

Goose Creek Consolidated Independent School District

Alamo Elementary

2017-2018 Campus Improvement Plan

Accountability Rating: Met Standard

Mission Statement

The entire staff of Alamo Elementary is strongly committed to the belief each student can and will achieve academically regardless of previous academic performance, socioeconomic status, family, race, or sex. We accept the responsibility to provide a program which will enable each student to reach the maximum educational potential; while at the same time helping to develop respect for themselves, others, and our country.

Vision

Alamo Elementary aims for educational Excellence, strong family connections, and development of responsible, self-directed, and respectful individuals.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	6
School Culture and Climate	7
Staff Quality, Recruitment, and Retention	8
Curriculum, Instruction, and Assessment	9
Family and Community Involvement	10
School Context and Organization	11
Technology	12
Comprehensive Needs Assessment Data Documentation	13
Goals	14
Goal 1: Alamo Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.	14
Goal 2: Alamo Elementary will provide a well-balanced and appropriate curriculum to all students.	18
Goal 3: Alamo Elementary, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.	19
Goal 4: Alamo Elementary will provide and maintain a safe and positive learning environment.	20
Goal 5: Alamo Elementary will recruit, develop, and retain highly effective personnel.	21
Goal 6: Alamo Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.	22
Goal 7: Alamo Elementary will provide the technology infrastructure and tools to maximize student achievement.	23
Campus Funding Summary	24

Comprehensive Needs Assessment

Demographics

Demographics Summary

Alamo Elementary is one of twenty-eight schools in Goose Creek CISD and is one of sixteen elementary schools. Alamo Elementary opened its doors in 1929. It began as a neighborhood school and has been in three locations. Alamo Elementary serves grade levels from pre-kindergarten to fifth. Six years ago, 540 students were served by the campus, which is 30% less students than we serve now. Alamo Elementary serves a variety of students in different programs. We are self-contained in the lower grades (PK-1), and departmentalized in the grades 2-5. Teachers are assigned various subjects to teach but are responsible for all content. Additionally, teachers plan together to ensure their lessons are aligned with the TEKS, relevant, and learner centered. Furthermore, Alamo Elementary is home to the NAC, BIP, PASS, SILC, and life skills; the only special program we do not have is PPCD. Housing these programs helps to provide a rich and diverse culture at Alamo Elementary.

Demographics:

Total Enrollment	808
Hispanic	60.66%
Black	19.67
White	14.86
2 or more Races	2.2
Asian	2.2
Native American	.28
American Indian	.14
Economically Disadvantaged	73
Special Education	11
Male	55
Female	45
Mobility Rate	20%
Daily Attendance	96.5
All Incidents/Office Referrals	446
ELL's	201
GT	57
LEP	26%
504	24

Special Ed	8%
Tier I Instruction	100%
Tier II Instruction	15-20%
Tier III Instruction	10-15%

Staff

Total Staff	
Hispanic	38%?
Black	9%?
White	54%?
Male	5%
Female	95%
Average Years of Teaching Experience	10
Highly Qualified	100%
Daily Attendance	94%

The SBDM team looked at last year's program evaluations, survey results, and the following data: CBAs, benchmarks, istation results, RM City results, and STAAR scores.

Demographics Strengths

- Our Bilingual/ESL/New Arrival Center population has been an asset to the campus.

Student Achievement

Student Achievement Summary

Alamo continues to make growth each year. Notable increases were in fifth grade science where we achieved eighty-nine percent passing (English and Spanish combined). Additionally, we ranked first overall in the district in first grade performance.

Student Achievement Strengths

Alamo Elementary markedly improved in the area of fourth grade writing this year (around seventy percent passing). Also, Alamo consistently performs well on fifth grade science, fourth grade math, and fourth grade reading

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Closing the achievement gap for identified groups has not been attained. **Root Cause:** Tutorials started later than expected.

School Culture and Climate

School Culture and Climate Summary

According to the staff survey, discipline management and administrative support regarding student behavior is inconsistent. In regards to the culture, student support and providing a safe work environment, the majority of staff agree that those are evident at Alamo.

School Culture and Climate Strengths

- Family Nights
- Unity Meetings
- After School Tutoring
- Spirit Nights
- STAAR Pep Rally
- UIL Event Involvement
- Staff Involvement
- Discipline referrals have decreased
- RTI process ID's student needs
- PLC's
- Backpack Buddies
- Lunch Buddies

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Alamo has a highly qualified and experienced staff with many knowledgeable individuals to help novice teachers. Alamo has very strong employee retention rates, with only 3 new hires in the 2016-2017 school year. The staff receives professional development and support on campus from Curriculum Instructional Specialists in Reading/ELA and Math/Science, and hold regular PLC sessions throughout the year.

Staff Quality, Recruitment, and Retention Strengths

Alamo has an excellent staff. Professional development is effective and teachers feel there is administrative support for their needs. Additionally, job fairs for highly qualified staff are held in the district. People feel Alamo is a friendly supportive environment with a low turn-over rate. Also, one hundred percent of Alamo staff is considered to be highly qualified.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Alamo Elementary uses a variety of tools to gauge student knowledge. With the combination of highly qualified teachers, engaged students, and effective formative assessments, we are on our way to greater academic success.

Curriculum, Instruction, and Assessment Strengths

There is evidence that lessons are linked and aligned to TEKS (lesson plans-hard copies and Forethought). CBAs and benchmarks have allowed us to break down our data and determine areas of strengths and weaknesses. There are various shared drive modules, vertical alignment meetings, and coaching opportunities to ensure curriculum, instruction, and assessments are aligned. Alamo has high behavioral expectations, uses various strategies to engage students (i.e. SIOP and differentiation), and uses a variety of technology.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Data needs to be disseminated more effectively. **Root Cause:** Not enough PLCs are being held throughout the year.

Family and Community Involvement

Family and Community Involvement Summary

There is a positive relationship between parents and Alamo staff. Based on EOY surveys, parents are supportive of engagement opportunities offered throughout the school year.

Family and Community Involvement Strengths

Alamo offers Parental involvement opportunities once a month through Family Nights. Various parent sessions are offered as determined by BOY parent and teacher surveys. Newsletters, DOJO, and website for communication are utilized consistently and effectively. Alamo has a liaison for home/school connection and parents are motivated to participate.

School Context and Organization

School Context and Organization Summary

At Alamo, we have implemented a SMART Goal to increase our school scores each year. We allot time to work collaboratively by having PLC's and weekly team planning. Our focus is **all** students campus wide.

School Context and Organization Strengths

- Instructional planning (Forethought on Eduphoria)
- Master schedule is effective
- After school tutoring
- Resource and inclusion teachers

Technology

Technology Summary

Alamo has a 1-1 ratio of technology for our students (Chrome-books, laptops, ipads, desktops, etc). Teachers are proficient or beyond in the use of technology in their classrooms (i.e. laptop, desktop, Promethean Board, Active Slate, Cisco phone, and Epson document camera). Training is available for all teachers and instructional staff throughout the year. Additionally, district technology experts are available to assist teachers with connecting technology and content. There are many programs that are utilized to help close the academic and language gaps (i.e., Imagine Learning, I-Station Reading, I-Station Writing, BrainPop, Epic, EduSmart, Stem Scopes, Studies Weekly, Think Central, Accelerated Reading, etc.)

Technology Strengths

Teachers deliver interactive and engaging lessons through technology using the programs mentioned. Student's engagement and differentiation, aided by technology is addressing the gaps in student achievements.

Comprehensive Needs Assessment Data Documentation

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


Goals

Goal 1: Alamo Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 1: Alamo Elementary will increase overall student achievement for all grades and subjects and will achieve an index score of at least 80 as measured by Index 1 of the state accountability system.

Evaluation Data Source(s) 1: STAAR Results, Benchmark Assessments, CBA Data, ISIP Scores, and TELPAS Results

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Ensure proper placement and programming for all students and provide assistance and remediation for students who are unsuccessful in the classroom to help them progress.	1	Campus Administrators, Campus Instructional Specialists, Teachers	Increase in student achievement			
2) Provide materials, activities, and technology necessary for students to achieve in the classroom.		Campus Administrators, Campus Instructional Specialists	Increase in student achievement			
3) Provide relevant staff development opportunities for all staff members to improve educational knowledge and practice.		Campus Administrators, Campus Instructional Specialists	Increase in student achievement			
4) Utilize campus and district instructional specialists as well as campus master teachers to help build capacity in all staff members through peer coaching and development.	3	Campus Administrators, Campus Instructional Specialists, Teachers	Increase in student achievement			
5) Continue to use Professional Learning Communities for vertical planning, data disaggregation, and staff development to help all teachers become more successful. We will utilize PLCs biweekly during teacher conference periods to discuss their students and determine best practices for them.	2	Campus Administrators, Campus Instructional Specialists, Teachers	Increase in student achievement			
						

Goal 1: Alamo Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 2: All students at Alamo Elementary will make significant academic progress and the campus will earn an index score of at least 55 for index 2 of the state accountability system as well as earning an academic distinction designation for student progress.

Evaluation Data Source(s) 2: STAAR, ISIP Levels, EOY Reading and Math Levels

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Provide remediation/enrichment for all students based on data-based areas of need and those determined by the PLC.		Campus Administrators, Campus Instructional Specialists, Teachers	Increase in Student growth measure for STAAR, Reading Levels, Student Grades			
2) Structure the master schedule to include the computer lab in the conference rotation to allow for 2 days a week of computer based intervention for all students in grades K-5 (this will include the use of laptops in fifth grade, I-pads in fourth grade, and Chromebooks in third grade).		Principal	Increase in End of Year Reading and Math Levels			
						

Goal 1: Alamo Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 3: Alamo Elementary will work to ensure that there will be no statistically significant achievement gaps for any student group in any of the four core curricular areas.

Evaluation Data Source(s) 3: EOY LPAC Reports, TELPAS Reports, STAAR Scores

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Ensure the appropriate placement and programming for all English language learners and provide assistance and remediation for students who are not successful in the classroom.		Campus Administrators, Campus Instructional Specialists, Bilingual Teachers	Increase in student achievement			
2) Provide targeted assistance to low-performing students based on need areas identified through close data analysis.		Campus Administrators, Campus Instructional Specialists	Increase in STAAR Scores			
						

Goal 1: Alamo Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 4: Alamo Elementary will show that students have the skills and knowledge needed to be college and career ready by showing a mastery of student expectations on local assessments and by increasing the percentage of students achieving at the Advanced Academic level on each STAAR Assessment to a minimum of 25% for each student group.

Evaluation Data Source(s) 4: STAAR Results

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Contact parents of students who are achieving at the Met Satisfactory level and provide individualized information and resources to parents to use to help their student excel.		Principal	Increase in students achieving at the Advanced Academic Level.			
	Funding Sources: Local Funds - \$500.00					
2) Use a quintile analysis of SE level data for high performing students to be able to provide focused targeted instruction and enrichment.	8	Campus Administrators, Campus Instructional Specialists, Teachers	Increase in the number of students performing at the recommended and Advanced Academic levels.			
	Problem Statements: Student Achievement 1					
						

Performance Objective 4 Problem Statements:


Student Achievement
Problem Statement 1: Closing the achievement gap for identified groups has not been attained. Root Cause 1: Tutorials started later than expected.

Goal 2: Alamo Elementary will provide a well-balanced and appropriate curriculum to all students.

Performance Objective 1: All Alamo staff members will work to deepen their knowledge of the TEKS and to implement a rigorous and relevant curriculum to ensure that all students are successful.

Evaluation Data Source(s) 1: CBA, Benchmark, and STAAR Scores

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Continue the implementation of the new math TEKS to ensure a seamless transition into the new standards and to identify and eliminate any gap areas before they arise.		Campus Administrators, Campus Instructional Specialists, Teachers	Increase in student achievement-CBA, Benchmark, STAAR Scores			
2) Continue to implement new strategies, programs, and initiatives to improve student performance in Reading and ELA.		Campus Administrators, Campus Instructional Specialists, Teachers	Increase in State Accountability Index 1 and 2 for STAAR Reading			
3) Utilize student assessment data from a variety of sources to identify instructional need areas and develop and implement intervention plans to address these areas to increase student academic performance.	9	Campus Administrators, Campus Instructional Specialists, Teachers	Increase in student achievement in targeted student expectations.			
4) In grades 3-5, a TEKS Lab period has been added to the master schedule to allow for purposeful and direct instruction in low-performing student expectations.		Campus Instructional Specialists, Teachers	Increase in student performance on STAAR in targeted SEs			
5) Utilize effective and research based methods and instructional strategies (e.g., ESL strategies, SIOP, ELPS, guided reading, Kagan Questioning, literacy stations, differentiated instruction, etc.) to meet the needs of all students. Additionally, implement successful use of paraprofessional staff in order to maximize the instructional setting (each teacher will have an allotted time to use the paraprofessional assigned to them. They can utilize them for small group or individual remediation).		Campus Administrators, Campus Instructional Specialists, Teachers	Increase in student achievement-STAAR Results			
						

Goal 3: Alamo Elementary, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

Performance Objective 1: All students at Alamo will be presented with opportunities to explore different college and career options with a focus on the importance of attendance, participation, and academic success.

Evaluation Data Source(s) 1: Activities Log, Attendance Reports

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Implement a counseling program that utilizes guidance lessons to promote college and career awareness as well as positive behavior.		Counselor	Increase in student success			
2) Continue and expand the school-wide attendance programs with an aim of increasing the average daily attendance to 98.5%.		Campus Administrators	End of Year Average Daily Attendance Rate of 98.5% or higher.			
						

Goal 4: Alamo Elementary will provide and maintain a safe and positive learning environment.

Performance Objective 1: Maintain high expectations toward a safe and structured environment including positive student behavior, high attendance percentages, and elevate morale for all students and staff.

Evaluation Data Source(s) 1: Discipline Data, Staff Development, Award Ceremony Agendas

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Ensure that classroom, grade level, campus, and district behavior management systems are aligned, effective, and enacted.		Campus Administrators	Decrease in the number of discipline referrals			
2) Provide training opportunities for all staff members focused on student management techniques and increasing student engagement (i.e. Kagan strategies, Capturing Kids Hearts, and ensuring there are effective procedures in the both the classrooms and on the campus).	4	Campus Administrators	Decrease in discipline referrals			
3) Provide school-wide programs aimed at decreasing discipline issues by providing recognition, encouragement, and incentives to students for perfect attendance, academic achievement, and exemplary behavior.		Campus Administrators	Reduced number of discipline referrals/incidents			
4) Continue to implement a PBAS plan for Alamo Elementary.		Campus Administrators, Teachers	Reduction in Student Referrals			
5) Utilize the discipline committee monthly meetings as a way to provide feedback and communication on the effectiveness of the schools current discipline plans and practices.		Assistant Principal	Reduction in Discipline Reports			
6) Provide programs aimed at character education, drug/violence prevention, and college and career awareness.	10	Counselor	Decrease in incidents			
						

Goal 5: Alamo Elementary will recruit, develop, and retain highly effective personnel.

Performance Objective 1: Recruit and retain highly effective personnel and encourage and solicit teachers to add subject area certifications, ESL and GT certifications (Our goal is to have everyone attain an ESL certification within the next two years).

Evaluation Data Source(s) 1: Certification Attainment, Staff Development/Training hours

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) To ensure staff are highly effective in their instructional domain. Utilize information regarding certifications (i.e. GT, ESL, Bilingual) to coordinate and place campus personnel.	3, 5	Campus Administration	An increase in individuals taking certification tests, staff development hours, relevant staff development pertaining to certification area.			
						

Goal 6: Alamo Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 1: Facilitate communication between home, school, and community, foster an active Parent Teacher Organization, and provide family education sessions.

Evaluation Data Source(s) 1: Alamo Elementary Family Nights, Parent Sessions, Parent Conferences, PIE

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Facilitate communication by staff members with parent and community through the distribution of monthly newsletters, home-visits, parent/teacher conferences, and family involvement events scheduled both during the school day and after school.	6	Principal	Increase in involvement			
2) Utilize the Student Support Team to assist with behavior, attendance, academics, and any other student needs	7	Principal	Increase in student achievement			
3) Hold family nights in conjunction with PTO meetings throughout the course of the year to provide academic support, promote a home-school connection, and build the Parent Teacher Organization through active participation by all staff members (Alamo Year at a Glance attached).		Campus Administrators	Increase in involvement			
4) Assist parents with parent educational sessions over a variety of subjects		Principal	Increase in involvement			
						

Goal 7: Alamo Elementary will provide the technology infrastructure and tools to maximize student achievement.

Performance Objective 1: Integrate available technology (e.g., Promethean boards, document cameras, projectors, e-instruction units, et.al.) and software (e.g., RM City, Imagine Learning English, Accelerated Reader, i-station) into daily practices to introduce, practice, and reinforce TEKS.

Evaluation Data Source(s) 1: Staff Development Logs, Teacher Lesson Plans

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Nov	Feb	June
1) Provide staff development opportunities for all staff members to improve their knowledge and skill base with technology.		Campus Administrators	Increase in student achievement			
						

Campus Funding Summary

Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1	Incentives for students		\$500.00
Sub-Total					\$500.00
Grand Total					\$500.00