

James Bowie Elementary Campus Improvement Plan

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Reviewers:

Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Increase Student Achievement	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,	All students	7/1/2014	6/30/2015	Local funds	PLC Data Meetings	Report Cards, Benchmark/CBA Scores, STAAR Results, TELPAS Results, & Walkthroughs
Achievement Gap	Review student data to gather information, review achievement data (i.e. STAAR, TELPAS, EOY, CBA, Benchmark, DRA2, OSI) 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,	All Student Populations	7/1/2014	6/30/2015	Local Funds	STAAR and EOY CBA Scores	PLC Meeting Minutes, Data Charts
Achievement Gap	Use STAAR data and EOY Benchmark scores to analyze student performance by dividing students into quintiles to evaluate major concept gaps, review interventions and create action plans to increase student success.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers,	All students	7/1/2014	6/30/2015	Local Funds	CBA and Benchmark Testing Data	Lead Forward Quintile Charts

Inclusion of Special Populations	Implement co-teach model where IEP's and 504 plans can be executed effectively.							
	Principal, ; Assistant Principal, ; Teachers, ; Special Ed Teacher, ; Counselor,	SPED, Dyslexia and 504 Students	7/1/2014	6/30/2015	Local funds	Modification folders and 504 Accomodations	Modification folders and 504 Accomodations	
Professional Learning Communities	Provide 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,	All students	6/24/2014	7/1/2015	Local Funds	CBA and Benchmark Testing Data	Lesson Plans	
Strategic Objective/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.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Increase Student Acheivement	Implement Accelerated Instruction time 45 minutes (K-4) daily and 30 minutes (5th) to meet student needs effectively with interventions or enrichments.							
	Teachers, ; Principal, ; Assistant Principal, ; Campus Instructional Specialists,	K-5th Grade students	7/1/2014	6/30/2015	SCE and Title I funds for extra certified teachers to work in AI small groups	CBA and Benchmark Testing Data Report Cards and Weekly Assessment Grades Weekly Assessment Grades	CBA and Benchmark Testing Data Report Cards, Weekly Assessment Grades	
Vertical Alignment	Conduct vertical content planning sessions 2 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,	All Students	7/1/2014	5/30/2015	None	PDAS Observations and Walkthroughs	Alignment Chart to be included in data handbook	

Coaching	Provide coaching, modeling and planning in the area of Language Arts and Math for teachers to improve instruction.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists,	All Students	7/1/2014	6/30/2015	Title I Funds	PDAS Observations and Walkthroughs	Coaching Classroom Feedback Forms
Staff Development and Training	Provide opportunities for staff to attend conferences, workshops, and training to improve classrooms instruction and increase student success.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	6/30/2015	Staff Development Funds	CBA and Benchmark Data	Training Agendas, Report Cards
Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Increase student attendance	Increase student attendance 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,	All students	7/1/2014	6/30/2015	Local Funds, Title I	Weekly Attendance Data	HOPE Minutes Attendance Data
Attendance Incentives	Promote daily attendance by conducting an awards assembly each six weeks for students and providing incentives for Bowie staff and students.						
	Principal, ; Assistant Principal, ; Counselor, ; Family Involvement Coordinator, ; Attendance Clerk,	All Students	7/1/2014	6/30/2015	Local Funds, PIE and PTO	Weekly attendance reports	98% attendance for the 2013-14 school year

Relationships	Create 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,	K-5	7/1/2014	6/30/2015	None	Volunteer Sign-In Sheets, Observations	EOY Volunteer Survey
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 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,	All students	7/1/2014	6/30/2015	PIE,	Agenda, Lesson Plans	Agenda, Lesson Plans
Strategic Objective/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 enviornment including positive student behavior, high attendance percentages, and elevate 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
Implement PBAS initiative schoolwide	Continue PBAS initiative school wide(PRINT expectations) to promote a safe and orderly enviornment with the use of the school wide Behavioral Support Teams action plan.						
	Principal, ; Assistant Principal, ; Family Involvement Coordinator, ; Counselor, ; Teachers,	All students	7/1/2014	6/30/2015	local funds and PTO	Six Weeks Discipline Report, Implemtation and monitoring checklist.	Decrease in student discipline refferals for 2013-2014.
Positive Behavior Support	Students and their parents are recognized for outstanding character traits at a Character Breakfast.						
	Counselor, ; Family Involvement Coordinator, ; Principal, ; Assistant Principal,	PK-5th students	7/1/2014	6/30/2015	Counselor's budget. Approx. \$400.00	Discipline Reports, Conduct Grades	Agenda

Safe and Secure schools	Continue school-wide character education (Keystone), classroom guidance, OLWEUS, and conflict resolution to reduce discipline referrals and bullying incidents.							
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	6/30/2015	none	Lesson Plans and Counselor Log	Decrease in discipline referrals and bullying incidents in 2013-2014	
Mentoring	Provide mentors from Buick and St. Marks UMC and our staff to students who will benefit from the program academically, socially and emotionally.							
	Counselor, ; PIE Representative, ; Teachers,	Approx. 150 students	7/1/2014	6/30/2015	none	Discipline Reports, Conduct Grades and Report Card Grades	Mentor Sign In Sheets	
Relationships	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,	Appox. 300 students	7/1/2014	6/30/2015	Local Funds	Discipline Records, Conduct Grades, Report Card Grades	PAWS showcase, Attendance sign-in.	
Review 360	Teachers will use Review 360 to implement PBAS for all students at James Bowie Elementary							
	Principal, ; Assistant Principal,	PK 5th students 800 students	7/1/2014	6/30/2015	none	Faculty Training, Review 360 Reports	Faculty Training, Review 360 Reports	
Positive Behavior Support	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,	PK-5th students 800 Students	7/1/2014	6/30/2015	none	Discipline Reports, Conduct Grades, Climate Observation	Daily Annoucements.	

Staff Morale	Promote Staff morale through a variety of teacher incentives and events scheduled through social committee.						
	Principal, ; Assistant Principal, ; Teachers,	Staff and Students	7/1/2014	6/30/2015	Social Committee Funds, PD funds, PIE	Event Schedule	EOY survey
Book Study	All staff to develop and foster positive relationships with students, staff, parents and all stakeholders by participating in a Book Study What Great Teachers Do Differently, 17 Things That Matter Most by Todd Whitaker.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	PK-5th 800 students	7/1/2014	6/30/2015	Staff development funds-\$250.00	Presentations	Sign Ins and Presentations
Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Personnel	Recruit and retain Highly Qualified personnel.						
	Principal, ; Director of Personnel,	All students	7/1/2014	6/30/2015	Job Fair	Job Fair Report	
Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Relationships	Campus will hold family nights like AR nights, Holiday Extravaganza, Health and Fitness integrated with Family Nights.						
	Teachers, ; Principal, ; Assistant Principal, ; Family Involvement Coordinator, ; Counselor,	PK-5th students 800 students	7/1/2014	6/30/2015	Title 1 funds.	Parent Survey and Attendance Sign-In Sheets	Parent Survey and Attendance Sign-In Sheets

Family Involvement	Provide parent training sessions with data gathered from parent surveys						
	Counselor, ; Family Involvement Coordinator, ; Principal,	Parents	7/1/2014	6/30/2015	FIC and Title 1 Budget	Parent Survey and Attendance Sign In Sheets.	Parent Survey
Home/School Connection	The Bear Necessities newsletter, website, school-wide notes and School Messenger phone call for important information and messages.						
	Principal, ; Assistant Principal, ; Family Involvement Coordinator, ; Counselor, ; Webmaster,	PK-5th students 800 students	7/1/2014	6/30/2015	Local Funds	Parent Survey	Newsletters
Home/School Connection	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,	All students	7/1/2014	6/30/2015	\$100	Website	Conference Records, Newsletter, Weekly Folders
PTO Connection	Increase Teacher and Parent Participation with PTO to enhance student achievement.						
	Teachers, ; Parents, ; Parent Teacher Organization, ; Principal,	Parents and Teachers	7/1/2014	6/30/2015	PTO budget	Parent Surveys and Attendance Sign-In Sheets.	Parent Surveys and Attendance Sign-In Sheets.
Strategic Objective/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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Staff Development	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,	All Students	7/1/2014	6/30/2015	General Staff Development Funds	PDAS Observations and Walk-Throughs Technology Reports and Surveys	

Technology Access	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,	All Students	7/1/2014	6/30/2015	none	Lesson Plans, Library and Lab Schedules	
Achievement Gap	Utilize Reasoning Mind 2nd-4th grade and Imagine Learning 2nd-5th grade population to increase comprehension and fluency.						
	Principal, ; Assistant Principal, ; Teachers, ; Counselor,	3-5th students	7/1/2014	6/30/2015	Bilingual Funds	Lab Schedule	Increased Scores