

**Goose Creek Independent School District**  
**Mirabeau B. Lamar Elementary**  
**2015-2016 Campus Improvement Plan**

# Mission Statement

## MISSION

Our mission at Lamar Elementary School is to educate and nurture our children to become successful learners and productive citizens.

## Vision

## VISION

We have the **ROAR** (Reach Out Above the Rest) of a Champion!

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# Comprehensive Needs Assessment

## Needs Assessment Overview

Mirabeau Lamar Elementary is one of 28 campuses in Goose Creek Consolidated Independent School District. Lamar Elementary serves approximately 800 students in grades Pre K to grade 5. PreK – 2 classes are self-contained while grades 3-5 team teach.

Lamar Elementary serves 182 English Language Learner students, 24 students in the Gifted and Talented program, 59 students identified for 504 services, 62 students receiving Tier II interventions, 13 students receiving Tier III interventions, and number students served through special education services.

The site-based decision-making team looked at last year's program evaluations, survey results, and the following data: Benchmarks, OSI/DRA, Campus Common Assessments, STAAR, Attendance (students and staff), etc.

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

### **Curriculum, Instruction, and Assessment:**

Strengths:

Kagan Strategies

Data Tracking and Review

Team Planning

Long Range Planning with CISs

Needs:

Differentiation Ideas/Trainings

New Resources for New TEKS (**Math**, Reading, Grammar, Language Arts); Teacher/Peer Observations

Special Ed. Testing completed on a timely basis

ELA skills/unit tests provided by the district

Better organization from the math curriculum team

**Demographics:**

Needs:

Smaller class sizes

Higher GATE representation

**Family and Community Involvement:**

Strengths:

Family Nights

Required parent conferences

Community Resource Credit Union contributions

Home visits done by CYS, teachers, FIC, and administrators

Neighborhood Walk

Teacher volunteering for after school tutoring

Needs:

Parents updating emergency information

Lee Pals

Encourage Lee College to be more involve in our school

AR Night

PTO activities to raise money

More commitment to Watch Dogs

Grater parent involvement

Provide more opportunities for parents to show up at school

Build up the parent moral

Provide a welcoming atmosphere for our parents

### **School Context and Organization:**

Strengths:

Master schedule was developed to minimize transition times and provide larger blocks of teaching time.

Hired tutors & consultants have been a great support system for struggling students

Long Range planning days/times have been provided.

Campus administration ensures that all classrooms are visited on a regular basis; looking for implementation of Kagan Structures to ensure active engagement of all students

PLCs

Faculty Meetings

## Team Meetings

Campus Administration has an open door policy for staff members to voice concerns

Needs:

Times/schedule support to provide for smaller guided reading groups.

Ensure that all primary grades have an afternoon break.

Teams work together to plan for better integration of subject matter to allow for adequate time.

Ensure that all components of reading are taught with an emphasis on daily small guided reading groups.

District Improvement Needed:

More and dependable on-campus support for bilingual classrooms.

## **School Culture and Climate:**

Strengths:

Grade Level Teams work well together

Routines and School Systems that have been put in place

PBIS

PLCs are effective

CISs are helpful

Paw Print on hallway floors help tremendously with everyday movement

Needs:

Consistency with our Watch DOGS program

Student mentoring program

No Tardy Parties each six weeks

**Staff Quality, Recruitment and Retention:**

Strengths:

Interviews are started as early as possible

Recruiting of seasoned teachers

Staff input

Needs:

More HQ bilingual applicants (better stipend offered)

More ESL applicants

**Student Achievement:**

Strengths:

Great gains in Reading and Math Scores

Long Range Teacher Planning

PLCs have been well utilized

LEP Scores are improving

Increase in bilingual students exiting to mainstream



Needs:

ELA skills/unit tests provided by the district

Vocabulary foundation

Numeracy foundation

**Technology:**

Strengths:

Reasoning Minds

Imagine Learning

Needs:

Need more Imagine Learning Licenses

Primary level math computer program

Teacher training for Istation

Training on the lesson plan piece (Forethought) in Eduphoria

At least one Laptop or iPad cart per grade level

More classroom student computers

**Conclusions:**

In order to continue to increase student achievement in each of the four indices of the state accountability system, teachers and staff at Lamar Elementary School will continue to use Kagan Structures to actively engage our students, continue to provide time and resources for long range planning, continue to analyze student data and understand the specificity of the TEKS during PLC discussions in order to

provide rigorous/relevant lessons that increase student engagement and success, and continue to work towards building a strong balanced literacy program (Learning Rocks Staff Development and Abydos Training) with an emphasis on properly utilized guided reading and writing time. Likewise, we will continue to hire highly qualified tutors to work with small groups of struggling students. In addition, we plan to target weak foundational skills such as vocabulary, fluency, and reading comprehension by restructuring ALT time so that classroom teachers utilize their strengths and have fewer students who are directly targeted for small group instruction. To allow more focused curriculum learning time, instructional teams will work diligently to plan activities that are better integrated across the curriculum as well as ensuring that weaker TEKS are spiraled regularly. We have also requested additional funding to provide better intervention programs such as Reasoning Minds for all grade levels and Imagine Learning for mainstream RTI students.

# Comprehensive Needs Assessment Data Documentation

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






# Goals

**Goal 1: Lamar 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 85% mastery of the TEKS 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) Teachers, Curriculum Specialists, and Principals will work collaboratively during PLC and common planning times to understand the specificity of the TEKS and target essential grade level standards in order to provide rigorous and relevant lessons/ strategies that will increase student achievement.	Principal, Teachers, Assistant Principal, Curriculum and Instruction Staff	Walkthrough data, CBA results; STAAR results [SS]				
2) Increase active student engagement and provide multiple opportunities for students to respond and practice.	Teachers, Principal, Curriculum and Instruction Staff, Assistant Principal	Lesson Plans, Common assessments, CBAs, STAAR Accountability Index 1,2,3,4				
3) Disaggregate and analyze test data and grade distributions to target specific objectives and determine strengths from areas of concern, including achievement discrepancies among English Language Learner, African American and SPED scores in math and reading.	Teachers, Principal, Assistant Principal, Curriculum and Instruction Staff	State Accountability Index 3 for STAAR Results [SS]				
4) Utilize effective and research based methods and instructional strategies (e.g., ESL strategies, guided reading, literacy stations, Abydos, PLC at Works Institute, Kagan structures, Kilgo Data Disaggregation, differentiated instruction, et. al.) to meet the needs of all students.	Principal, Teachers, Assistant Principal, Curriculum and Instruction Staff	STAAR Results, Walkthrough data				
5) Continue to implement a campus-wide fact mastery program including after-school "Facts Club".	Principal, Teachers, Curriculum and Instruction Staff, Assistant Principal	STAAR Results				
6) Implement an effective academic vocabulary instructional program to directly teach vocabulary included in the TEKS as well as the district scope and sequence in grades K-5 in order to increase student understanding and comprehension.	Teachers, Principal, Curriculum and Instruction Staff					

7) Provide appropriate identification of needs & interventions for students performing below expectations in the core subjects and provide specific interventions for each tier within the RTI process.	Teachers, Principal, Curriculum and Instruction Staff, Assistant Principal, Counselor, Dyslexia Specialists	State Accountability Index 2 and 3 for STAAR Results [SS]				
8) Utilize campus / district instructional specialists, bilingual specialist, migrant tutors and campus master teachers to help build capacity in all staff members through proper planning, modeling lessons, coaching and co-teaching in classrooms.	Teachers, Curriculum and Instruction Staff, Ornelas, Ahime; Villanueva, Elma	STAAR Results				
9) Utilize Professional Learning Communities as an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students at Lamar Elementary.	Teachers, Principal, Curriculum and Instruction Staff, Assistant Principal	STAAR Results				
10) Utilize the inclusion co-teaching model to help ensure all special education students are taught in the least restrictive environment.	Teachers, Principal	STAAR Results [SS]				
11) Provide individual/prescriptive assistance and remediation for students who are unsuccessful in the classroom.	Teachers, Principal, Rosas-Gonzalez, Maria	State Accountability Index 2 for STAAR Results [SS]				
12) Provide instructional resources, activities, and technology needed to achieve academic success.	Principal	STAAR Results, ISIP, Math Screener				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

**Performance Objective 1:** Lamar Elementary will use the GCCISD Framework of Non-Negotiables Curriculum and Core Initiatives Process to plan and implement a well-balanced instructional program to ensure academic success for each child.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Continue to use Professional Learning Communities for vertical planning, data disaggregation, and staff development to help all teachers become more successful.	Teachers, Principal, Assistant Principal, Curriculum and Instruction Staff	Lesson Plans, Walk-through Data				
2) Ensure that all staff members are trained to understand and interpret the TEKS (KILGO) correctly, implement Kagan structures to actively engage students, and implement the components of balanced literacy (Learning Rocks!)to insure higher performance on STAAR and to increase level III achievement	Teachers, Principal, Curriculum and Instruction Staff, Assistant Principal	Walk through-observations, CBAs, STAAR				
3) Utilize a variety of reading materials to teach and reinforce the rigor of STAAR, (Science leveled readers, Balanced Literacy, IStation, Reading A to Z, Leveled Literacy Intervention, ESL Reading Smart, Imagine Learning, Book Clubs)	Teachers, Curriculum and Instruction Staff	Running Records K-2, ISIP Screener results, LLI reports, Imagine Learning progress reports				
4) Hire HQ tutors to provide interventions for students that need additional instruction in order to be successful.	Principal	Index 1, 2 & 3 STAAR Results [SS]				
5) Hire consultants (Learning Rocks! & Kagan) to train and coach teachers in best practices, classroom management, and proper implementation of the special education inclusion model.	Principal	Index 1,2,&3 STAAR Results {SS}				
						

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

**Performance Objective 1:** All students at Lamar 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, Librarian, Campus Administrators, Teachers	Counseling Logs College and Career Week Activities				
2) Encourage excellent attendance (97% or higher) by charting attendance in each classroom, recognize the 1st and 2nd place classes in each grade level with the highest attendance rate each 6 weeks. Recognize and reward individual students for accomplishing 100% attendance for the school year and award a bicycle to one boy and one girl. Incentives are provided by our PTO and our Partner in Education, CRCU.	Attendance Clerk, Campus Administrators, Teachers	End of Year Average Daily Attendance Rate of 97.5% or higher.				
3) 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 the last Friday of each month. The last Friday of every month will be emphasized with shared college information and competitions for the most students participating in each classroom.	Counselor, Teachers, Campus Administrators	Photographs posted on bulletin boards and website				
						

**Goal 4: Lamar Elementary will provide and maintain a safe, 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.

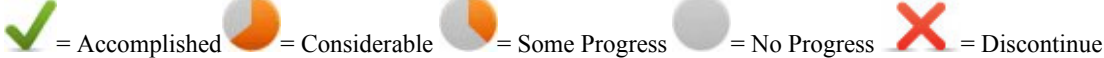
Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Ensure that classroom, grade level, campus, and district behavior management systems are aligned, effective, and enacted.	Principal, Hale, Kami, Rosas-Gonzalez, Maria, Teachers	Discipline Data				
2) 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.	Hale, Kami; Rosas-Gonzalez, Maria; Counselor, Teachers,	Discipline data				
3) Implement school-wide programs aimed at increasing the average daily attendance to 97%.	Counselor, Teachers, Family Involvement Coordinator, Principal, Assistant Principal	Attendance in PEIMS				
4) Provide programs aimed at character education, drug/violence prevention, and college and career awareness.	Counselor	Family Night Sign-in sheets				
5) Provide training opportunities for all staff members focused on student management techniques and increasing student engagement.	Hale, Kami; Rosas-Gonzalez, Maria; Teachers, Counselor	Discipline Data				
6) All staff and students will participate in a book of the month program to increase motivation in reading as well as improve student character education.	Teachers, Librarian, Principal	Discipline Data				
7) Promote positive staff morale with a variety of incentives.	Principal, Assistant Principal, Counselor, Family Involvement Coordinator	PBAS Meeting Minutes				
						



**Goal 5: Lamar 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.






**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Hire only HQ staff members to fill all vacant positions.	Principal	HQ Audit Report				
2) Encourage all teachers to obtain ESL and GT certification.	Principal, Teachers	ESL & GT Certified Teachers				
3) Assess the staff development needs and develop staff development growth plans (part of HQ Intervention Plan) for all teachers not meeting the standards for HQ teachers.	Principal, Assistant Principal	Written HQ Intervention Plan				
4) Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.	Principal, Assistant Principal	Teacher Retention				
						

**Goal 6: Lamar 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.

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Foster an active Parent Teacher Organization with a focus on recruiting active parent and teacher members.	Principal, Teachers, Family Involvement Coordinator	Meeting Agendas, Minutes, Sign-in Sheets				
2) Provide workshops for parents focusing on volunteering, technology, parent skills and how to support the instructional program. (WatchD.O.G.S., Weekly ESL Parent Classes, Family Literacy Nights, Math/Science Night, Health Fair)	Principal, Teachers, Family Involvement Coordinator	Sign-in Sheets, Meeting Notes				
3) Foster communication between home and school with activities, such as: phone calls, notes to parents, newsletters, calendar of events, emails, conferences, etc.	Principal, Teachers, Perez, Ruth	Parent communication logs in Eduphoria				
4) Collaborate with community members and organizations, including Community Resource Credit Union (Partners in Education) to strengthen partnerships that support student achievement.	Principal, Family Involvement Coordinator, Assistant Principal, Counselor, Teachers	survey				
5) Implement the WatchD.O.G.S. program to bring positive male role models into the lives of our students.	Counselor, Family Involvement Coordinator, Principal, Assistant Principal	sign-in sheets and survey				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

**Performance Objective 1:** Lamar Elementary will integrate available technology (e.g., Promethean boards, document cameras, projectors, e-instruction units, et.al.) and software (e.g., Edusmart, Imagine Learning English, Accelerated Reader, Type-to-Learn) into daily practices to introduce, practice, and reinforce TEKS.

**Summative Evaluation:** To be determined.