

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

Mission Statement

MISSION

Our mission at James Bowie Elementary is to educate and nurture our students to become successful life-long learners and productive citizens using innovative methods and collaborative efforts within the Goose Creek community.

Vision

VISION

The staff at James Bowie Elementary believes that all students can achieve at high levels and develop the necessary academic and social skills to succeed in life.

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Comprehensive Needs Assessment

Needs Assessment Overview

James Bowie Elementary is one of sixteen campuses in Goose Creek Consolidated Independent School District. James Bowie was built in 1955 which replaced the old Cedar Bayou Elementary School. The school was rebuilt under the 2005 Bond Issue. The new James Bowie which serves the Goose Creek Community opened its doors in January 2008. James Bowie serves approximately 730 students in grades PK to 5th grade. We are a Title I campus with the following special programs at our school; PK Cluster, Gifted and Talented, Bilingual Education, Life Skills, and PPCD.

The student population is 16 % African-American, 16% Anglo, 1% Asian, 65% Hispanic, with 49% male and 51% female. Our overall economically disadvantaged status is 74.3%. The staff population is 15% African-American, 38% Anglo, 1% Asian, 45% Hispanic, 8% male and 91% female. Our staff is 100% of Highly Qualified teachers and 100% of Highly Qualified paraprofessionals.

The overall mobility rate for the campus is approximately 16.9%, The average daily attendance rate for students is 96.8% .There is a total of 307 discipline referrals this year (K-39, 1st – 64, 2nd -29, 3rd -48, 4th -37 & 5th- 90) which is an increase from last year.

James Bowie serves 183 (25%) English Language Learner students, 37 students in the Gifted and Talented program, 48 students identified for 504 services, 99 students served through special education services (13%).

The site-based decision-making team looked at last year's program evaluations, survey results, and the following data: CBA's, Benchmarks, I-Station, Guided Reading levels, STAAR scores, surveys and Attendance (students and staff).

Committees were formed to look for areas of weaknesses and strengths. The data showed:

Curriculum, Instruction, and Assessment:

Strengths: PLC Meetings, data disaggregation

Needs: Assessments aligned with instruction; more focused AI time, "Now What?" after we look at data,

Demographics:

Strengths: Balanced demographics in special programs

Needs: consistency in rezoning year to year, targeting our at risk groups, be more aware of our subgroups

Family and Community Involvement:

Strengths: student support team involvement, family nights well attended

Needs: more faculty involvement at school events, watch dogs program

School Context and Organization:

Strengths: relevant resources, technology, planning

Needs: strengthen perception of campus (media)

School Culture and Climate:

Strengths: welcoming environment, safe wonderful library

Needs: motivation for students, covered walkways

Staff Quality, Recruitment and Retention:

Strengths: NCLB certified paraprofessionals, new teacher support

Needs: HQ ESL teachers in each grade level, increase staff attendance, behavior support

Student Achievement:

Strengths: Science STAAR scores increased, Math scores increasing from grade level to grade level

Needs: plan of action after looking at relevant data, purposeful interventions and enrichment. Data Binders and SMART goals

Technology:

Strengths: Engaging for students, interactive; love that you are present in our planning sessions to create engaging lessons

Needs: more reliable network, training

Our campus looked at all data collected and outlined some initiatives within our Campus Improvement Plan. To support teachers with behavior, we are

going to implement the CHAMPS system along with our current PBAS initiative. This will decrease our discipline referrals and have a positive impact on instruction. We also indicated that we do a good job at looking at data however we will be focusing our efforts on how to design our instruction more deliberately and purposeful to impact student learning. Our campus has collectively committed to working hard through the collaborative efforts in our Professional Learning Communities. We are committed to create SMART goals which will lead our way to increase to student performance. The implementation of Data Binders will allow teachers and students to have relevant conversations about student learning. All of the above is being done in order to impact student achievement.

Comprehensive Needs Assessment Data Documentation


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

Goals

Goal 1: James Bowie 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: All students will achieve 90% or master on their grade level assessments and meet or exceed the state average on STAAR.






Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Utilize PLC's to analyze and review assessment data in order to plan for and provide effective TEKS instruction in all content areas.	Principal, Assistant Principal, Teachers, Campus Instructional Specialists, At-Risk Specialist	Report Cards, Benchmark/CBA Scores, STAAR Results, TELPAS Results, & Walkthroughs				
2) Review student data to gather information, review achievement data (i.e. STAAR, TELPAS, EOY, CBA, Benchmark, DRA2, ISIP and I station) and to determine appropriate instructional interventions to help close the achievement gap for ED, AA, and Hispanic.	Principal, Assistant Principal, Teachers, Campus Instructional Specialists, At-Risk Specialist	PLC Meeting Minutes, Data Charts				
3) Use STAAR data, reading levels and formative assessments to analyze student performance by dividing students into quintiles to evaluate major concept gaps, long term planning, review interventions and create action plans with data binders/plans to increase student success.	Principal, Assistant Principal, Campus Instructional Specialists, Teachers	Quintile Charts				
4) Implement co-teach model where IEP's and 504 plans can be executed effectively.	Principal, Assistant Principal, Teachers, Special Ed Teacher, Counselor	Modification folders and 504 Accommodations				
5) Collaborate in PLC meetings for grades K-5 to focus on evaluating student learning, analyzing the standards, and creating intervention action plans.	Principal, Assistant Principal, Campus Instructional Specialists, Teachers, At-Risk Specialist	Lesson Plans, Walkthroughs and PLC Meetings				
						

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

Performance Objective 1: Provide staff members with information, materials, and training necessary to ensure rigorous and relevant curriculum is implemented for students 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 Planned Intervention and Enrichment to meet student needs effectively with interventions or enrichments. 1 hour for Kinder and 45 minutes for 1st-5th.	Teachers, Principal, Assistant Principal, Campus Instructional Specialists	CBA and Benchmark Testing Data Report Cards, Weekly Assessment Grades				
2) Provide students with after school tutoring; Saturday Academy Developing Formative Assessments to evaluate student learning. Utilize the data to offer Saturday Academy.	Principal, Assistant Principal, Teachers, Campus Instructional Specialists	CBA and Benchmark Testing Data, Report Cards, Weekly Assessment Grades and Attendance Rosters				
3) Conduct vertical content planning sessions 1 a semester with Language Arts, Math and Science teachers in order to implement common vocabulary and instructional ideas.	Teachers, Principal, Assistant Principal, Campus Instructional Specialists	Alignment Chart to be included in data handbook				
4) Provide coaching, modeling, technology and planning in the area of Language Arts and Math for teachers to improve instruction.	Principal, Assistant Principal, Campus Instructional Specialists	Coaching Classroom Feedback Forms				
5) Provide opportunities for staff to attend conferences, workshops, and training to improve classrooms instruction and increase student success.	Principal, Assistant Principal, Counselor, Teachers	Training Agendas, Report Cards				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: James Bowie Elementary through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma

Performance Objective 1: Improve the daily attendance rate to or above 97% in order to increase the opportunities for students to be successful in school and to achieve college and career readiness.






Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Increase student attendance by displaying student attendance, having student incentives, teacher encouragement, thank you letters to the parents for having their child to school everyday and by reviewing the attendance policy with parents at Parent Orientation/Title I Meetings and during parent conferences throughout the year, calling parents with the School Messenger system, using the district attendance contract, and referring attendance concerns to the HOPE team.	Principal, Assistant Principal, Counselor, Family Involvement Coordinator, Hope Team, CYS Worker, Teachers	HOPE Minutes Attendance Data				
2) Promote daily attendance by conducting an awards assembly each six weeks for students and providing incentives for Bowie staff and students. Inviting parents to awards assembly each 6 weeks.	Principal, Assistant Principal, Counselor, Family Involvement Coordinator, Attendance Clerk	97% attendance for the 2015-16 school year				
3) Continue a partnership with Buick-GMC of Baytown, PIE to provide student learning opportunities through Pen Pals and Junior Achievement.	Principal, Assistant Principal, PIE Representative, Counselor	EOY Volunteer Survey				
4) Encourage students to set goals to complete high school and make college and career decisions. This includes participation in GCCISD College Week and having college shirt day on Wednesday. The first Wednesday of every month will be emphasized with a trivia quiz of college of the month during announcements.	Principal, Counselor, Teachers	Agenda, Lesson Plans				
						

Goal 4: James Bowie Elementary will provide and maintain a safe, positive learning environment.

Performance Objective 1: James Bowie Elementary will maintain high expectations toward a safe and structure 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) Continue PBAS initiative school wide(PRINT expectations) and CHAMPS to promote a safe and orderly environment with the use of the school wide Behavioral Support Teams action plan.	Principal, Assistant Principal, Family Involvement Coordinator, Counselor, Teachers	Decrease in student discipline referrals for 2015-2016.				
2) Students and their parents are recognized for outstanding character traits at a Character Celebration and Spotlight Lunch.	Counselor, Family Involvement Coordinator, Principal, Assistant Principal	Agenda				
3) Continue school-wide character education (Keystone), classroom guidance, OLWEUS, and conflict resolution to reduce discipline referrals and bullying incidents.	Principal, Assistant Principal, Counselor, Teachers	Decrease in discipline referrals and bullying incidents in 2015-2016				
4) Provide mentors from Buick and our staff to students who will benefit from the program academically, socially and emotionally.	Counselor, PIE Representative, Teachers	Mentor Sign In Sheets				
5) Promote Staff morale through a variety of teacher incentives (you matter) and events scheduled through social committee.	Principal, Assistant Principal, Teachers	EOY survey				
6) Enforce and reaffirm our daily mission by reciting the Bowie Learners' Creed every morning and Bully Pledge on Friday's with all students and staff.	Principal, Assistant Principal, Teachers	Daily Announcements				
7) Students participate in high interest hobbies and clubs after school with teacher sponsors and then perform or display their work at the PAWS showcase.	Teachers, Principal, Assistant Principal	PAWS showcase, Attendance sign-in				
8) Teachers will use Review 360 to implement PBAS for all students at James Bowie Elementary.	Principal, Assistant Principal	Faculty Training, Review 360 Reports				
9) All staff to develop and foster positive relationships with students, staff, parents and all stakeholders by participating in a Book Study CHAMPS.	Principal, Assistant Principal, Counselor, Teachers	Sign Ins and Presentations				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

Performance Objective 1: All students will be taught by a teacher who has met the requirement as Highly Qualified (HQ) or state certified if N.C.L.B.rules do not apply.






Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Recruit and retain Highly Qualified personnel.	Principal, Director of Personnel					
						

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

Performance Objective 1: James Bowie Elementary will facilitate communication between home, school, and community, foster and active Parent Teacher Organization, and provide family education sessions.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Campus will hold family nights like AR nights, Academic Events, Health and Fitness integrated with Family Nights.	Teachers, Principal, Assistant Principal, Family Involvement Coordinator, Counselor	Parent Survey and Attendance Sign-In Sheets				
2) Provide parent training sessions with data gathered from parent surveys	Counselor, Family Involvement Coordinator, Principal	Parent Survey				
3) The Super Bowie newsletter, website, school-wide notes and School Messenger phone call for important information and messages.	Principal, Assistant Principal, Family Involvement Coordinator, Counselor, Webmaster	Newsletters Webpage				
4) Foster communication between home and school through the use of a campus Tuesday folder system, campus newsletters, the Bowie website and by encouraging positive notes home, phone calls, and conferences to increase parental involvement.	Principal, Assistant Principal, Counselor, Family Involvement Coordinator	Conference Records, Newsletter, Weekly Folders				
5) Increase Teacher and Parent Participation with PTO to enhance student achievement. Add PTO events to the newsletter and marquee.	Teachers, Parents, Parent Teacher Organization, Principal, Family Involvement Coordinator	Parent Surveys and Attendance Sign-In Sheets				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

Performance Objective 1: Maximize student achievement through integrating technology in all content areas.

Summative Evaluation: To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Train staff In latest educational technology programs and tools to help keep students engaged and motivated to learn at high levels. (Promethean Board)	Principal, Assistant Principal, Teachers	Lesson Plans				
2) Increase student access to technology using resources in the classrooms, computer labs, and media center in order to support Technology TEKS.	Principal, Assistant Principal, Teachers					
3) Utilize Cogmed, Fast Forward, I-station and Imagine Learning to increase comprehension and fluency.	Principal, Assistant Principal, Teachers, Counselor	Increased Scores				
