



Hereford Independent School District Board of Trustees  
Vision Statement

**The vision of the Hereford ISD Board of Trustees is to provide the resources necessary for the district to pursue its educational vision:**

**The Vision for Hereford ISD is to see that ALL students will:**

- C** Communicate effectively
- H** Have positive relationships
- I** Incorporate critical thinking skills
- L** Learn to respect differences
- D** Develop into responsible, productive citizens

**All means All**



Hereford Independent School District Board of Trustees  
2009-2010 Board Goals

**I. AEIS Goals 2009-2010**

**Student Proficiency in Reading Targets**

1. Considering the accountability rating for Reading will include the TAKS Accommodated tests for the first time, the TAKS Reading proficiency rate will maintain no less than Recognized status for all AEIS student groups.

2009-2010 Minimum Targets:

- a. All Students = 80%
  - b. Hispanic students = 80%
  - c. White students = 80%
  - d. Econ Disadvantaged students = 80%
2. The district will achieve Gold Performance Acknowledgement.
  3. The district will provide a focused data analysis to each campus that shows the relationship among ability and achievement measures.
  4. The district will utilize the analysis to develop and implement a comprehensive plan to close the achievement gap among populations in Reading.

**Student Proficiency in Writing Targets**

1. Considering the accountability rating for Writing will include the TAKS Accommodated tests for the first time, the TAKS Writing proficiency rate will maintain no less than Exemplary status for all AEIS student groups.

2009-2010 Minimum Targets:

- a. All Students = 90%
  - b. Hispanic students = 90%
  - c. White students =90%
  - d. Econ Disadvantaged students =90%
2. The district will achieve Gold Performance Acknowledgement.
  3. The district will provide a focused data analysis to each campus that shows the relationship among ability and achievement measures.

### **Student Proficiency in Mathematics Targets**

1. Considering the accountability rating for Mathematics will include the TAKS Accommodated tests for the first time, the TAKS Math proficiency rate will maintain no less than Recognized status for all AEIS student groups.

2009-2010 Minimum Targets:

- a. All Students = 80%
  - b. Hispanic students = 80%
  - c. White students = 80%
  - d. Econ Disadvantaged students = 80%
2. The district will achieve Gold Performance Acknowledgement.
  3. The district will provide a focused data analysis to each campus that shows the relationship among ability and achievement measures.
  4. The district will utilize the analysis to develop and implement a comprehensive plan to close the achievement gap among populations in Mathematics.

### **Student Proficiency in Science Targets**

1. For all AEIS student groups the TAKS Science proficiency rate will maintain no less than Recognized status for all AEIS student groups.

2009-2010 Minimum Targets:

- a. All Students = 80%
  - b. Hispanic students = 80%
  - c. White students = 80%
  - d. Econ Disadvantaged students = 80%
2. The district will achieve Gold Performance Acknowledgement in Science.
  3. The district will provide a focused data analysis to each campus that shows the relationship among ability and achievement measures.
  4. The district will utilize the analysis to develop and implement a comprehensive plan to close the achievement gap among populations in Science.

### **Student Proficiency in Social Studies Targets**

1. For all AEIS student groups the TAKS Social Studies proficiency rate will maintain no less than Recognized status for all AEIS student groups.

2009-2010 Minimum Targets:

- a. All Students = 80%
  - b. Hispanic students = 80%
  - c. White students = 80%
  - d. Econ Disadvantaged students = 80%
2. The district will achieve Gold Performance Acknowledgement.
  3. The district will provide a focused data analysis to each campus that shows the relationship among ability and achievement measures.

### **College Readiness Targets**

1. The rate of students taking a college entrance exam for all students and all AEIS student groups will maintain or increase such that:
  - a. the measure is at least 50% for all students and all AEIS populations; and
  - b. the participation gap among populations will reduce.
2. The rate of students taking AP exams for all students and all AEIS student groups will maintain or increase such that:
  - a. the measure is at least 8% for all students and all AEIS populations; and
  - b. the participation gap among populations will reduce.
3. The graduation rate for all students and all AEIS student groups on RHS or DAP plans will maintain or increase such that:
  - a. the measure is at least 70% for all students and all AEIS populations; and
  - b. the participation gap among populations will reduce.

### **Dropout Rate**

#### **Target**

Achieve Exemplary status for all students and all AEIS student groups.

- a. <1.8% as reported for grades 7 and 8.

### **Completion Rate**

#### **Target**

Achieve Exemplary status for all students and all AEIS student groups.

- a. 95%

### **Career Education Proficiency in Industry/Professional Skills/Workplace Communication Skills/General Workplace Skills Targets**

1. Increase the number of certification attempts in
  - a. Automotive Service Excellence Certification
  - b. Cosmetology License
  - c. Emergency Medical Technician - Basic
  - d. Certified Nurse Assistant
  - e. Pharmacy Technician
  - f. ServSafe
  - g. Extension Food Protection Certification
  - h. Security Services – Security Guard non-weapon
  - i. County Jailer Certification
  - j. MOUS Certification
  - k. Agriculture- Artificial Insemination Certification
  - l. American Welding Society SENSE Certification
  - m. OSHA Career Safe (5 and 10 hour cards)
  - n. NCCER Building Trades Certification
  - o. CPR Instructor Certification for students age 18
2. Expand course offerings to meet enrollment demand.

## II. 2009-2010 Hereford ISD Goals

The Hereford ISD Board of Trustees will provide the resources that will allow the district to meet the expectations of the state, maintain a high level of service to students and staff, and excel in achieving the 2008-2010 goals established by the Hereford ISD District Leadership Team.

### **GOAL 1 – Consistent core-math program K-12**

- Objective 1.1 District will seek out and implement a K-12 screening, progress monitoring, and diagnostic program.
- Objective 1.2 Math Committee will design a focus group that will collect data from each campus involving all stakeholders on each campus.
- Objective 1.3 Hereford ISD will research and implement a core K-12 mathematics program.

### **GOAL 2 – Plan to retain teachers in the district (Math – Science)**

- Objective 2.1 Grow your own Program of Math & Science Teachers

### **GOAL 3 – Anti-bullying program – district wide**

- Objective 3.1 District will adopt a district wide bully program
- Objective 3.2 District will train all staff on adopted bully prevention program
- Objective 3.3 HISD staff will apply techniques of Olweus Bully Prevention Program

### **GOAL 4 – Science labs at every campus with a teacher to facilitate the lab (science/math emphasis)**

- Objective 4.1 Establish feasibility group to study costs, resources, space, personnel, professional development, departmentalizing in 4th/5th gr.
- Objective 4.2 With shortage of certified Sci/Math personnel and HISD commitment to "home grow" our own, use instructional aides who commit to these areas (goals) to be lab facilitator.
- Objective 4.3 Implement labs at campuses with secured personnel

### **GOAL 5 – Cameras at all campuses (safety)**

- Objective 5.1 Install Security Cameras at all Campuses