video viewing of pre-recorded workshops are available	Technology Director Administrators ESC 16	Aug. 2011-May 2012	Video Conference Room N/A	Attendance verification
6. Workshops, and/or seminars for individual teachers and disciplines	Principal Teachers ESC 16	2011-2012	Local funds \$2,000.00	Certificates of Attendance

Happy High School District Improvement Plan 2011-2012

Goal 6	Happy ISD will implement technology and increase the effectiveness of student learning, instructional management, staff development, and administration through the integration of technological advances.
Objective	Provide the needed technology to 100% of HISD instructional settings for the enrichment of classroom education and for the enhancement of classroom curriculum.
Needs Assessment	Technology committee recommendations; teacher surveys
Summative Evaluation	Annual technology equipment inventories, usage, and state assessment.

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Use computers and software to enhance classroom learning	Classroom teachers	Aug. 2011 May 2012	General funds Technology allotment	Increase in student achievement / attendance.
2. Use computers to enhance reading comprehension skills, math skills, science, social studies, and core curriculum.	Classroom teachers	Aug. 2011 May 2012	General funds Technology allotment	Teacher evaluation and increase in student achievement.
3. Use of computer assessment for Sp. Ed. Classroom Assessments, specified online TAKS tests, TEKS & TAKS/STARR Objectives, and some individual classroom assessments	Classroom teachers Technology director Principals	Aug. 2011 May 2012	General funds Technology allotment	Increase student achievement by increasing TAKS/STARR Scores, and academic grades on report cards.
4. Use of RSCCC as Classroom Management Tools for grades	Classroom teachers Administrative assistants	Aug. 2011 May 2012	Region 16 ESC	Teachers have more time for class because of electronic grades and attendance.
5. Selection and use of online and computer software in lieu of regular textbooks in Career and Technology courses	CTE teachers Textbook Coordinator Principal	Aug.2011-May 2012	State Funding	Lesson Plans
6. Use of graphing calculators as classroom tools to enhance mathematic learning	Math teachers	Aug. 2011 May 2012	Local Funds \$1,200.00	Increase in standardized testing and academic scores.
7. Use of A Plus System to enhance and remediate student learning.	Classroom teacher	Aug 2011 May 2012	Local Technology Funds	Increase of student achievement

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Goal 7	All school personnel will maintain a positive and safe learning environment.
Objective 1	Happy ISD will teach positive self-esteem, respect for others, and enable them to be safe and drug free. Disciplinary infractions will decrease in number by 2% for the 011-12 school year.
Needs Assessment	Title IV Safe and Drug Free Program evaluation report; district 425 file information evaluation
Summative Evaluation	Quarterly discipline program evaluations- informal

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Observe Red Ribbon Week	Counselor Principals	Oct. 2011	Local Funds	Surveys, student participation, Red Ribbon Week agenda
2. Sexual Harassment Prevention	Teachers Counselor Principals	April 2012	Local Funds	Student Signed Acknowledgement
3. Drug and Violence Education, (D.A.V.E.)	Counselor Principals Teachers	Aug. 2011 May 2012	Local Funds	Student Signed Acknowledgement
4. Bullying Prevention	Teachers Counselor Principals	August 2011 May 2012	Local Funds	Student Signed Acknowledgement
5. Guest speakers	Principals	Periodically	Local Funds	Student participation

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Goal 8	Career and Technology: To provide students with the opportunity to develop job skills they may use throughout their life including strategies for incorporating school-to-work initiatives and career and technology education into academic education programs. Address the need for students to read, write, compute, problem solve, think critically, apply technology, and communicate across all subject areas. The process will promote career awareness, applied learning, and continuous learning throughout grade levels, in order to ensure an effective transition to postsecondary educational, training, or employment settings.
Objective 1	100% of Career and Technology courses will incorporate core subject academic performance standards into their curriculum.
Needs Assessment:	CATE advisory recommendations; student survey data
Summative Evaluation	Bi-annual student participation evaluations; counselor input.

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Building career awareness and guidance and helping students select flexible career majors	Principals Counselor Teachers	Aug. 2011 May 2012	CATE (Career & Technology Education) Tech Prep Local Businesses	Student endorsement Student follow-up
2. Incorporating industry skill standards into the essential knowledge and skills for career and technology education	Principals Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep Local Businesses	Student endorsement Student follow-up
3. Building continuity between Secondary and postsecondary education through joint degree programs for high school students to enroll in community and technical colleges	Principals Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep Local Businesses Colleges	Student endorsement Student follow-up
4. Providing work-based learning experiences prior to graduation	Principals Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep Local Businesses	Student follow-up Employer's evaluation
5. Workforce planning through the Texas State Occupational Information Coordinating Committee and 24 regional Quality Workforce Planning Committees; and the Texas Council on Workforce and Economic Competitiveness	Principals Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep TCWEC Local Businesses	Student endorsement Student follow-up Evaluations

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Objective 2	100% of HISD students will complete a career opportunity planning process by the time of graduation.
Needs Assessment	CATE advisory recommendations; student survey data
Formative Assessment	Bi-annual student participation evaluations; counselor input.

Activity	Person Responsible	Timeline	Resources	Summative Evaluation
1. School-based learning consists of career exploration within regular classroom activities and through external exposure to work; a curriculum that integrates academic and career and technology instruction, including applied methodologies and team-teaching strategies; and guidance in identifying employment and further education goals.	Principals Counselor Teachers	Aug. 2011-May 2012	CATE (Career & Technology Education) Tech Prep Local Businesses	Student endorsement Student follow-up Family/Career management
2. Work-based learning provides students with a planned program of job training integrated with the school-based learning and related to a chosen career.	Principals Counselor Teachers	Aug. 2011-May 2012	CATE Tech Prep Local Businesses	Student endorsement Student follow-up Family/Career management
3. Connecting activities ensure coordination between the work-based and school-based learning components, including technical assistance, establishing liaisons between education and work, and job placement and continuing education or training assistance	Principals Counselor Teachers	Aug. 2011-May 2012	CATE Tech Prep Local Businesses	Student endorsement Student follow-up Family/Career management

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Objective 3	Provide professional development for teachers and counselors in the integration of academic and career and technology curriculum, use of applied instructional methodologies, and promotion of career awareness during 2011-2012.
Needs Assessment:	CATE advisory recommendations; teacher surveys
Summative Evaluation	Lesson plans, curriculum documents, AEIS report

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Establish a calendar and planning process that emphasizes integrating technology into curriculum and instruction.	Superintendent Principals Counselor Teachers	Aug. 2011 May 2012	CATE (Career & Technology Education) Tech Prep Region 16	Teacher evaluation Teacher signup sheet
2. Establish a system of technology training and professional development that is tied to the content and student performance standards developed through the clarification of the essential knowledge and skills.	Superintendent Principals Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep Region 16	Teacher evaluation Teacher signup sheet
3. Communicate information about emerging technologies to educators, parents, and students	Superintendent Principals Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep Region 16	Teacher evaluation Teacher signup sheet
4. Provide on-going and systematic professional development to enhance teaching and learning through education technology.	Superintendent Principals Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep Region 16	Improved teacher proficiency and student learning Teachers avail themselves of workshops
5. Provide direction and support for building a district-wide website to enhance communication among all members of Happy' ISD educational community	Superintendent Principals Technology Director Counselor Teachers	Aug. 2011 May 2012	CATE Tech Prep Region 16	Redesign district portal and homepage Standardization of cross-linking features Increased availability and promotion of relevant resources

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Goal 9	Happy will provide a process whereby students with special needs will be identified and placed in a program that will allow them to be successful to the full extent of their abilities.
Objective 1	100% of special needs student will be educated in their least restrictive environment and show an increase in mastery on IEP objectives and appropriate state assessments objectives by 2%.
Needs Assessment	AEIS, AYP, PBMAS
Summative Evaluation	Six-week grade analysis of special education students; benchmark data analysis.

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Special Education students are included in regular education and are encouraged to take STAAR/EOC/TAKS in that subject	ARD Committee	Aug. 2011 – May 2012	Special Ed. funds Local funds	Benchmark testing Teacher evaluation
2. Use CLASS Test, Alternative TAKS, TAKS - M /A Plus data to determine academic levels of achievement	Special Education teacher	Oct. 2011 Dec. 2012 March 2012 May 2012	Special Ed. funds Local funds	Increased mastery of IEP objectives and TEKS objectives Benchmark tests, A Plus data
3. All special needs students are encouraged to participate in extracurricular activities	Special Education teacher Regular classroom teacher	Aug. 2011 May 2012	Special Ed. funds	Roster for extracurricular activities
4. Use ITP's to assist students in transition from school to work	Special Education teacher Vocational teacher	Aug. 2011 May 2012	Special Ed. funds C/T funds	ITP check sheet of skills mastered and transcript
5. Tutorials will be available to students to promote success in general education classes	Special Education teacher Regular classroom teacher	Aug. 2011 Daily May 2012	Special Ed. funds Comp. Ed. funds	Increase student inclusion in regular classes
6. Special Education student's progress in regular education classes will be monitored	Special Education teacher	Aug. 2011 May 2012	Special Ed. funds	3 weeks monitoring reports and 6 week grade reports
7. Teachers are provided with training on the pre-referral process to ensure proper procedures and placement of special education students	Special Education teacher Principal	Aug. 2011	Special Ed. funds	Sign In sheet at training

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Goal 9	Happy will provide a process whereby students with special needs will be identified and placed in a program that will allow them to be successful to the full extent of their abilities.
Objective 2	Happy ISD will provide accelerated instruction for 100% of Limited English Proficient Student (LEP) level by the end of the year.
Needs Assessment	ESL program evaluation
Summative Evaluation	Annual student evaluations; informal teacher input...

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Reduce TAKS/STAAR exemptions for ESL students	Mrs. Downing/Mrs. Schmidt Principal TAKS Coordinator	Aug. 2011 May 2012	ESL funds Local	List of TAKS exemptions
2. ESL teacher will provide instruction that will adequately prepare students for success in the regular education room.	Mrs. Downing/Mrs. Schmidt	Aug. 2011 May 2012	ESL funds	CEI lab Information ESL curriculum
3. All ESL students will be encouraged to participate in UIL and extra curricular events offered.	Mrs. Downing/Mrs. Schmidt UIL Coaches and Directors	Aug. 2011 May 2012	N/A	Increase in student involvement
4. LPAC meeting are held in the fall and spring to discuss progress of the student and decisions to be made regarding the student's future instruction.	Mrs. Downing Mrs. Schmidt Principal	Aug. 2011 May 2012	General funds	Increase in parental involvement Improvement in students' academic progress.
5. Parents are informed about the ESL program and materials that will benefit their children. The ESL teachers will encourage all parents to attend LPAC meetings	Mrs. Downing Mrs. Schmidt Principals	Aug. 2011 May 2012	General funds	Better parental involvement and understanding of program
6. Pull-out program will be provided for all ESL students.	Mrs. Downing Mrs. Schmidt Principals	Aug. 2011 May 2012	ESL funds	Teacher observations Progress reports TAKS results

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2011-2011**

Goal 9	Happy will provide a process whereby students with special needs will be identified and placed in a program that will allow them to be successful to the full extent of their abilities.
Objective 3	To provide a GT Program that differentiates instruction and broadens the scope of a student's exposure to each study area.
Needs Assessment	GT program evaluation
Formative Evaluation	Informal and formal evaluations and walk threw

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. All teachers will be GT certified with 30 hours training.	Principal Teachers ESC 16	By Aug. 2011	GT funds Contracted services	Teacher Certificates showing attendance
2. The GT curriculum will expand learning in core area with experiences through enhanced class activities	Teachers GT Coordinator ESC 16	Aug. 2011 May 2012	GT funding	Teacher Lesson Plans Student project folders
3. All students will have the opportunity to be nominated and tested for GT placement	Counselor Principals	Aug. 2011- May 2012	GT funding Local Funds	Test Results
4. GT students will meet as a group periodically for various special GT projects. Ex.: School Website, scrapbook, field trips	GT coordinator ESC 16	Aug. 2011 – May 2012	General funds	Activity roster Student project folder

**Happy Independent School District
District Improvement Plan
2011-2012**

Goal 10	Reduce Dropouts: All students will graduate from high school.
Objective	Happy ISD will have 100% graduation rate/ completion rate for the 2011-2012 school year.
Needs Assessment	AEIS; AYP
Summative Evaluation	Daily attendance review, at-risk student classroom grade evaluations, at-risk student TAKS data

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Counseling at-risk students	Counselor Principal Teachers/Staff	Aug. 2011 May 2012	Local	Counselor records Improved drop-out rate
2. Tutorials provided for at-risk students	Teachers Principal	Aug. 2011 May 2012	Comp. ed. funds	Progress reports Report cards Improved grades
3. OEYP tutorials for those who may be retained.	Teachers Principal	Feb. 2011 – May 2012	OEY funds	Progress reports Report cards Improved grades
4. TAKS Prep classes for 7 th – 12 th grades	Teachers Principal	Aug. 2011- May 2012	Local	Improved pass rate on exit-level TAKS
5. Motivational speakers or assemblies addressing problems causing dropouts, pregnancies, drug and alcohol use, etc.	Principal Counselor Student council	Aug. 2011 Feb. 2012 May 2012	Local	Improved drop-out rate
6. List of known dropouts to encourage by phone or letter to enroll in another school	Principal Counselor	Aug. 2011 May 2012	Local	Improved drop-out rate
7. Inform students about career opportunities.	Principal Counselor Family/career management teacher Careers teacher	Aug. 2011 May 2012	Curriculum (TEKS) internet SOIC resources	All 7th graders will be required to take Careers (Skills for Living) All seniors will be required to take Family/Career Management
8. Juniors will attend Amarillo College's Career Day	Principal Counselor	March 2012	Local	Extra-Curricular attendance list

**Happy Independent School District
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Goal 11	Happy ISD will educate each student in Middle School through High School with information on higher education opportunities.
Objective:	100% of the Happy ISD high school students will receive information on career and college opportunities.
Needs Assessment	Student graduation plans
Summative Evaluation	Sign in sheets with counselor, Plan score results, Scholarship awarded

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Make available admission and financial aid opportunities.	Principal Counselor Senior Transition instructor	Aug. 2011 May 2012	College Board Internet College/Financial Aid Night materials Colleges upon request	Number of students searching for colleges and financial aid increases Number of students attending College/Financial Aid Night increases All seniors required to take Senior Transition
2. Each sophomore will take the PLAN, and each junior will be given the opportunity to take the PSAT.	Counselor	Oct. – Dec. 2011	General Funds PLAN/PSAT handouts for students and parents	Each sophomore will have a PLAN score to predict performance on ACT Optional juniors will have PSAT scores.
3. Inform students of Texas Grant, Teach Grant, and federal grant programs.	Counselor Senior Transition instructors	Aug. 2011 May 2012	Texas Grant brochures Free Application for Federal Student Aid Four-year planning sheets	Number of students applying for grants increases Number of students pursuing Recommended Program increases (eligibility for Texas Grant)

Happy Independent School District 2011-2012

Goal 12	Happy ISD will provide activities to each student who meets the criteria for Migrant Education K -12
Objective:	100% of the Happy ISD Migrant students K-12 will be provided educational opportunities consistent with Title 1 part C requirements.
Needs Assessment	Migrant Records; Qualification Criteria
Summative Evaluation	Data records maintained by Migrant Instructor.

Activity	Person Responsible	Timeline	Resources	Formative Assessment
1. Identify and Recruit migrant children.	Principal Migrant Instructor	June 2011 July 2012	Texas Manual for the ID. and Recruitment of Migrant Students.	Number of students ID
2. Encode all required data into the NGS and conduct all activities related.	Migrant Instructor	June – July 2011	NGS Guidelines	Checklists of data entry.
3. Determine needs, identify resources, provide access to resources, and monitor follow-up activities.	Migrant Instructor	Aug. 2011 Nov. 2012	State MEP Documents	Log Template obtained from the state
4. Provide summer activities to student who failed TAKS for remediation purposes.	Migrant Instructor	May 2011-Aug. 2011	Results of TAKS data	TAKS Data with study guide
5. Provide opportunities for secondary students to receive credit recovery for on-time graduation and not to interfere with core subjects.	Principal, Migrant Instructor and Counselor	Aug. 2011-May 2011	A Plus	Data from Management Systems
6. Provide Middle School Students; learning and study skills strategies, easy access to homework assistance, family information to access homework assistance.	Principal, Counselor. And Counselor	Aug.2011-May 2012	Study Guides from State, A Plus, Counselor tips	Documented roles from student requesting services.

Goal: 12	Happy ISD will provide activities to each student who meets the criteria for Migrant Education K-12
Objective:	.
Needs Assessment	Migrant Records; Qualification Criteria

Activity	Person Responsible	Timeline	Resources	Formative Assessment
7. Provide information to staff for timely recognition and take appropriate intervention for academic and non-academic concerns for middle school students.	Principal Migrant Instructor	Aug. 2011 May 2012	Document meeting times with sign-in sheets.	Sign in sheets.
8. Provide information to parents of 7- 8 students on how to access resources for student interventions.	Migrant Instructor, Counselor	June. – July. 2012	NGS Guidelines, Resource Packet	Checklists of student data.
9. Coordinate with the TMIP and school staff to ensure that any migrant student, 3-11, failing any part of TAKS can assess summer remediation.	Migrant Instructor	June 2012 Aug. 2012	Documented TAKS failure and enrollment sheets.	Class sign ins.
10. Coordinate with TMIP during summer months in order to serve students from Texas who may attend out-of-state summer migrant programs.	Migrant Instructor	June 2012- Aug. 2012	Results of TAKS data	TMIP Guidelines.
11. Designate into the MGS a district contact person during the summer, to provide student record information.	Principal, Migrant Instructor and Counselor	Aug. 2011	Name of Contact Person	Data from Migrant files. NGS submission
12. Complete MEP report w ESC and enter into PEIMS data.	Migrant Instructor	June30.2012	State Template	PEIMS data submission, MEP report.

The members of the District Site Base Committee have studied student performance, state legislative law, TEA mandates, and the overall function of the school district. The goals and objectives in this plan are to improve student performance toward the state mandated educational goals and objective. The following committee members have participated in this planning process.

Dr. Billy Howell, Superintendent

Jody Johnson, Campus Administration

Rick Bloodworth, Business/Parent

Laura Bow, Elementary Teacher/Parent

Doug McCause, Campus Administrator

Preston Tirey, Secondary Teacher

Judy Shipman, Business

Tina McNeill, Elementary Teacher