

Stephen F. Austin Elementary Campus Improvement Plan

Authors: Smith, Laura; Holt, Carla

Reviewers: Kellner, Julie; Keul, Linda; Hall, Carol

Strategic Objective/Goal 1:	Stephen F. Austin Elementary will increase student achievement by providing rigorous learning opportunities and curriculum that meets students' needs for achieving exemplary academic and post-secondary success.						
Performance Objective 1:	Stephen F. Austin Elementary will use the GCCISD grade level curriculum, Scope and Sequence, and Core Initiatives to plan and implement a well balanced instructional program to ensure academic success for each child by achieving 90% mastery on their grade level assessments and exceeding the state average on STAAR.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Implement Core Initiatives	Implement the strategies and best practices learned in Depth of Knowledge, Rigor and Revelance, Marzano's, and Transformational Thinking for 21st Century Students to insure higher performance on STAAR and to increase level III achievement.						
	Campus Administrators, ; Teachers,	African American, economically disadvantaged, Hispanic	8/26/2014	6/6/2015	Local funds	Lesson Plans, PDAS Walk-throughs	Lesson Plans, PDAS Walk-throughs, Increased met or exceeded progress measure per subject area
Phonics Program	Provide explicit and systematic phonics instruction in all K-5 Language Arts classrooms using our adopted Journey's series and additional district resources.						
	Campus Administrators, ; Teachers,	All students	8/26/2014	6/6/2015	Local funds	Lesson Plans, PDAS Walk-throughs, Improved Reading Levels	Lesson Plans, PDAS Walk-throughs, Improved Reading Levels

Use of Personnel	Utilize our at-risk specialist, district personnel, master teachers, and grade level collaborative teams to build capacity in all staff members and to explore curriculum and content to increase level III performance.							
	Campus Administrators, ; At-Risk Specialist,	All students	8/26/2014	6/6/2015	Local funds	Improved scores on district assessments and STAAR	Meeting Agendas, Lesson Plans, PDAS Walk-throughs	
Alternative Learning Time / Extended Day	Use ALT time to practice and remediate TEKS in grades 3-5. In grades K-2 ALT will be used for TEKS practice and reading remediation. Provide small group tutoring for at-risk students in grades K-5 during the school day based on data and availability of staff.							
	Campus Administrators, ; Teachers, ; At-Risk Specialist,	All students	8/26/2014	6/6/2015	SCE funds \$12,000	Lesson Plans, PDAS Walk-throughs	Lesson Plans, PDAS Walk-throughs, Improved assessment data	
Emphasis on Student Achievement	Emphasize student achievement and state testing expectations at all parent meetings throughout the school year.							
	Campus Administrators, ; Teachers, ; At-Risk Specialist,	All students	8/26/2014	6/6/2015	Local funds	Meeting Agendas	Meeting Agendas	
Strategic Objective/Goal 2:	Stephen F. Austin Elementary will provide a well balanced and appropriate curriculum to all students.							
Performance Objective 2:	All teachers will plan collaboratively and follow the grade level curriculum and scope and sequence for their subject matter.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	

Addressing Achievement Gaps	Each teacher will keep an updated data notebook which includes curriculum assessments and other campus/student data. The data is to be reviewed regularly in team meetings to identify student needs and address achievement gaps (especially for our targeted groups which are African American, economically disadvantaged, Hispanic) through the use of curriculum remediation, ALT, and in school and extended day tutorials.						
	Campus Administrators, ; Teachers, ; At-Risk Specialist,	African American, Hispanic, economically disadvantaged	8/26/2014	6/6/2015	Local funds	CBA's, Benchmarks, STAAR results	Assessment results, STAAR Accountability
Collaborative Teamwork / Staff Development	Attend subject, grade level, vertical team meetings and content area staff development to support success for all students in mastering the TEKS.						
	Campus Administrators, ; Teachers, ; At-Risk Specialist,	All students	8/26/2014	6/6/2015	Local funds	Meeting agendas, Staff Development Reports	Meeting agendas, Staff Development Reports
Address Special Needs Accomodations	Identify special needs and accommodations (Spec. Ed., 504, RTI) of individual students and address any need or concern with the appropriate staff member.						
	Campus Administrators, ; Special Ed Teacher, ; Teachers, ; At-Risk Specialist,	Special Education, 504, dyslexia, migrant, LEP	8/26/2014	6/6/2015	Local funds	Accommodation Folders, Data Notebooks	Accommodation Folders, Data Notebooks
Reading Strategies	Implement consistent reading strategies as developmentally appropriate for students across all genres and encourage non-fiction reading and written responses in all content areas.						
	Campus Administrators, ; Teachers,	All students	8/26/2014	6/6/2015	Local funds	Meeting agendas, lesson plans, PDAS Walk-throughs, participation in reading programs (AR, Battle of Books Jr.)	Meeting agendas, lesson plans, PDAS Walk-throughs

Math Strategies	Implement consistent problem solving model (UPS) in math instruction.						
	Campus Administrators, ; Teachers,	All students	8/26/2014	6/6/2015	Local funds	Meeting agendas, lesson plans, PDAS Walk-throughs	Meeting agendas, lesson plans, PDAS Walk-throughs
Content Vocabulary	Directly teach (Marzano's 6 Steps) and model correct content vocabulary words for all TEKS.						
	Campus Administrators, ; Teachers,	All students	8/26/2014	6/6/2015	Local funds	Lesson Plans, PDAS Walk-throughs, Word Walls	Lesson Plans, PDAS Walk-throughs
Strategic Objective/Goal 3:	Stephen F. Austin 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 3:	Attendance rate will be above 97% and students will be successful and have goals to complete their education.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Attendance	Encourage excellent attendance (98% or higher) by charting attendance in each classroom, having a drawing each 6 weeks in each grade for a gift card to be awarded to a student with perfect attendance, 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, Texas First Bank.						
	Campus Administrators, ; Attendance Clerk, ; Teachers,	All students	8/26/2014	6/6/2015	0	Improved student attendance	Improved student attendance
Hope Team	Provide help to students in need by utilizing our administrative team (HOPE) and the help of our social worker and CIS professionals.						
	Campus Administrators, ; Counselor,	All students	8/26/2014	6/6/2015	0	Address the needs of our students.	HOPE Team Notes

5th to 6th Grade Transition	Collaborate with feeder pattern schools in order to ensure success of our 5th grade students moving to Junior School.							
	Campus Administrators, ; Counselor, ; Teachers,	African American, Hispanic, economically disadvantaged	8/26/2014	6/6/2015	Local funds	Meeting agendas, Students visit campus	Meeting agendas	
College and Career Goals	Encourage students to set goals to complete high school and make college and career decisions. This includes participation in GCCISD College Week, having college shirt day on Thursdays to remind students about the importance of high school and college attendance, and create other grade levels opportunities that encourage college and career goals.							
	Campus Administrators, ; Counselor, ; Teachers,	All students	8/26/2014	6/6/2015	\$200 Local funds	Agenda, Lesson plans	Agenda, Lesson plans	
Strategic Objective/Goal 4:	Stephen F. Austin Elementary will provide and maintain a safe, positive learning environment.							
Performance Objective 4:	Stephen F. Austin Elementary will maintain high expectations toward a safe and structured environment including positive student behavior and elevated morale for all students and staff.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Review 360	As part of our Positive Behavior Management System, teachers will use Review 360 to record classroom behaviors and office referrals for all students at Stephen F. Austin.							
	Campus Administrators, ; Counselor, ; Teachers,	All students	8/26/2014	6/6/2015	Local funds	Review 360 Reports	Review 360 Reports	
Austin Proud Rules	All teachers will directly teach and consistently monitor the Austin Proud Rules (updated by our PBAS team) and procedures during the first six weeks of school and reinforce these rules throughout the school year. Emphasis will be on appropriate classroom, hallway, and cafeteria behavior.							
	Campus Administrators, ; Counselor, ; Teachers,	All students	8/26/2014	6/6/2015	\$200 General Budget	Rules posted, improved school behavior, fewer office referrals	Rules posted, improved school behavior, fewer office referrals	

Consistent Discipline Plans	Grade level teams will have a coordinated and consistent discipline plan that encourages positive Austin Proud behavior.							
	Campus Administrators, ; Teachers,	All students	8/26/2014	6/6/2015	0	Plans on file with admin., improved classroom behavior, fewer office referrals	Plans on file with admin., improved classroom behavior, fewer office referrals	
Guidance and Bullying Lessons	Provide guidance and bullying lessons and Olweus curriculum and guidance counselor lessons that address the social needs of our students.							
	Campus Administrators, ; Counselor, ; Teachers,	All students	8/26/2014	6/6/2015	\$200 Counselor's Budget	Lesson Plans, Counselor Plans, improved classroom behavior, fewer office referrals	Lesson Plans, Counselor Plans, improved classroom behavior, fewer office referrals	
Gators Against Bullying	Teach students to utilize the Gators Against Bullying website to self refer incidents of alleged bullying to the counselor. Parents will be informed about the website as a tool to help with anti- bullying tips and suggestions.							
	Campus Administrators, ; Counselor, ; Teachers,	All students	8/26/2014	6/6/2015	0	Documentation of site use	Documentation of site use	
Positive Staff Morale	Encourage positive staff morale by encouraging participation in the school social fund and have a staff social committee to schedule monthly birthday celebrations, parties, and recognize those staff members who deserve honor or those that are ill or need special attention.							
	Campus Administrators, ; Teachers,	All students and staff	8/26/2014	6/6/2015	\$150 COKE Fund	Staff involvement increases, improved school climate, weekly teacher newsletter	Staff involvement increases, improved school climate, weekly teacher newsletter	
Strategic Objective/Goal 5:	Stephen F. Austin Elementary will recruit, develop, and retain highly qualified and highly effective personnel.							
Performance Objective 5:	Attract High Quality, Highly Qualified teachers.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	

HQ Teachers	Select only HQ teachers from the applicant pool.						
	Campus Administrators,	All students	8/26/2014	6/6/2015	0	HQ audit report	HQ audit report
Teacher Intervention Plan	Implement a HQ Teacher Intervention Plan for all non HQ teachers.						
	Principal, ; Moore-Fontenot, Susan	All students	8/26/2014	6/6/2015	Title II	Intervention Plan on file and submitted to personnel within 6 weeks of hire.	Intervention Plan on file and submitted to personnel within 6 weeks of hire.
Recruiting / Hiring	Ensure campus personnel decision makers are available during peak recruiting/ hiring times.						
	Principal, ; Moore-Fontenot, Susan	All students	8/26/2014	6/6/2015	0	Campus submits staffing assignments by June 27.	Campus submits staffing assignments by June 27.
Not meeting HQ	Terminate teachers who have not met HQ requirements by the end of the year.						
	Principal, ; Moore-Fontenot, Susan	All students	8/26/2014	6/6/2015	0	Teachers who are not HQ in their subject will not be recommended for renewal.	Teachers who are not HQ in their subject will not be recommended for renewal.
Subject Area Certifications	Encourage and solicit teachers to add subject area certifications.						
	Principal, ; Moore-Fontenot, Susan	All students	8/26/2014	6/6/2015	Title II	Additional HQ teachers with additional subject area certification.	Additional HQ teachers with additional subject area certification.
ESL and GT certified	Encourage all teachers to become ESL and GT certified.						
	Principal, ; Teachers,	All students	8/26/2014	6/6/2015	Title II, Title III	Increase number of teachers with ESL and GT certification.	Increase number of teachers with ESL and GT certification.

Strategic Objective/Goal 6:	Stephen F. Austin Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 6:	Stephen F. Austin faculty will participate and support our PTO and work with our partner in education and other businesses to provide opportunities and experiences that enhance our student achievement.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Home Partnership	Emphasize independent reading (Accelerated Reader, Battle of the Books Jr.) and math fact fluency through grade level initiatives that include an at home partnership.						
	Campus Administrators, ; Teachers, ; At-Risk Specialist,	All students	8/26/2014	6/6/2015	0	Increased number of Accelerated Reader points, Increased scores on math facts	Increased number of Accelerated Reader points, Increased scores on math facts
Media and Positive Parent Communication	Utilize campus website, austingators.com, Gator Vision, Gatortales, and Austin Updates to inform students, staff and the public of important school information and activities and to enhance the school/community partnership.						
	Campus Administrators, ; Counselor, ; Webmaster,	All students	8/26/2014	6/6/2015	\$500 General Budget	Copies on file	Copies on file
Support our PTO	Support our PTO by continuing to recruit active parent and teacher members. Encourage parents and teachers to attend all meetings and include student performances or recognition at all meetings.						
	Campus Administrators, ; Teachers,	All students	8/26/2014	6/6/2015	0	Membership records	Membership records
Seek out Business Opportunities	Seek out business opportunities for grants, presentations, and materials to support student learning. Continue to participate in the Baytown Chamber of Commerce Partner in Education with Texas First Bank.						
	Campus Administrators, ; Teachers,	All students	8/26/2014	6/6/2015	0	Agendas, added materials	Agendas, added materials

Strategic Objective/Goal 7:	Stephen F. Austin Elementary will provide the technology infrastructure and tools to maximize student achievement.						
Performance Objective 7:	Stephen F. Austin teachers will use technology in their classrooms and attend staff development to increase their knowledge.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Technology	Increase the use of technology in the classroom and library, to introduce, practice, and reinforce the TEKS (ex. Edusmart, Pearson's Math, Brain Pop, United Streaming, Study Island, A-Z Reader, Accelerated Reading, Edmodo, I-Station, Think Through Math, SuccessMaker, Study Jams, Google Chrome Stem Scopes, Spelling City, Book Flix, Imagine Learning)						
	Campus Administrators, ; Librarian, ; Teachers,	All students	8/26/2014	6/6/2015	Local funds	Reports, Lesson plans, PDAS Walk-throughs	Reports, Lesson plans, PDAS Walk-throughs
Utilize 5th grade Laptops	Utilize laptops in the 4th & 5th grade classrooms to maximize learning.						
	Campus Administrators, ; Teachers,	5th grade students	8/26/2014	6/6/2015	Local funds	Lesson Plans, PDAS Walk-throughs	Increased use of laptops
Reasoning Minds	Provide Reasoning Minds to all second grade students to reinforce math instruction in an engaging way.						
	Campus Administrators, ; Teachers,	2nd grade students	8/26/2014	6/6/2015	Local funds	Student Data Reports	Improved math scores
Technology Training for Teachers	Provide continuous on campus technology training (emphasis on Promethean Board use this school year) and encourage teachers to attend district technology staff development.						
	Campus Administrators, ; Teachers,	Teachers and staff	8/26/2014	6/6/2015	Local Funds	Faculty Meeting Agendas, Staff Development Reports	Increased use of technology on campus