

**Hudson Independent School District**  
**District Improvement Plan**  
**2013-2014**

# Mission Statement

*Hudson Independent School District fosters a community of life-long learners by providing an environment that builds self worth, integrity, and respect for diversity while striving for academic and social excellence.*

## ***Parameters for Hudson ISD:***

*All actions will be ethically and legally appropriate.*

*We will require excellence in all aspects of the district.*

*Nothing will take precedence over the safety and well-being of the students and staff of HISD.*

*Professionalism and respect are non-negotiable.*

# Core Beliefs

## ***We believe:***

*All stakeholders are responsible for the education of our students.*

*Students learn best when a variation of learning methods are provided.*

*Students need to be lifelong learners in order to be productive members of society.*

*Positive relationships are the foundation for success.*

*Every child has value and possesses diverse abilities and talents.*

*Individuals need a safe, secure and supportive environment to be productive, creative, and successful.*

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# Comprehensive Needs Assessment

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:






# Goals

**Goal 1: Digital Learning-** To improve the learning environment, Hudson ISD will provide competent instructors producing creative lesson designs emphasizing critical thinking and application, while also meeting the social and emotional needs of all students.

**Performance Objective 1:** Lesson designs incorporating digital technologies twice per each nine-week period will be documented in the lesson plan to aid students in research and real-world problem solving.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Hudson ISD Dept. of Technology will perform an annual assessment of existing technology and infrastructure, report these findings, and make suggestions to future upgrades.	Rick Lawrence, Director	Written report and proposal to campus administration and/or school board as necessary.				
2) Each campus will develop an Technology Needs Assessment, focusing on software/application needs to continue integration of technology into instruction.	Campus Principals Instructional Technology Specialist	The Technology Needs Assessment will be presented during scheduled principals' meetings.				
3) The district technology committee will review findings from annual assessments and prioritize funding requests for proposed projects.	Asst. Supt.; Supt; Instr. Tech. Specialist; Curr. Director; other district/campus personnel	A prioritized listing of needs will be made with suggested funding sources.				
4) Hudson ISD will continue to suggest and provide best-practice applications for teachers to use. The interactive listing will be updated continuously and available through the district website.	Instructional Technology Specialist; Curriculum Director	Information will be available anytime for teachers and will include a method for teacher input.				
5) Hudson ISD will host the 3rd annual Technology Showcase, where teachers and other staff will participate in a district-wide conference to share various instructional practices using the latest technology.	Campus Principals; Instructional Technology Specialist; Curriculum Director; District Teachers; Asst. Superintendent	Annual Conference will be held January 20, 2014				
6) Selected staff will attend TCEA and share new information with other district employees.	Asst. Superintendent; Instructional Technology Specialist; Curriculum Director	Staff may apply for TCEA. Those selected will attend the conference February 4-7, 2014.				

7) All HISD teachers will complete the required competency levels. New teachers will complete levels 1-2; Returning staff will complete level 4.	Campus principals; Instructional Technology Specialist; Asst. Superintendent	100% of staff will be in compliance prior to the last day of instruction.				
 = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished						

**Goal 2: Learning Standards: To transform students into creative thinkers with appropriate personal soft-skills, Hudson ISD will provide meaningful and enjoyable learning experiences throughout the entire year that are aligned to standards and include student choice, interest, and real-world relevancy.**

**Performance Objective 1:** Students will be engaged in weekly activities that incorporate choice and personal interest that is relevant to the real-world, while developing soft-skills needed for tomorrow’s job market.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Selected math teachers will participate in the Region 7 Mathematics TEKS Support program, where teachers will collaborate and meet throughout the year to better understand the new TEKS and create activities that will be shared with other professionals.	Asst. Supt; District Curriculum Director; various K-8 teachers	Teachers will attend online sessions and several face-to-face sessions at ESC 7.				
2) Campus staff will be provided instructional planning time throughout the year to develop cross-curricular lessons with real-world application and for technology implementation/integration.	Curriculum Director; Campus Administration; Asst. Supt.	Time will be provided during 'early release days' for appropriate staff development.				



**Goal 3: Assessments for Learning: Hudson ISD will create assessment guidelines that will be continuous and informative reflecting student needs, learning styles and individual growth.**

**Performance Objective 1:** Multiple assessment practices will be used each 9-week period that indicates a student's strengths/weaknesses with plans for intervention and/or extension of their learning.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Each campus will continue to administer 9-week assessments in core and elective academic areas; these assessments will be approved by campus administration with support from district personnel as needed; all assessments will include higher order/level 3 questioning.	Campus principals; District Curriculum Director; Asst. Supt.; Teachers.	Teachers will design and submit effective/appropriate tests and question analysis document to campus principals.				

**Goal 3:** Assessments for Learning: Hudson ISD will create assessment guidelines that will be continuous and informative reflecting student needs, learning styles and individual growth.

**Performance Objective 2:** Teachers will give students feedback from two authentic assessments during the 2012-2013 school year that help the student self-monitor and understand learning progress.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Teachers will utilize authentic assessments created by Texas Resource System or by teachers.	Campus principals; teachers; Curriculum Director	Authentic assessments will be used and graded using a designed rubric tool.				

**Goal 3: Assessments for Learning:** Hudson ISD will create assessment guidelines that will be continuous and informative reflecting student needs, learning styles and individual growth.


**Performance Objective 3:** At least one assessment each semester will include a component that measures student growth, as related to soft-skills and appropriate communication.

**Summative Evaluation:**

**Goal 4: Accountability:** Hudson ISD will partner with all stakeholders to create a value-added educational system that creates an atmosphere of learning and an environment in which all students can flourish.

**Performance Objective 1:** Campuses will foster environments that showcase student success in innovative ways and encourage students to take pride and ownership in their education as observed in monthly showcase activities.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Each month, students from one of the four campuses will present 21st Century skills used in the classroom and specific projects to the Board of Trustees at the regularly scheduled board meetings.	Supt; Campus Principals; Students	Special report will be on each board agenda				
2) HISD will continue partnerships with local businesses to expand and integrate strategies to prepare learners for desired outcomes.	Supt.; Asst. Supt; Lufkin Chamber; Local Superintendents.	Annual Education Summit will be held on November 13, 2013.				
3) HISD and each campus will report quality educational outcomes in the Community-Based Accountability Measures document. This document will be in addition to report on state level accountability.	Campus Principals; Supt.; Asst. Supt.	Community-Based Accountability Report will be presented to school board and will be posted on the district website.				
						

**Goal 5: Organizational Transformation: Hudson ISD will empower staff and students to be productive 21st Century members by focusing on students' interests and encouraging self-directed learners.**

**Performance Objective 1:** District administrators will begin to implement flexible schedule planning throughout the 2012-2013 school year with those concepts being put into place during the 2013-2014 school year.

**Summative Evaluation:**

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) HISD will continue to build the capacity of staff to effectively implement blended and flipped classrooms. Professional development opportunities will be provided throughout the year.	Campus Principals; classroom teachers; Curriculum Director	Teachers will document new instructional strategies in lesson plans. Professional development summary reports will indicate participation of campus staff.				
2) HISD will continue to explore options of looping grade levels and leveling instructional settings. Peavy Primary will begin pilot program with two classes for 2013-2014.	Curriculum Director; Peavy Principal; Asst. Supt.	Schedule will show the pilot program for 2013-2014. Effectiveness report will be completed in May 2015.				
3) HISD will continue to gather various data using Learning Walks to establish baselines and needs assessment to guide instructional transformation for all campuses.	All Campus Admin	Data will be recorded using Eduphoria and reviewed at scheduled principal meetings.				

## 2013-2014 Site-Based Decision Making Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>	<b>Signature</b>
Administrator	Andres Mijares	HS Asst. Principal	
Classroom Teacher	Jenny Capps	Sped Peavy Teacher	
Classroom Teacher	Rosey Evans	ESL MS Teacher	
Classroom Teacher	April Lopez	Gen Ed HS Teacher	
Classroom Teacher	Glenda Merrell	Gen Ed Bonner Teacher	
Classroom Teacher	Beverly Pena	Reading Specialist:Peavy Teacher	
Classroom Teacher	Kim Ray	Gen Ed MS Teacher	
Classroom Teacher	Amanda Smith	Sped HS Teacher	
District-level Professional	Donny Webb	Asst. Superintendent	
District-level Professional	Mary Ann Whiteker	Superintendent	
Parent	Shanna Carriere	Bonner Parent Rep	
Parent	Delia Hickman-Crager	Peavy Parent Rep	

# Addendums