

Travis Elementary Campus Improvement Plan

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Reviewers:

Strategic Objective/Goal 1:	Travis 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 mastery 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 the campus "Tiger Tracking" plan to analyze and review assessment data in order to plan for and provide effective TEKS instruction in all content areas						
	Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator, ; Assistant Principal, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$200	PLC Data Meetings	Report Card Grades, Benchmark/CBA Scores, STAAR Results, TELPAS Results, Walk-throughs
Achievement Gap	Review student cumulative folders to gather information and review achievement data (i.e. STAAR, TELPAS, EOY, CBA/Benchmark, DRA2, OSI) to determine appropriate instructional interventions to help close the achievement gap for AA, LEP, and Special Education students						
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; At-Risk Specialist, ; Teachers, ; Family Involvement Coordinator,	All students	8/25/2014	10/15/2014	\$0	Team meeting w/CIS, PLC	Completion and submission to principal of Cumulative Folder Checklist

Professional Learning Communities	Collaborate in Professional Learning Communities (PLC) at least twice a six weeks to problem solve and dialogue concerning content area TEKS, the district scope and sequence, and student assessment data in order to plan effectively for ALT and classroom instructional time							
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$0	PLC Meeting, scheduled	Lesson Plans, Walk-throughs, Assessment Data	
Vertical Alignment	Conduct vertical team meetings each six weeks (i.e. language arts, math, science, social studies, bilingual, and GATE) in order to develop and implement common vocabulary and instructional ideas, focus on the needs of all student groups, allow for cross grade level discussions, and to help close the achievement gap							
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Family Involvement Coordinator, ; Teachers,	All students	8/25/2014	6/4/2015	\$0	Vertical team meetings, agendas	Meeting sign in sheets, Meeting Notes, Lesson Plans, Walk-throughs, STAAR Results	
Achievement Gap	Provide resources, personnel, ALT, and extended instructional time to meet the needs of all students, including at risk populations, to improve student success and help close the achievement gap among AA, LEP, and Special Education students							
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	local budget, SCE budget	ALT group rosters and data submitted bi-weekly, tutorial rosters	Report Card Grades, Benchmark/CBA Scores, STAAR Results, TELPAS Results, Walk-throughs	
Achievement Gap	Increase the amount of time students use math manipulatives in daily math instruction to improve student mastery of the TEKS							
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Math Teachers,	All students	8/25/2014	6/4/2015	\$0	Lesson Plans, Walk-throughs	Increased math CBA, Benchmark, and STAAR scores	

Strategic Objective/Goal 2:	Travis Elementary will provide a well balanced and appropriate curriculum to all students						
Performance Objective 2:	Teachers will implement a rigorous and relevant curriculum to ensure academic success for all learners.						
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	Implement a grade level numeracy and fact mastery program that promotes parental involvement						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator,	1st-5th	8/25/2014	6/4/2015	\$250 Local Funds	90% passing rates on all weekly fact assessments	Increased math CBA and Benchmark scores
Increased Rigor and Relevance	Continue implementation of an academic vocabulary instructional program to directly teach vocabulary included in the district scope and sequence in grades K-5 in order to increase student understanding and comprehension						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$250 Local Funds	Lesson Plans, Assessment Scores, Walk-throughs	Increased CBA, Benchmark, and STAAR scores
Rigor of Instruction	Incorporate journaling across all content areas in order to provide opportunities for students to utilize higher order thinking skills (i.e. open ended questions & responses) which require students to reflect on the learning objective and become a more cognitive learner						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$500 Local Funds	Lesson Plans, Walk-throughs, Assessment Scores	Increase in students who exceed progress on STAAR
Inclusion of special populations	Utilize the inclusion model to help ensure all special education students are taught in the least restrictive environment						
	Principal, ; Assistant Principal, ; Teachers, ; Special Ed Teacher,	Special Education students	8/25/2014	6/4/2015	\$0	Inclusion Schedule	Increase in Special Ed. scores on STAAR

Increased Rigor & Relevance	Utilize team planning time weekly in order to develop comprehensive instructional plans that follow the TEKS, district scope and sequence, and to provide coaching support for classroom teachers							
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$0		Team meeting notes	Lesson Plans, Walk-throughs, Assessment Data, Coaching Calendars
Increased Rigor	Teachers will include questions formulated from Webb's Depth of Knowledge in all subjects in order to increase the rigor of classroom instruction. Questions will be recorded in lesson plans to promote implementation of higher level thinking on a routine basis							
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; Counselor, ; Family Involvement Coordinator, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$0		Lesson Plans, Walk-throughs	CBA, Benchmark, STAAR scores
Increased Student Achievement	Implement a systematic phonics, grammar, and writing program that increases students' abilities to use language appropriately during reading/writing lessons and assignments							
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; Counselor, ; Family Involvement Coordinator, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$250		Lesson plans, walk-throughs, PLCs	CBA, Benchmark, and STAAR scores
Staff development	Provide staff development in the areas of technology, higher order thinking skills, high yield instructional strategies, ELPS, inclusion, and subject area content to support classroom instruction in order to close achievement gap							
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; District Specialists,	All students	8/25/2014	6/4/2015	\$500		training agendas & sign in sheets	increased STAAR scores

Strategic Objective/Goal 3:	Travis Elementary, through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
Performance Objective 3a:	Improve the average daily attendance rate to 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
Increased Student Attendance	Increase student attendance by reviewing the attendance policy with parents at the Parent Orientation/Title 1 meetings and during parent conferences throughout the year, calling parents of students with two consecutive days of absences, using the district attendance contract, and referring attendance concerns to the HOPE team						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers, ; Hope Team,	All students	8/25/2014	6/4/2015	\$100 Local funds Title 1 Budget	Weekly attendance data	98% attendance for the 2013-2014 school year
Increased Student Attendance	Complete early attendance slips at 8:30 and call home to ensure students can arrive by 9:30 if possible						
	Attendance Clerk, ; Teachers, ; Family Involvement Coordinator,	All students	8/25/2014	6/4/2015	\$0	Early attendance slips	Increased student achievement
Increased Student Attendance	Promote daily attendance by implementing a weekly incentive program for students and staff to include Highest Attendance Trophy, Weekly Attendance Display by classroom, and drawings for individual rewards at the end of the six weeks						
	Principal, ; Assistant Principal, ; Teachers, ; Family Involvement Coordinator, ; Attendance Clerk,	All students	8/25/2014	6/4/2015	\$100 Local funds Partner in Education Funds	weekly attendance reports	98% attendance for the 2013-2014 school year
College and Career Readiness	Increase student knowledge about college & career planning through campus-wide and grade level activities that support and promote college and career readiness.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	All students	8/25/2014	6/4/2015	Local Budget, Partner in Education Funds	List of Activities	Counselor's log

Strategic Objective/Goal 4:	Travis Elementary will provide and maintain a safe, positive learning environment.						
Performance Objective 4A:	Travis Elementary will maintain high expectations toward a safe and structured environment including positive student behavior, 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
Positive Behavior Supports	Modify the current Positive Behavior and Academic Support (PBAS) plan to promote a safe and orderly environment conducive to learning						
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$1000 Local funds & PTO funds	Six Weeks Discipline Report	Decrease in student discipline referral for 2013-2014
Leadership Opportunities for Students	Develop and implement leadership opportunities (i.e. Paw Pack, Divas, etc.) for students in order to foster positive student behavior						
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator,	All students	8/25/2014	6/4/2015	Local Budget and Partner in Education Funds	Student Leadership Rosters	Student recognition on membership board
Positive Behavior Supports	Provide training for staff members on Developmental Assets and diffusing difficult situations to maintain positive student-teacher relationships and decrease student discipline referrals						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	8/25/2014	6/4/2015	\$0	Training Agenda	Decrease in discipline referrals 2013-2014
Safe and Secure Schools	Continue school-wide character education (Keystone), classroom guidance, and conflict resolution and problem solving (KELSO) programs to reduce discipline referrals and bullying incidents						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	8/25/2014	6/4/2015	\$0	Lesson Plans, Counselor log	Decrease in discipline referrals and bullying incidents in 2013-14

Staff Morale	Promote positive staff morale through a variety of teacher incentives, social committee and partner in education activities							
	Principal, ; Assistant Principal, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	All Students and Teachers	8/25/2014	6/4/2015	Social Committee Funds, Partner in Education Funds	Event Schedule	Event Sign in Sheets	
Bullying Prevention	Increase student awareness of bullying prevention techniques by implementing the OLWEUS bullying program							
	Principal, ; Assistant Principal, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	All students	8/25/2014	6/4/2015	District Funds	Training Agenda	Decrease in bullying incidents	
Safe and Secure Schools	Utilize Review 360 to determine effective strategies for improving classroom behavior							
	Principal, ; Assistant Principal, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	All students	8/25/2014	6/4/2015	\$0	Six weeks reports	Decrease in student discipline incidents	
Strategic Objective/Goal 5:	Travis Elementary will recruit, develop, and retain highly qualified and highly effective personnel.							
Performance Objective 5a:	Recruit and retain Highly Qualified personnel							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Highly Qualified Personnel	Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas							
	Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/26/2015	\$0	Job Fair Report	Job Fair Report	
Highly Qualified Personnel	Assure all assignments and re-assignments are filled with Highly Qualified staff							
	Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	\$0	Master Schedule, NCLB Audit	Master Schedule, NCLB Audit	

Highly Qualified Personnel	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers						
	Assistant Superintendent for Curriculum and Instruction, ; Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	\$0	Minutes	Minutes
Highly Qualified Personnel	Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers						
	Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	\$0	Master Schedule, Teacher Service Record	Master Schedule, Teacher Service Record
Highly Qualified Personnel	Assess the staff development needs of those teachers not meeting HQ standards						
	Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	\$0	Staff Development needs assessment	Staff Development needs assessment
Highly Qualified Personnel	Develop staff development growth plans (part of HQ Intervention Plan) for all non-HQ teachers						
	Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	Title II	Written HQ Intervention Plan completed for each non-HQ teacher	Written HQ Intervention Plan completed for each non-HQ teacher
Highly Qualified Personnel	Conduct mid-year review of teacher staff development hours						
	Principal, ; Assistant Principal,	All students	8/25/2014	12/19/2014	\$0	Staff Development report	Staff Development report
Highly Qualified Personnel	Select only HQ teachers from the applicant pool						
	Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	\$0	HQ Audit Report	HQ Audit Report

Highly Qualified Personnel	Implement a HQ Teacher Intervention Plan for all non-HQ teachers							
	Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	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	
Highly Qualified Personnel	Ensure campus personnel decision-makers are available during peak recruiting/hiring times							
Highly Qualified Personnel	Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	\$0	Campus submits staffing assignments by June 30	Campus submits staffing assignments by June 30	
Highly Qualified Personnel	Terminate teachers who have not met HQ requirement by the end of year							
Highly Qualified Personnel	Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	\$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	
Highly Qualified Personnel	Encourage and solicit teachers to add subject area certifications							
Highly Qualified Personnel	Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	Title II	Additional HQ teachers with additional subject area certification	Additional HQ teachers with additional subject area certification	
Highly Qualified Personnel	Encourage all teachers to become ESL and GT certified							
	Principal, ; Assistant Principal, ; Picacio-Jones, Norma; Moore-Fontenot, Susan	All students	8/25/2014	6/4/2015	Title II, Title III	Teachers with ESL and GT certification	Teachers with ESL and GT certification	

Strategic Objective/Goal 6:	Travis Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 6A:	Travis Elementary will facilitate communication between home, school and community, foster an active Parent Teacher Organization (PTO), 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
Home/School Communication	Foster communication between home and school through the use of a campus folder system, campus newsletters, the Travis website and by encouraging positive notes home, phone calls, and conferences to increase parent involvement						
	Principal, ; Assistant Principal, ; Teachers, ; Counselor, ; Family Involvement Coordinator, ; Campus Instructional Specialists, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	\$100	Conference records, Newsletters, Weekly folders	Increase in positive responses on end of year parent survey for 2013-2014
Home/School Communication	Structure parent orientation sessions to inform parents about tools they can use to help them stay aware of student progress (i.e. Lunch Money Now, parent portal, etc.)						
	Principal, ; Assistant Principal, ; Teachers, ; Counselor, ; Family Involvement Coordinator,	All students	8/25/2014	10/30/2014	\$0	Event flyers, attendance records	Increase in positive responses on end of year parent survey for 2014-2015
Home/School Communication	Utilize a common student planning tool that includes a calendar/agenda and folder system to promote academic and organizational skills that are grade level appropriate and to increase parental involvement						
	Assistant Principal, ; Teachers, ; Principal, ; Family Involvement Coordinator, ; Counselor, ; At-Risk Specialist, ; Campus Instructional Specialists,	All students	8/25/2014	6/4/2015	\$250 Local Funds	Folder & agendas purchased	Increased positive feedback on end of year survey

Increased Student Achievement	Offer evening events for families to address academic strategies in all content areas to promote higher student achievement and to promote parental involvement							
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; At-Risk Specialist, ; Teachers, ; Family Involvement Coordinator,	All students	8/25/2014	6/4/2015	Title 1 Budget	Event flyers	Increase in STAAR scores	
Increased Student Achievement	Sponsor parent training sessions on campus and in zoned neighborhood community facilities that address different topics based on the beginning of year survey data to enhance parents-as-teachers skills and to promote parental involvement							
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator, ; At-Risk Specialist,	All students	8/25/2014	6/4/2015	Title 1 Budget	Event sign in sheets	Increase in positive responses on parent survey	
Increased Student Achievement	Utilize our partner in education, ExxonMobil Baytown Refinery, to support Junior Achievement, fifth grade science camp mentoring program, family academic nights, reading buddies and tutorials							
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator,	All students	8/25/2014	6/4/2015	Partner in Education Funds	Event Agendas	ExxonMobil Volunteer sign in sheets	
Parental Involvement	Implement a structured volunteer program that encourages parents to become involved in all areas of their child's education							
	Principal, ; Teachers, ; Campus Instructional Specialists, ; Counselor, ; Family Involvement Coordinator,	All students	8/25/2014	6/4/2015	\$0	Volunteer Roundup	Volunteer sin in sheets	
Parent Involvement	Increase parent involvement in the Parent-Teacher Organization (P.T.O.) by encouraging parents to attend all meetings							
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator,	All students	8/25/2014	6/4/2015	PTO Funds	PTO Flyer	Meeting sign in sheets, Volunteer sign in sheets	

Strategic Objective/Goal 7:	Travis Elementary will provide the technology infrastructure and tools to maximize student achievement						
Performance Objective 7a:	Increase technology proficiency for students						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
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, ; Librarian,	All Students	8/25/2014	6/4/2015	\$0	Lesson Plans	Library and Lab Schedules
Achievement Gap	Utilize ESLReading Smart and Imagine Learning for our 1st-5th grade population to increase comprehension and fluency						
	Principal, ; Assistant Principal, ; Teachers, ; Counselor,	All students	8/25/2014	6/4/2015	Bilingual Funds	Lab Schedule	Increased Scores
Achievement Gap	Utilize computer programs (i.e. Reasoning Minds, ISIP, Think Through Math) to increase student achievement						
	Principal, ; Assistant Principal, ; Teachers, ; Counselor,	All students	8/25/2014	6/4/2015	District Funds	Lab Schedule	Increased Scores