

**Goose Creek Independent School District**  
**San Jacinto Elementary**  
**2015-2016 Campus Improvement Plan**

# Mission Statement

San Jacinto Elementary will prepare each child to become a valuable and productive member of the community. We will accomplish this by providing a positive learning environment that sets high academic expectations, fosters personal relationships, and values individual differences.

## Vision

San Jacinto Elementary “CARES”

Children & Adults Recognizing Extraordinary Strengths

# Table of Contents

Comprehensive Needs Assessment .....	4
Needs Assessment Overview .....	4
Comprehensive Needs Assessment Data Documentation .....	9
Goals .....	10
Goal 1: San Jacinto Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success. ....	10
Goal 2: San Jacinto Elementary will provide a well-balanced and appropriate curriculum to all students. ....	12
Goal 3: San Jacinto Elementary through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma. ....	14
Goal 4: San Jacinto Elementary will provide and maintain a safe, positive learning environment. ....	15
Goal 5: San Jacinto Elementary will recruit, develop, and retain highly qualified and highly effective personnel. ....	17
Goal 6: San Jacinto Elementary will establish and maintain parental and community partnerships in education to enhance student achievement. ....	18
Goal 7: San Jacinto Elementary will provide the technology infrastructure and tools to maximize student achievement. ....	20

# Comprehensive Needs Assessment

## Needs Assessment Overview

San Jacinto Elementary is one of twenty-eight campuses in Goose Creek Consolidated Independent School District. San Jacinto Elementary opened its doors in 1983 and serves predominantly socioeconomically disadvantaged families. San Jacinto serves 510 students in grades PK to 5<sup>th</sup> grade. Five years ago, 483 students were served by the campus, which in an increase 5%. PK through 2<sup>nd</sup> is self-contained, grades 3<sup>rd</sup>-5<sup>th</sup> team teach.

The student population is 4% African-American, 8% Anglo, 75% Hispanic, 55% male and 45% female with a low socioeconomic status of 84.6%. The staff population is 3% African-American, 37% Anglo, 6% Asian, 54% Hispanic, 4% male and 96% female with an average of 11 years of experience. 100% of Highly Qualified teachers and 100% of Highly Qualified paraprofessionals.

The overall mobility rate for the campus is approximately 23.9%, with a drop-out rate of 0%. The average daily attendance rate for students is 96.4%. The average daily attendance rate for staff is 97%. There is a total of 169 discipline referrals this year, which is an increase of 11% from last year.

San Jacinto Elementary serves 35.5% English Language Learners, 46% of students in the Gifted and Talented program, 30 students identified for 504 services, 10% of RtI Tier I students, 5% of Tier II students, 2% of Tier III students, 52 students served through special education services (10%)

The site-based decision-making team looked at last year's program evaluations and the following data: Benchmarks, CBAs, Failure Reports, Universal Screeners, STAAR, Attendance (students and staff), and surveys completed by students, staff, and parents. Committees were formed to review campus data to look for areas of weaknesses and strengths

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

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

#### Strengths

Strong scope and sequence, curriculum and assessments aligned to the TEKS

Consistent planning, collaborating, and data review

Teachers implement a variety of instructional methods in the classrooms

Students in 5<sup>th</sup> grade are performing well in all areas based on state assessment results

Needs

There is a need for more deep intervention and support for the primary grades in literacy

There is a need for Bilingual support

There is a need to have grade level data meetings including instructional specialists, SPED, dyslexia, and administrators so we can discuss individual student progress as well as campus wide goals

Integrating technology into content area TEKS

### **Demographics:**

Strengths

M1 and M2 students are successful after exiting the Bilingual Program.

High level of parent and community involvement

Needs

High mobility rate

English Language Learners are still struggling in reading and math, especially those students who do not exit after 2<sup>nd</sup> grade.

The attendance rate is lower than 97%.

### **Family and Community Involvement:**

Strengths

Parents and students have multiple opportunities throughout the school year to participate in campus activities

Supportive and active PTO program

Volunteer hours continue to increase

Strong community partnerships

Needs

Better home to school communication

More parent awareness of services available

**School Context and Organization:**

Strengths

District CBA reviews allow for staff input into assessments

Updated technology

Small group time allows for enrichment and intervention

Several forms of remediation for struggling students

Needs

More rewards and incentives for students who model good behavior

We need to look for more opportunities for students to take a leadership role at school

**School Culture and Climate:**

Strengths

Parents, community and students report the school has a welcoming environment

We are family oriented

Needs

We need create incentives for our PBAS program to keep students focused and to decrease discipline referrals

A better definition of school wide classroom management expectations including positive and negative consequence levels

**Staff Quality, Recruitment and Retention:**

Strengths

All staff members are Highly Qualified.

Bilingual, GT, SPED, and ESL students are receiving instruction from teachers certified in those areas.

Competitive salaries

Needs

Teachers would like more training in reading and writing

Additional training on strategies to work with our ELL students

Staff incentives to increase our staff attendance

**Student Achievement:**

Strengths

San Jacinto received 2 distinctions from the state based on STAAR results

5<sup>th</sup> grade students are achieving at high levels

Teachers have multiple resources available to assist students with academics

Use of interactive journals in all content classrooms

Needs

ELL and Special Education students are struggling to pass STAAR

Increasing the use of academic vocabulary

Support in early literary in primary bilingual classes

Students are struggling on STAAR Writing

Improve student attendance

**Technology:**

Strengths

All core classes have Promethean Boards, document cameras, and classroom clickers

2 Computer Labs

Student engagement is higher with increased technology

Needs

More reliable network

Increase computer labs

Additional technology training

5<sup>th</sup> grade laptops need to be replaced

We need more computer programs to assist with intervention for struggling students.

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 PBAS system. This will decrease our discipline referrals and have a positive impact on instruction. We also indicated that we analyze data to focus our efforts on how to design our instruction more deliberately and purposefully to impact student learning. Our campus has collectively committed to working collaboratively through the efforts in our Professional Learning Communities (PLC). We are dedicated to creating SMART goals and having a common vision for our campus. The implementation of PLCs will allow teachers to have relevant conversations about student learning and ultimately increase student achievement.



# Comprehensive Needs Assessment Data Documentation

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






# Goals

**Goal 1: San Jacinto 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:** Will use the GCCISD Framework of Non-Negotiable Curriculum and Core Initiatives process and implement a well-balance 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) Monitor student progress to ensure student needs are being addressed through remediation and enrichment. Progress monitoring to be completed monthly by RtI Leader (Interventionist).	Principal, Assistant Principal, Campus Instructional Specialist, Teachers	STAAR Results, Universal Intervention log.				
2) Teachers will keep a data notebook on each of their students. Student data will be reviewed to measure progress and identify student needs and address achievement gaps.	Teachers, Principal, Assistant Principal, Campus Instructional Specialists, At-Risk Specialist	Assessment Results				
3) Campus administrators will meet weekly with FIC, Counselor, CIS, Intervention specialist, and SPED to monitor student progress in Core subject areas.	Principal, Assistant Principal, Campus Instructional Specialist, Counselor	Meeting Agendas				
4) Campus administrators, CIS, Intervention specialist will meet with all teachers each nine week period to discuss the progress of their students. Teacher Data Meetings will be driven by Curriculum Based Assessments, Benchmark Tests, and Unit Formative Assessments twice a semester.	Principal, Assistant Principal, Teachers	Notes from Meetings				
5) Enrichment support will be given to students to excel them academically and to close gaps in their learning.	Principal, Teachers	CBA's Benchmarks, STAAR				
6) Teachers will utilize rigor, relevance and Depth of Knowledge strategies and questioning in their lesson to increase students achievement on STAAR.	Campus Administrators, Teachers, Campus Instructional Specialists	Lesson Plans, Coaching Observations and Walk-Throughs				
7) Vertical team meeting will be held at least 4 times a year (twice in Fall and twice in Spring) to discuss gaps in learning and to address instructional concerns.	Campus Instructional Specialists, Campus Administrators, Teachers	Meeting Agendas and minutes				

8) Staff and teachers will work with students during enrichment time that achieved level II and III status on STAAR in 2015 with the focus on moving them to level III or maintaining level III status in 2016. Students will also have the opportunity to participate in extra-curricular activities such as Book Club, Robotics, Science Club, etc.	Campus Administrators, Campus Instructional Specialist	STAAR				
9) Campus special education teachers will implement on-line reading interventions to improve attention, behavior, and learning capacity among special education students.	Principal, Assistant Principal, Teachers	CBAs, benchmarks, STAAR scores				
10) The campus will create and maintain an instructional support calendar for all paraprofessional staff.	Principal, Assistant Principal	Calendar				
11) Campus will ensure there is alignment between ILC, ILT, and Grade level meetings. ILT will meet the Monday following monthly ILC meetings. ILT Grade Level rep will share information during Tuesday Grade Level Meetings.	Principal, Assistant Principal, Instructional Leadership Council	Agendas and Sign-In Logs				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

**Performance Objective 1:** Teachers will follow the district's Scope and Sequence and Curriculum Guide for each subject and grade level.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Campus Instructional Specialist will model lessons for teachers in the classrooms on a weekly basis for Math and Science. They will also meet with teachers biweekly for planning lessons and assessments. The campus will use district support and consultants for ELA support.	Principal, Campus Instructional Specialists, Teachers	Coaching Schedule and observations				
2) Utilize a variety of reading materials to teach and reinforce the rigor of STAAR, (Science leveled readers, Balanced Literacy, I Station, Reading A to Z, Leveled Literacy Intervention, ESL Reading Smart, Imagine Learning English, Book Clubs, Comprehension Tool-kit)	Principal, Assistant Principal, Campus Instructional Specialists, Teachers	Running Records K-2, ISIP Screener results, LLI reports, Imagine Learning progress reports				
3) Utilize the Accelerated Reading Program and Book Clubs to promote reading	Principal, Librarian, Teachers	AR Records, Book Club membership				
4) Teachers will attend Grade Level Team, Vertical Team, and Content Team meetings to support collaboration with each other to ensure the success of our students.	Principal, Assistant Principal, Teachers, Campus Instructional Specialists	Meeting Dates and Agendas				
5) The campus will utilize the Reading Interventionist/Dyslexia Teacher and Reading Tutors to implement deep reading intervention in grades K-2.	Dyslexia Specialists, Teachers, Principal	Beginning, Mid, and End of Year Assessments				
6) The campus will utilize the Title 3 Bilingual Instructional Specialist to help implement phonemic awareness, reading support, reading comprehension, and written expression in grades K-5 with emphasis on grades K-2.	Bilingual Teachers, Principal, Title III Instructional Paraprofessional	Running records, LLI reports, ISIP screener results				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

**Performance Objective 2:** Undertake curriculum quarterly review process to establish goals to address writing instruction and instruction of English language learners at San Jacinto Elementary.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Committee will meet quarterly to implement, review, and monitor goals created to increase writing scores among students.	Principal, Assistant Principal, Teachers, Campus Instructional Specialist	Meeting dates, agendas, benchmarks and STAAR scores				
2) Committee will meet quarterly to implement, review, and monitor goals created to focus instruction on English Language Learners.	Principal, Assistant Principal, Teachers, Campus Instructional Specialist	Meeting dates, agendas, benchmarks, STAAR scores, TELPAS scores				
						

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

**Performance Objective 1:** San Jacinto Elementary will monitor student attendance in order to help promote academic success now and in the future.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Student's attendance will be monitored daily by the attendance clerk, counselor, FIC, teachers and administrators.	Campus Administrators, Family Involvement Coordinator, Teachers	Attendance call log				
2) Provide attendance incentives for students and staff for perfect attendance	Campus Administrators	Awards Assemblies				
3) The HOPE team will provide assistance to students with attendance concerns by making home visits.	Family Involvement Coordinator, Counselor, Campus Administrators, Teachers	HOPE Team meeting log, Parent Contact log				
4) Post college banners and promote a career and college path for all students in the building. Also post teacher's college banners by their classrooms.	Counselor, Campus Administrators, Teachers	College Banners Posted				
5) Display photos of 5th grade students depicted in their ideal career choice.	Principal, Counselor	Photos Displayed				
6) 5th Grade teachers will collaborate with teachers at Baytown Jr. to help with the transition of 5th grade students to junior high.	Campus Administrators, Teachers	Meeting Agenda and sign-in sheets				
						

**Goal 4: San Jacinto Elementary will provide and maintain a safe, positive learning environment.**

**Performance Objective 1:** Provide a positive and safe learning environment for all students.


**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Recognize and reward students for good behavior through behavior reward assemblies each six weeks.	Principal, Assistant Principal, Counselor, Teachers	Monthly Calendar				
2) Provide regular reward opportunities for all students to receive rewards for good behavior	Counselor, Principal, Assistant Principal, Teachers	Monthly Calendar				
3) Review school-wide student expectations and post in hallways and classrooms.	Campus Administrators, Teachers, Counselor	Expectations Posted				
4) 5th Grade students will have the opportunity to participate in Student Council and mentoring of primary students.	Counselor, Campus Administrators Teachers	Student Council Membership				
5) Through our Keystone and Olweus Curriculums, teachers will promote an anti-bullying environment on campus. Our school counselor will also provide guidance lesson for classrooms on anti-bullying.	Campus Administrators, Counselor, Teachers	Keystone and Olweus Curriculum, Guidance logs, decrease in bullying investigations by campus administrators				
						

**Goal 4:** San Jacinto Elementary will provide and maintain a safe, positive learning environment.

**Performance Objective 2:** Implement a school-wide discipline plan that is coupled with Capturing Kid's Hearts and Keystone curriculum.

**Summative Evaluation:** To be determined.


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Focus on building character traits from Keystone curriculum through morning announcements	Principal, Assistant Principal, Counselor, Teachers	Morning announcement schedule				
2) Teachers will include Keystone and Olweus Curriculums in their lessons every day for 15 minutes	Teachers, Counselor, Principal, Assistant Principal	Lesson Plans				
3) Schedule Quarterly PBAS meetings.	Assistant Principal, Principal, Teachers, Counselor	Meeting Minutes				
						



**Goal 5: San Jacinto 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) Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas.	Principal	Job Fair Report				
2) Assure all assignments and re-assignments are filled with Highly Qualified staff.	Principal	NCLB Report, Master Schedule				
3) Ensure that low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers.	Principal	Teacher Service Record, Master Schedule, Homeroom Class List				
4) Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.	Principal	Minutes				
						

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

**Performance Objective 1:** San Jacinto Elementary will create a partnership between home, school, and community by providing on-going communication and opportunities for involvement that informs and educates, students, parents, teachers, and the community.

**Summative Evaluation:** To be determined.






Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Provide ESL classes for parents during the fall and spring semesters and the use of ESL Reading Smart computer program	Family Involvement Coordinator, Campus Administrators	Class Attendance				
2) Provide academic nights coupled with a book fair to provide hands-on and take home activities related to TEKS.	Campus Administrators, Campus Instructional Specialist, Family Involvement Coordinator, Teachers	Parent sign-in sheets				
3) San Jacinto 5th grade teachers, counselor, FIC and administrators will provide a "making the transition" orientation meeting for all 5th grade parents following the 5th to 6th grade orientation visit.	Campus Administrators, Family Involvement Coordinator, Teachers, Counselor	Student course selection sheets				
4) Provide opportunities for parents to visit classrooms, have lunch with their child and participate in activities in PE, music and art.	Campus Administrators, Family Involvement Coordinator	Parent sign-in sheets				
5) San Jacinto Elementary will provide volunteer training for all parents interested in volunteering on campus.	Campus Administrators, Family Involvement Coordinator	Meeting agenda and Parent sign-in sheets				
6) Recognize all Parent, and Partner in Education, volunteers at a Luncheon	Family Involvement Coordinator, Campus Administrators	Luncheon date, and parent sign-in sheets				
7) San Jacinto Elementary will establish a PTO board at our annual PTO meeting in September.	Campus Administrators, Family Involvement Coordinator	Parent sign-in sheet, PTO Board names				

8) The Family Involvement Coordinator will publish a bi-monthly newsletter to parents informing them of important dates and campus information	Family Involvement Coordinator, Campus Administrators	Newsletters				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

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

**Performance Objective 1:** San Jacinto Elementary Students and Teachers will use technology to enhance learning and instruction.

**Summative Evaluation:** To be determined.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Nov	Jan	Mar	June
1) Students and Teachers will use appropriate intervention software to enhance learning. (I-Station, Think Through Math, Edusmart, Imagine Learning English, ESL Reading Smart, and Reasoning Minds, etc)	Principal, Teachers	Computer Reports				
2) Teachers will utilize technology in their classrooms to enhance instruction and increase learning by using (Promethean Boards, E-instruction, Interactive Slate, Laptops, I-Pads, desktop computers in lab). Teachers will have access to a schedule to inform them of "Open Times" in the computer lab for student use.	Campus Administrators, Teachers	Classroom Observations				
3) Students will utilize laptops in the classroom for journaling, creating PowerPoints, research, etc., to maximize and enhance instruction. Students will also utilize Edmodo as a tool in the classroom.	Campus Administrators, Teachers, Campus Technology Specialist	Lesson Plans and Walk-throughs				
4) The campus will provide technology training as needed, as well as, encourage teachers to attend district technology training for growth.	Campus Administrators, Teachers	Training Agendas, Staff Development Records				
5) At-Risks students in grades K-5 will utilize one or more of the following programs, Imagine Learning, ESL Reading Smart, I-Station, Think Through Math, and Reasoning Minds in grade 2 and 3, in order to support technology TEKS and improve their academic success.	Campus Administrators, Teachers, Campus Instructional Specialist	Computer Reports and before and after school attendance logs				
6) Students in 3rd and 4th grades will utilize the campus laptop for research in Language Arts and Science and for creating PowerPoint Presentations	Teachers, Campus Administrators	Student Presentations, Laptop cart check-out, Lesson Plans				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						