

# Marilyn Janice Miller Elementary

Lake Worth Independent School District

Campus Plan

2011 – 2012



Dive In!

## Comprehensive Needs Assessment

The following sources were reviewed to assess the campus' strengths and priorities:

- Disaggregated student assessment information (TAKS, Benchmarks, TELPAS, TPRI, and MAPS)
- AEIS
- Student demographics
- Staff Development records
- Attendance records
- Staff surveys
- Parent surveys

Identified Strengths:

- Staff development of our bilingual team in the Dual Language One Way model
- TELPAS scores indicate that the students who remained in the Bilingual program performed better in English listening, speaking, reading and writing than those who denied bilingual services and participated in the ESL program.
- Bilingual 3<sup>rd</sup> grade class passed Math TAKS at 81% (five points higher than the grade level's score)
- 4<sup>th</sup> grade scores improved to a three year high of 74% in math. An eight point gain from the previous year.
- Bilingual scores were high in 4<sup>th</sup> grade: Reading – 85%; Writing – 95%
- Overall math scores improved six points from the previous year
- Commended scores in Bilingual 3<sup>rd</sup> grade Reading – 41%
- Commended scores in 3<sup>rd</sup> grade: Reading – 26%; Math – 21%
- Commended scores in 4<sup>th</sup> grade: Reading – 26%; Math – 32%; Writing – 20%
- Discipline referrals remain the lowest in the district
- Parent surveys show that Fiesta Nights and PTO programs are very successful and well attended

Identified Areas of Concern:

- Reading scores on TAKS have been declining for the past four years. This was our first year to use the CSCAPE L/A curriculum
- LEP scores continue to be several points lower than non-LEP students in Reading
- Math scores continue to be significantly below the state average
- Mathematical tools and processes continues to be our lowest area on the TAKS
- Writing was in the Recognized range (82%), but there was a 10 point loss from last year's TAKS scores
- Only a small portion of parents have internet access in the home

**Summary:**

The success of Marilyn Janice Miller Elementary will be based upon the relationships our staff makes with the students and parents. A parent volunteer room will be updated with specific procedures communicated with the community in several forms of media. Activities that welcome the parents to the school will continue to be developed (ex. Fiesta Nights, Morning Coffee with the Principal). Based upon accountability assessments, the success of this campus continues to be determined by the success of our 90% Hispanic population and 98% low socioeconomic population. The Engagement Model and CSCOPE implementation, which are based upon enriching lessons, will be utilized to raise the motivation, participation, and success of the students. The Response to Intervention (RtI) team and the Professional Learning Communities (PLC) will take TELPAS, TAKS, unit test from CSCOPE and all other assessment data to daily target our at-risk students who are struggling with language, reading comprehension, and mathematical processes. Staff development in CSCOPE, Dual Language, the daily 5, Engagement Model and RtI strategies will be given the highest priority as well as materials needed to implement these lessons and strategies successfully. The campus will implement book studies on Reading and quality questioning strategies in order to stop the current trend in scores.

# Site-Based Decision Making Team for 2011 – 2012

**TBD**

**Brent McClain**

**Felicitas Almeda**

**Brandon Geary**

**Tammy Murray**

**Mitzi Martinez**

**Jason Hall**

**Marilyn Woods**

**Ava Castillo-Cantu**

**Suzan Eldridge**

**Tracey Rogers**

**Brandi Neal**

**Principal**

**Community Member**

**Community Member**

**Parent**

**Parent**

**Business Member**

**Business Member**

**District Representative**

**Kindergarten Teacher**

**2<sup>nd</sup> grade Teacher**

**4<sup>th</sup> grade Teacher**

**Intervention Coach**

Campus Goal I	<b><u>STUDENT LEARNING IS A DISTRICT PRIORITY:</u> ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>							
Target	The Campus will insure that graduating students are capable of being gainfully employed or enrolled in an institute of higher learning or training.							
Performance Objective	I.A.1 The Campus will provide career education opportunities to increase the number of students who attend college or receive post-high school training.							
Summative Evaluation	Parent/Business surveys/ Promotion and Retention Rates							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PI T RS CNA	Career education opportunities for students and parents <ul style="list-style-type: none"> <li>▪ Career Day</li> <li>▪ During Morning Celebrations, examples of successful citizens in different fields will be presented.</li> </ul>	FS BS	All	Counselor	199	May 2012	Survey	Sign-in sheets Career Day schedules

**School wide Components = SW Comp.**

CAN	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	/T/	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

## Needs Assessment

AEIS= Academic Excellence Indicator System; TPRI = Texas Proficiency Reading Inventory; SS= Student Survey; PS= Parent Survey; DR= Discipline Report; FS= Faculty Survey; A/S= ACT/SAT Survey; AC= Advanced Courses; TE= Teacher Experience; SD= Staff Development; TS= Technology Survey; BS= Business Survey; CS= Community Survey

## Special Populations

GT= Gifted/Talented; LEP= Limited English Proficient; AR= At Risk; SE = Special Education; ED= Economically Disadvantaged; ALL= Every Student

Campus Goal I	<b><u>STUDENT LEARNING IS A DISTRICT PRIORITY:</u> ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>							
Target	The Campus will insure that graduating students are capable of being gainfully employed or enrolled in an institute of higher learning or training.							
Performance Objective	I.A.2. The Campus will provide advanced academics for students.							
Summative Evaluation	STAAR and academic records of identified students and surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA PCI	G/T program will enrich classroom instruction: <ul style="list-style-type: none"> <li>▪ Enrichment materials for depth and complexity in the classroom curriculum</li> <li>▪ <b>Provide required training to certify teachers</b></li> <li>▪ Screen population for GT</li> <li>▪ <b>Provide screening process that allows ELL students to demonstrate their gifted intelligence</b></li> </ul>	CNA	G/T	G/T Coordinator	199/\$400	May 2012	FS	STAAR Report Cards

Campus Goal I	<b><u>STUDENT LEARNING IS A DISTRICT PRIORITY:</u> ALL STUDENTS WILL BE RESPONSIBLE, LIFE-LONG LEARNERS THROUGH RESEARCH-BASED INSTRUCTION IN A CONTIGUOUS AND BALANCED CURRICULUM.</b>							
Target	Target I.B. The Campus will insure that students will be self-disciplined citizens and capable decision makers.							
Performance Objective	I.B.1 The Campus will implement programs to decrease discipline infractions and increase student self-confidence							
Summative Evaluation	Discipline records							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA	Character education instruction to improve student choices: <ul style="list-style-type: none"> <li>▪ Parent Compact</li> <li>▪ Parent training in Love and Logic components</li> </ul>	NCLB CNA	ALL	Principal Counselor Assistant Principal	199	May 2012	DR Attendance records	DR

	<ul style="list-style-type: none"> <li>Focus on the Great Expectations' 8 Expectations for Living</li> </ul>							
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Target	Target I.B. The Campus will insure that students will be self-disciplined citizens and capable decision makers.							
Performance Objective	I.B.2. The Campus will instruct students regarding self-responsibility and safe choices.							
Summative Evaluation	Discipline records and parent and student surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA	<ul style="list-style-type: none"> <li>Small group sessions will teach social skills and self-responsibility.</li> <li>Students will present 8 Expectations during Morning Celebrations.</li> <li><b>Behavior Response team will work with the Intervention team</b></li> </ul>	DR CNA	ALL	Counselor Assistant Principal	199/\$500	May 2012	DR	DR

**School wide Components = SW Comp.**

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

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Target	Target I.C. The Campus will minimize barriers and create in our diverse population a value for education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.							
Performance Objective	I.C.1. The Campus will increase the percentage of students who pass all core subject areas.							
Summative Evaluation	AEIS reports, academic records, STAAR							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PD RS	Professional Learning Communities (PLC) will develop plans to increase the quality of instruction in all core subject areas: <ul style="list-style-type: none"> <li>▪ Professional Learning Communities will act upon data to ensure alignment with CSCOPE and success of all</li> <li>▪ Book studies in areas of need – ex. The Daily 5</li> </ul>	AEIS TPRI	ALL	Principal Teachers Intervention Coach	199 211	May 2010	AEIS TPRI MAPS	AEIS
CNA M PCI T A	Identify students with Language Learning needs and seek appropriate placement into our ESL/Bilingual program. <ul style="list-style-type: none"> <li>▪ Testing materials of OLPT, Woodcock-Munoz, and Stanford</li> </ul>	Home Language Survey TELPAS	LEP	Principal ESL/Bilingual Coordinator	199/\$100	Aug. 2009 May 2010	OLPT Woodcock-Munoz LPAC	LPAC
PCI T A M CNA	The RtI Team will meet to develop educational interventions for at risk students based upon data collected at PLC meetings	Attendance records Report Cards RtI data	ALL	RtI Coordinator Principal Teachers	199 211	May 2010	TPRI TE DR Benchmarks Unit tests	RTI minutes Number of Referrals to Sp. Ed.
M PCI CNA T	Background knowledge will be built through: <ul style="list-style-type: none"> <li>▪ Sustained Silent Reading (FROG Time)</li> <li>▪ Academic Vocabulary notebooks</li> <li>▪ The Daily 5 model</li> </ul>	CNA	All	Principal Teachers	199	May 2010	Benchmarks	Lesson plans Reading Counts report AEIS

A M RS PD PCI T CNA	Increase math scores: <ul style="list-style-type: none"> <li>▪ Target Math</li> <li>▪ Kamico games</li> <li>▪ Study Island</li> <li>▪ Brain Pop</li> <li>▪ Math enrichment games and books</li> <li>▪ CSCOPE</li> <li>▪ <b>Title 1 tutor will focus on at-risk students in the 3<sup>rd</sup> and 4<sup>th</sup> grades</b></li> </ul>	AEIS CNA	All	Principal Teachers RtI team <b>Title 1 tutor</b>	199/\$1,500	All year	Benchmarks Lesson Plans	Classroom Assessments
A M RS CNA T PD	Increase Reading scores: <ul style="list-style-type: none"> <li>▪ Implement the Daily 5 model</li> <li>▪ Increase the selection of library books that are within a students' lexile range</li> </ul>	AEIS CNA	All	Principal Teachers Intervention Coach	199/\$1,250	All year	Benchmarks	Budget report Lesson plan Walk throughs

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Target	Target I.C. The Campus will minimize barriers and create in our diverse population a value for education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.							
Performance Objective	I.C.2. The Campus will improve student achievement by providing effective, timely additional assistance to all students.							
Summative Evaluation	STAAR, TPRI and benchmark test academic records							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA PCI M R/R T A	LEP students will be provided instruction through ESL and Bilingual Services: <ul style="list-style-type: none"> <li>ESL teaching strategies</li> <li>Bilingual Services are provided in PK4 through 4<sup>th</sup> grade in a Dual Language/One Way Model</li> <li>Bilingual/ESL reading material will be added to Library</li> </ul>	TPRI SD FS TELPAS	LEP	ESL Coordinator Bilingual/ESL certified teachers Principal Librarian	199/\$3,000 263	May 2012	OLPT Woodcock-Munoz Stanford	Bilingual Federal report LPAC minutes Staff roster AYP
CNA PI PD	Students attendance goal of 96% will be achieved through: <ul style="list-style-type: none"> <li>Student recognitions of outstanding effort (painting the mural)</li> <li>Prizes for perfect attendance</li> </ul>	AEIS PS SS	ALL	Principal Attendance Clerk Assistant Principal	199/\$300 PTO	Every 6 weeks	Surveys from parent & students	ADA report Attendance Committee Report
CNA M PCI T A	The RtI team will monitor student growth and provide additional classroom assistance for students. Progress will be monitored every two weeks through PLC meetings.	Retention reports TELPAS TPRI AEIS	ALL	Principal Teachers RtI Coordinator	199	Daily	Benchmarks Report Card TPRI	At-Risk Evaluation LPAC Minutes Intervention Plans

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Target	Target I.C. The Campus will minimize barriers and create in our diverse population a value for education and the ability to master the Texas Essential Knowledge and Skills (TEKS) in a student-centered learning environment.
Performance Objective	I.C.3. The Campus will provide a variety of instructional opportunities in enrichment areas.
Summative Evaluation	Student and parent surveys and participation.

SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI PI CNA	Implementation of District scope and sequence in all enrichment areas: <ul style="list-style-type: none"> <li>▪ The P.E. department will utilize the C.A.T.C.H. program. Additional equipment will be purchased for recess games Games painted on playground (ex. 4 Square, World Map) Marathon challenge</li> <li>▪ Music will utilize the Kodaly method as the primary instructional strategy. A 3<sup>rd</sup> and 4<sup>th</sup> grade choir will be maintained.</li> <li>▪ Art will utilize the Disciplined Based Art Education, which incorporates art history, aesthetics, critiquing, and art production</li> <li>▪ The Library/Media Services will work with teachers to provide materials in order to create a love of reading and assist teachers with the development of their lessons. Reading Counts awards will be used as incentives for reading.</li> </ul>	CNA	All	Principal  PE coach  Music teacher  Art teacher  Librarian	199/\$2,200	All year	Reading Counts Fitnessgram test Report Cards	Lesson plans Fitnessgram Wellness report

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Target	Target I.D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.							
Performance Objective	I.D.1 The Campus will review and revise the technology plan to determine services and equipment needs.							
Summative Evaluation	S.T.A.R. Report and client surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI CNA	<p>The Technology Committee will inform and involve all stakeholders.</p> <ul style="list-style-type: none"> <li>▪ They will review and revise technology plan and campus goals/initiatives</li> </ul> <p>They will make recommendations to the principal and SBDM team Campus budget will be developed to address the priorities of the needs assessment</p> <ul style="list-style-type: none"> <li>▪ The Technology Committee will do a needs assessment and report to the SBDM team</li> </ul>	CNA	All	Technology committee Principal SBDM	199 411	March 2012	S.T.A.R. Report	Minutes of meeting

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Target	Target I.D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.							
Performance Objective	I.D.2 The Campus will ensure annually that all students master grade-level appropriate technology TEKS.							
Summative Evaluation	S.T.A.R. Report							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI CNA	Teachers will utilize the technology TEKS to assign lessons that authentically assess the students' abilities	CNA	All	Teachers	199 411	All year	S.T.A.R. Report	Lesson Plans PDAS

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Target	Target I.D. Through quality instruction in the technology TEKS, the Campus will prepare students to live in a technologically advanced world.
Performance Objective	I.D.3. The Campus will monitor the implementation of technology in core subject areas.
Summative Evaluation	<b>S.T.A.R. Report</b>

SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI	<p>Teachers will provide instruction that utilizes technology:</p> <ul style="list-style-type: none"> <li>▪ Direct instruction and the opportunity for individual and group projects that utilize technology</li> <li>▪ TEKS instruction will be done in the classroom and the computer lab</li> <li>▪ Interactive boards will be utilized by trained teachers</li> </ul> <p>Students will demonstrate competencies appropriate to their age by:</p> <ul style="list-style-type: none"> <li>▪ using software appropriately</li> <li>▪ demonstrating ability to utilize technology to access information and search topics on the world wide web</li> <li>▪ creating products that reflect their ability to access and manipulate data</li> </ul>	CNA	All	Teachers Principal	199 411	All year	Budget reports Lesson plans PDAS Webpage reviews	Lesson plans PDAS

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Target		Target I.E. The Campus will design programs and implement strategies to insure all students pass all sections of the appropriate state-mandated assessments.						
Performance Objective		I.E.1. The Campus will implement programs and training based on research.						
Summative Evaluation		TELPAS and STAAR						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
CNA RS T PCI	Implementation of innovative instructional strategies for school-wide reform like: <ul style="list-style-type: none"> <li>▪ Bilingual Dual Language One Way program</li> <li>▪ The Engagement Model lesson plan from Dr. Gomez and Dr. Gomez</li> <li>▪ <b>The Daily 5</b></li> <li>▪ ESL enrichment in the classroom</li> <li>▪ GT enrichment in the classroom</li> <li>▪ CSCOPE</li> <li>▪ The Writing Academy</li> <li>▪ Ruby Payne – Understanding Poverty</li> <li>▪ Love and Logic</li> <li>▪ Great Expectations</li> <li>▪ 3 Tiered Intervention Plan</li> <li>▪ SRA Reading Intervention plan</li> <li>▪ Building Academic Vocabulary</li> <li>▪ Sustained Silent Reading (FROG Time)</li> <li>▪ Thinking Maps</li> <li>▪ Study Island</li> <li>▪ <b>Lectura</b></li> <li>▪ Brain Pop</li> <li>▪ <b>Reading Eggs</b></li> </ul>	AEIS DR TPRI FS TPRI	All	Principal Teachers RtI coordinator ESL/Bilingual coordinator	199/\$3,000 263	All year	Benchmarks OLPT Woodcock-Munoz TPRI	Lesson plans PDAS LPAC agendas RtI minutes

Campus Goal II	<b><u>GOAL II – STAFF QUALITY IS A DISTRICT PRIORITY:</u></b> THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.							
Target	Target II.A The Campus will insure that fully certified, highly qualified staff members are attracted and retained in the District							
Performance Objective	II.A.1. The Campus will recruit and hire fully certified, highly qualified teachers.							
Summative Evaluation	Percent of teachers meeting the federal definition of “ highly qualified”							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
HQ R/R	<b>A 4<sup>th</sup> grade Bilingual teacher will be added for the 2011 – 2012 school year.</b>	CNA	All	Deputy Supt. Principal	District Funds	All year	HQ report of Bilingual staff	Staff roster HQ report

Campus Goal II	<b><u>GOAL II – STAFF QUALITY IS A DISTRICT PRIORITY:</u></b> THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.							
Target	Target II.B. The Campus will provide incentives to attract and retain high quality staff and elevate morale.							
Performance Objective	II.B.2. The Campus will improve job satisfaction to reduce turnover rate to less than 20% within three years.							
Summative Evaluation	Teacher retention rates							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
R/R	Staff quality will be recognized and celebrated: <ul style="list-style-type: none"> <li>▪ Recognitions of birthdays and special events</li> <li>▪ Payday luncheons</li> <li>▪ Recognitions before the Board</li> <li>▪ Teacher Appreciation Week</li> </ul>	TS	All	Hospitality Committee Principal  PTO	199/\$200	All year	Reduction in turnover rate Staff surveys	Hospitality Committee minutes PTO minutes

R/R HQ PD	<p>Leadership training for staff team building</p> <ul style="list-style-type: none"> <li>▪ Faculty Meetings</li> <li>▪ Professional Learning Community meetings to review curriculum needs and sharpen skills through book studies</li> <li>▪ Lead Teacher meetings</li> <li>▪ TxBess Mentoring program for all new staff members.</li> <li>▪ Staff Retreat – August 17<sup>th</sup> at Camp Broadway</li> </ul>	TS SD	All	Principal Mentors to new staff	199 255  199/\$125 for Camp Broadway	All year	AEIS Reduction in turnover rate FS	Agenda sign in Mentoring list
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Target	Target II.D. The Campus will use data to evaluate staff needs and performance to insure that exceptional opportunities are provided to meet Campus goals.							
Performance Objective	II.D.1. The Campus will provide staff development based upon campus needs.							
Summative Evaluation	Surveys and all student performance data.							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop	Person(s) Responsible	Resources Human/Material/Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PD R/R M PI CNA	<p>Training will be provided for our teachers in the Bilingual program in two areas:</p> <ul style="list-style-type: none"> <li>▪ Bilingual Learning Centers</li> <li>▪ Dual Language/One Way training through Dr. Gomez for new staff</li> </ul> <p>Training will be provided for teachers needing ESL/Bilingual strategies and certification attainment</p> <p><b>ELPS training for all staff members in order to raise the scores of our ELL population</b></p> <p><b>GT training in order to increase the number of teachers certified in each grade level</b></p> <p><b>Training in higher questioning skills</b></p>	CNA SD	All	Principal ESL/Bilingual Coordinator	<p>263/\$1,000 199/\$150 for Camp Broadway</p> <p>199/\$1,000 for book studies</p> <p><b>199/\$500 for GT training</b></p>	<b>Dec. 2011</b>	Documentation of trainings and attendance FS	Documenta tion of trainings and attendance Lesson plans

<p><b>Counselor will attend conference to increase campuses’ strategies in developing parental involvement</b>  <b>Training on how to utilize interactive boards</b></p> <p><b>Training on the book, “the daily 5” in order to raise reading scores</b></p> <p>Staff Retreat – August 17<sup>th</sup> at Camp Broadway</p>							
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Campus Goal II	<b>GOAL II – STAFF QUALITY IS A DISTRICT PRIORITY:</b> THE DISTRICT STAFF MEMBERS WILL BE HIGH QUALITY, PROFESSIONAL INDIVIDUALS WHO ARE COMMITTED TO THE DISTRICT MISSION AND VISION, AND WHO EXHIBIT HIGH EXPECTATIONS FOR THEMSELVES AND STUDENTS.							
Target	Target II.E. The Campus will insure high quality leaders in all administrative positions.							
Performance Objective	II.E.2. The Campus will promote high expectations and positive attitudes among Campus leaders.							
Summative Evaluation	Faculty, student, parent and community survey.							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PD CNA PI	SBDM team will meet to discuss the campus plan and the goals of the campus.	SD FS	All	Principal SBDM	199	All year	Agendas	SBDM minutes

**School wide Components = SW Comp.**

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

AEIS= Academic Excellence Indicator System; TPRI = Texas Proficiency Reading Inventory; SS= Student Survey; PS= Parent Survey; DR= Discipline Report; FS= Faculty Survey; A/S= ACT/SAT Survey; AC= Advanced Courses; TE= Teacher Experience; SD= Staff Development; TS= Technology Survey; BS= Business Survey; CS= Community Survey

Special Populations

GT= Gifted/Talented; LEP= Limited English Proficient; AR= At Risk; SE = Special Education; ED= Economically Disadvantaged; ALL= Every Student

Campus Goal III	<b><u>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY:</u></b> THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT AND EQUITABLE MANNER TO SUPPORT STUDENT PERFORMANCE AND STAFF QUALITY.									
Target	Target III.A. The Campus will develop a budget to support Campus goals while maintaining fund balance.									
Performance Objective	III.A.2. The Campus will monitor revenue and expenditures to insure appropriate budgeting.									
Summative Evaluation	Balanced budget									
SW Comp	Actions or Implementations			Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI CNA	Monitor budget to ensure appropriate expenditures			AEIS CNA	All	Principal	199	Monthly	Budget reports	Budget reports

Campus Goal III	<b><u>THE CONSCIENTIOUS USE OF RESOURCES IS A DISTRICT PRIORITY:</u></b> THE DISTRICT WILL USE ALL RESOURCES IN AN EFFICIENT AND EQUITABLE MANNER TO SUPPORT STUDENT PERFORMANCE AND STAFF QUALITY.									
Target	Target III.B. The Campus will use budgeted funds to address instructional priorities.									
Performance Objective	III.B.2. The Campus will allocate federal funds and state special revenue funds to supplement instruction.									
Summative Evaluation	Expenditures support campus plan.									
SW Comp	Actions or Implementations			Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI CN A	Based upon needs assessments, the campus shall utilize funds in special programs including but not limited to: <ul style="list-style-type: none"> <li>▪ Title Programs</li> <li>▪ IDEA</li> <li>▪ SCE</li> <li>▪ Pre-K4 year olds</li> <li>▪ Bilingual education</li> <li>▪ LEP Summer School</li> </ul>			CNA	All	Principal	199 263 401 404	Monthly	AEIS and AYP reports on targeted populations OLPT Woodcock-Munoz TPRI	Budget reports

**School wide Components = SW Comp.**

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery	
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration	

Campus Goal IV	<b>CREATING A COMMUNITY OF LEARNERS IS A PRIORITY: STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.</b>								
Target	Target IV.A. The Campus will provide active and meaningful communication between schools, homes, and the community.								
Performance Objective	IV.A.1. The Campus will enhance communications with parents and community members.								
Summative Evaluation	Parent/Business surveys								
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented	
PI CNA	Homework Hotline Morning Coffees with the Principal <b>A Parent/Community Committee will be created to look for ways to improve and increase parent/community involvement</b> <b>Parent Involvement Training</b> <b>Parent Involvement Day</b> <b>Backpack program</b>	PS  BS	All	Principal	199/\$600	Every 6-weeks	PS	District webpage Record of donations	
PI CNA	Fiesta Nights for PK-4 <sup>th</sup> parents to connect the educational goals of the school to the home through fun and educational activities	PS FS	All	Principal Teachers	199 211	Monthly	Number of families participating in the events	Event sign in sheets	

**School wide Components = SW Comp.**

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

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Campus Goal IV	<b><u>CREATING A COMMUNITY OF LEARNERS IS A PRIORITY:</u></b> STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.							
Target	Target IV.A. The Campus will provide active and meaningful communication between schools, homes, and the community.							
Performance Objective	IV.A.2. The Campus will provide printed materials to enhance communications.							
Summative Evaluation	Parent surveys							
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PI CNA	All print communication will be in English and Spanish to meet the needs of our population. Items include but are not limited to: <ul style="list-style-type: none"> <li>▪ Progress reports</li> <li>▪ Report Cards</li> <li>▪ Parent Compact</li> <li>▪ Parental Involvement Policy</li> <li>▪ Campus and teacher newsletters</li> <li>▪ School readiness pamphlets for PK/K</li> <li>▪ AEIS and AYP reports</li> <li>▪ Discipline Reports</li> </ul>	PS	All	Principal	199/\$600	Monthly	Copies of publications	Copies of publications

**School wide Components = SW Comp.**

CNA	Comp. Needs Assess	HQ	Highly Qualified	R/R	Recruit & Retention	T	Transition	M	Assistance for Mastery
RS	Reform Strategies	PD	Prof. Development	PI	Parent Involvement	A	Teacher Inv. In Assess	PCI	Program Coordination & Integration

Needs Assessment

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Campus Goal IV		<b><u>CREATING A COMMUNITY OF LEARNERS IS A PRIORITY:</u></b> STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.						
Target		Target IV.B. The Campus will provide varied and frequent opportunities for parent and community involvement in the schools.						
Performance Objective		IV.B.1. The Campus will provide a variety of opportunities for parent involvement.						
Summative Evaluation		Parent surveys and program evaluations						
SW Comp	Actions or Implementations	Needs Asses s s	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ /Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PI CNA	The campus will provide opportunities through: <ul style="list-style-type: none"> <li>▪ Volunteer training for parents, teachers, and community</li> <li>▪ Parent Involvement Days</li> <li>▪ Fiesta Nights/PTO meetings</li> <li>▪ Adult ESL classes</li> <li>▪ Parent classes on Love and Logic</li> <li>▪ Morning Coffees with the Principal</li> <li>▪ Homework Hotline</li> <li>▪ Parent Involvement Room</li> </ul>	PS	All	Principal ESL/Bilingual Coordinator	199 211 263	All year	Agendas Sign-in sheets PS	Agendas Sign in sheets PS

Campus Goal IV		<b><u>CREATING A COMMUNITY OF LEARNERS IS A PRIORITY:</u></b> STAFF, STUDENTS, PARENTS AND COMMUNITY MEMBERS WILL BE ACTIVE PARTNERS IN THE IMPROVEMENT OF EDUCATION.						
Target		Target IV.C. The Campus will evaluate and report progress on Campus goals in a timely manner to all stakeholders.						
Performance Objective		IV.C.1. The Campus will present evidence of progress toward Campus goals.						
Summative Evaluation		End of the year evaluation of all programs						
SW Comp	Actions or Implementations	Needs Assess	Sp. Pop.	Person(s) Responsible	Resources Human/Material/ Fiscal	Form. Eval Timeline	Formative Evaluation	Documented
PCI CNA RS	The campus will present data from comprehensive needs assessments to the SBDM team	AEIS CNA	All	Principal	199	2 times per year	Minutes of the SBDM meeting	SBDM minutes