

Goose Creek Independent School District
Alamo Elementary
2015-2016 Campus Improvement Plan

Vision

Alamo Eagles will SOAR!

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Comprehensive Needs Assessment

Needs Assessment Overview

Alamo Elementary is one of twenty-eight schools in Goose Creek CISD. It is one of sixteen elementary schools. Alamo Elementary opened its doors in 1929. Alamo began as a neighborhood school and has been in three locations. We are currently the largest we have ever been with a total of nine hundred students. Currently, Alamo serves a large portion of economically disadvantaged families (around seventy-five percent). Alamo Elementary serves grade levels ranging from prekindergarten to fifth. Five years ago, 540 students were served by the campus, which was thirty percent 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 NCA, 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.

Alamo Elementary totals nine hundred students campus wide. The student population consists of twenty-two percent African American, fourteen percent Anglo, and sixty-four percent Hispanic. We currently have fifty-five percent of male students and forty-five percent female students. Alamo Elementary serves seventy-five percent of students who are considered to have a low socioeconomic status. The staff population is ten percent African American, forty-six percent Anglo, and forty-four percent Hispanic. Three percent of Alamo's staff is male and ninety-seven percent is female. The average number of years of experience at Alamo Elementary is around five. One hundred percent of our staff is highly qualified (teachers and paraprofessionals).

The overall mobility rate of the campus is around twenty-five percent. The average daily attendance rate for our students is ninety-six percent. The average daily attendance rate for our staff is ninety-four percent. There were a total of four hundred twenty-seven incidents at Alamo Elementary during the 2014-2015 school year (this includes all office referrals). This number rose from the previous year (397). However, the campus did almost double in size. It was noticed that teachers utilized the in-class incident option in Review 360 nine hundred-seventeen times. This also increased from the previous year (these incidents would include no-nonsense referrals and demerits).

Alamo Elementary serves two hundred-one English Language Learners, fifty-seven students in the Gifted and Talented program (forty-six percent male, fifty-four percent female, and twenty-six percent LEP), and twenty-four students are identified for 504 services. 100 percent of our student receive tier one instruction. Roughly fifteen-twenty percent receive tier two instruction, and ten-fifteen percent receive tier three instruction. Eight percent of our students are served through special education services.

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.

Various committees were formed to look at areas of strengths and weaknesses. The data showed the following:

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.

Weaknesses:

We need to increase the number of PLC opportunities in order to disseminate data more effectively. Also, we need to incorporate the use of labs in order to reach all students, not just lower grades.

Demographics:

Strengths:

Alamo is a diverse campus and is successful across grade levels regardless of socioeconomic status.

Weaknesses:

Alamo almost doubled in size during the 2014-2015 school year. This introduction of new students presented some unforeseen challenges (i.e. scheduling-some classes were too large).

Family and Community Involvement:

Strengths:

Alamo Elementary offers opportunities for parental involvement through the use of various family nights (one per month). There is a liaison for home/school connections and parents are motivated to participate.

Weaknesses:

Alamo could do a better job reaching out to special needs parents. Also, we could reach out to other groups in our community and provide chances for parents to have technology readily available to them.

School Context and Organization:

Strengths:

Alamo is organized for arrival and dismissal: Car and bus duty flow smoothly. Furthermore, the rotation of students through various specials opportunities (i.e. art, counseling, library, labs) is effective.

Weaknesses:

Organization of staff when on duty (i.e. other staff members take duty spots when others are absent-better communication between each other). Also, ensure staff members receive effective communication (i.e. notes, letters, etc. from the principal).

School Culture and Climate:**Strengths:**

Classroom management-teachers taking care of behavior in their classrooms.

Verbal praise-teachers and staff members are constantly heard encouraging students and providing them with positive reinforcement.

Weaknesses:

Consequences for certain behaviors (i.e. consistency with consequences).

More details in the campus discipline plan. Specific steps that could be followed in order to address behavior in addition to the student code of conduct.

Day to day handling of ISS

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.

Weaknesses:

The addition of planning days would be beneficial for teachers (this would include spans of time, i.e. six week periods).

Consistent PLC meetings are desired by the staff.

Student Achievement:

Strengths:

Alamo Elementary markedly improved in the area of fourth grade writing this year (from fifty-four percent passing to seventy-one percent passing). Also, Alamo consistently performs well on fifth grade science.

Weaknesses:

The boys at Alamo typically perform worse than girls on the fourth grade writing exam.

Technology:

Strengths:

Interactive and engaging lessons are performed with the use of technology (i.e. Promethean Boards, interactive web sites, presentation stations, and computer labs). Teachers like the fact there are many ways to introduce a lesson (i.e. power points, videos, games).

Weaknesses:

Often technology does not work properly and teachers have to find other, less effective, ways to present lessons. Also, a greater number of computers would benefit our students (i.e. a better ratio 1:1). Furthermore, during the 2014-2015 school year not all grade levels had access to the computer labs. Lab time for all student would assist with the success of our students.

Overall Summary:

Various needs have presented themselves through the CNA process. Overall consistency and communication seem to be in the forefront. The staff desires more face to face meetings in order to discuss the needs of our students (weekly/biweekly PLCs). The PLCs will allow us to discuss student progress and disaggregate data in order to provide the best instruction possible. Additionally, processes and procedures need to be established in order to improve communication. Weekly newsletters, additional faculty meetings, and precise plans for discipline will improve our campus culture.

Additionally, Alamo's STAAR scores continue to improve each year. The increase in our fourth grade writing scores showed significant growth in that area. Alamo's fourth grade students taking a Spanish version of the writing test excelled with ninety-six percent of those students passing (around twenty-four individuals). Also, consistently solid scores in the area of science indicate we are performing well in that particular subject area. However, there are

several areas we need to improve. Our third grade Spanish scores indicate a need in the areas of reading and math. Informative staff development, PLCs, and instructional coaching will benefit this area.

Alamo Elementary consists of hard working individuals striving to help students succeed. It is the goal of this staff to provide students with a safe, meaningful, and productive environment. It is our goal to address our weaknesses and build upon our strengths during the 2015-2016 school year.

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.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	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.	Campus Administrators, Campus Instructional Specialists, Teachers	STAAR Results				
2) Provide materials, activities, and technology necessary for students to achieve in the classroom.	Campus Administrators, Campus Instructional Specialists,	Lesson Plans, Benchmark, CBA, and STAAR Scores, ISIP and TTM reports.				
3) Provide relevant staff development opportunities for all staff members to improve educational knowledge and practice.	Campus Administrators, Campus Instructional Specialists	Staff Development Logs, Lesson Plans, STAAR Results				
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.	Campus Administrators, Campus Instructional Specialists, Teachers	Teacher feedback				
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 PLC's biweekly during teacher conference periods to discuss their students and determine best practices for them.	Campus Administrators, Campus Instructional Specialists, Teachers	Meeting Agendas				
						

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.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	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	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	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.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	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	End-of-Year LPAC Report, TELPAS Reports, STAAR Scores				
2) Provide targeted assistance to low-performing students based on need areas identified through close data analysis.	Campus Administrators, Campus Instructional Specialists	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.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Family Involvement Coordinator will support teachers by contacting 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.	Family Involvement Coordinator	Increase in students achieving at the Advanced Academic Level.				
2) Use a quintile analysis of SE level data for high performing students to be able to provide focused targeted instruction and enrichment.	Campus Administrators, Campus Instructional Specialists, Teachers	Increase in the number of students performing at the recommended and Advanced Academic levels.				
						

Goal 2: Alamo Elementary, through enhanced and 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.

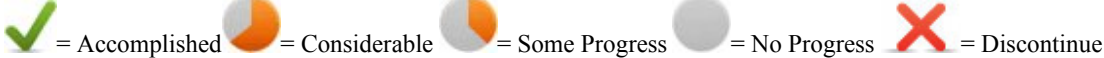
Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Implement a counseling program that utilizes guidance lessons to promote college and career awareness as well as positive behavior.	Counselor	Counseling Logs College and Career Week Activities				
2) Continue and expand the school-wide attendance programs with an aim of increasing the average daily attendance to 98.5%.	Campus Administrators, Family Involvement Coordinator, Attendance Clerk, Teachers	End of Year Average Daily Attendance Rate of 98.5% or higher.				
						

Goal 3: 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.


Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	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	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	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.	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	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, et. al.) to meet the needs of all students. Additionally, implement successful use of para professional 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	STAAR Results				
						

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.

Summative Evaluation: To be determined.


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure that classroom, grade level, campus, and district behavior management systems are aligned, effective, and enacted.	Campus Administrators	Number of discipline referrals, discipline committee minutes				
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).	Campus Administrators	Training agendas Staff Development Logs				
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	Training agendas Discipline Reports Award Ceremony Agendas 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’s monthly meetings as a way to provide feedback and communication on the effectiveness of the school’s current discipline plans and practices.	Assistant Principal	Discipline Committee Mtg Minutes Discipline Reports				
6) Provide programs aimed at character education, drug/violence prevention, and college and career awareness.	Counselor	Log of Events				
						

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

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

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.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	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.	Morales, Ester	Record of Communication				
2) Utilize the Student Support Team to assist with behavior, attendance, academics, and any other student needs	Family Involvement Coordinator	Student Support Team Minutes				
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, ; Family Involvement Coordinator	Sign In Sheets				
4) Assist parents with parent educational sessions over a variety of subjects	Family Involvement Coordinator	Attendance Sheets				
						

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.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide staff development opportunities for all staff members to improve their knowledge and skill base with technology provided as a part of the 2014-2015 bond program.	Campus Administrators	Staff Development Logs, Teacher Lesson Plans				
