

Carver Elementary Campus Improvement Plan

Authors: Reichardt, Melissa; Jason, Sharon

Reviewers:

Strategic Objective/Goal 1:	GCCISD 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 1A:	All students will achieve 90% of 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
Provide Interventions	Provide interventions for students not meeting district expectations as needed in math, reading, writing and science with an emphasis on White, AA and ELL sub groups utilizing but not limited to: Accelerated Instruction (A.I.), Extended day tutoring 3rd - 5th , LLI Kindergarten - 2nd, Read Right 3rd - 5th, L.O.T.I. (Level of Technology Implementation) 5th, Reading Recovery, SIOP Model, Instructional Specialists support.						
	Principal, ; Teachers, ; Campus Instructional Specialists,	All students	8/1/2013	5/30/2014	State Comp Ed. Funds	Benchmark,/CBA, STAAR, DRA, Guided Readingl, Successmaker, LLI, Read Right, Walk throughs, Eduphoria, Lesson Plans	Benchmark,/CBA, STAAR scores, DRA scores, Guided Reading level, Successmaker Reports, LLI Reports, Read Right Data, Walk throughs, Eduphoria, Lesson Plans

Collaborate in Professional Learning Communities	Collaborate in Professional Learning Communities and cross grade level meetings to study student data, plan coaching sessions, and plan instruction to ensure implementation of a rigorous curriculum for Pre-K through 5th grade to help close the achievement gaps in all content areas with a specific focus on African American, White, Special Education, and ELL students.						
	Teachers, ; Campus Instructional Specialists, ; Principal,	All students	8/1/2013	5/30/2014	\$0	STAAR, CBA/Benchmark	STAAR scores, CBA/Benchmark scores, Road Maps, PLC agendas
Staff Development	Plan staff development on best practices in the area of balanced literacy, writing, science, math, and inclusion practices aligned with the framework of non-negotiables and campus data needs.						
	Campus Instructional Specialists, ; Principal, ; District Specialists, ; Teachers,	All students	8/1/2013	5/30/2014	Campus Funds	STAAR Test, CBA/Benchmarks	STAAR scores, CBA/Benchmark scores, Agendas
Assessment	Assess students using previous EOY Assessments (K-5) at the start of the school year and use the data to address gaps with a specific focus on African American, White and ELL Students.						
	Teachers, ; Campus Instructional Specialists,	K-5 students	8/1/2013	9/30/2013	\$0	CBA/Benchmarks, EOY Assessments	CBA/Benchmark scores, EOY Assessment scores
Teacher Staff Development provided by Consultants	Teachers will be trained using guided math instruction and workstations through Deb Diller. Teachers will incorporate strategies from the training into their classroom teaching.						
	Campus Instructional Specialists, ; Campus Administrators,	All students	10/15/2013	6/6/2014	Grant Funds	STAAR test, Benchmarks/CBA's	Improved Student Achievement, STAAR scores, Benchmark/CBA Scores
PLC	Grade level Professional Learning Communities (PLC), team meetings will be held on a weekly basis along with Instructional Leadership Team (ILT) meetings to monitor the data of the targeted student population and the implementation of the Improvement Plan.						
	Campus Instructional Specialists, ; Campus Administrators,	Targeted Students	10/1/2013	6/6/2014	0	Interventions based on data	Improved data based on scores

Guided Reading	Teachers will utilize the guided reading model provided by district training. Strategies from training will be incorporated into the classroom.						
	Campus Instructional Specialists, ; Campus Administrators, ; Teachers,	Targeted Students	9/2/2013	6/6/2014	0	TEKS data	TEKS data, Test scores
Guided Math	Adjust schedules to create blocks of uninterrupted learning time for guided math.						
	Teachers, ; Campus Administrators,	All students	8/1/2013	9/30/2013	0	Benchmarks/CBA's	Benchmark/CBA scores
Strategic Objective/Goal 2:	GCCISD will provide a well balanced and appropriate curriculum to all students.						
Performance Objective 1:	Ensure that 100% of the teachers receive high-quality professional development each year.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Vocabulary	Ensure all instruction at all grade levels includes a focus on vocabulary content and rigorous instruction.						
Differentiated Instruction	Teachers, ; Campus Instructional Specialists, ; admin, admin	All students	8/1/2013	5/30/2014	0	STAAR Test Benchmarks DRA Test, Six Week Assessments, CBA's	STAAR Scores, Benchmark Scores, DRA Scores, Report Cards CBA Scores
	Teachers, ; Campus Instructional Specialists,	All students	8/1/2013	5/30/2014	Campus Funds	STAAR Test Benchmarks Eduphoria Lesson Plans, Walk throughs	STAAR Scores, Benchmark Scores, Eduphoria Lesson Plans Walk throughs
	Provide differentiated instruction in all classrooms- regular, inclusion BE/ESL and special education.						

ESL Strategies/Phonological Awareness	Implement the GCCISD Primary Bilingual Transition Flow Chart K-2 and provide ESL Strategies and Phonological Awareness to Bilingual students in order to increase TELPAS scores and transition them to the monolingual classrooms.						
	Bilingual Teachers, ; Campus Instructional Specialists, ; Instructional Aide,	PK-2 Bilingual Students, Bilingual/LEP Students (M1-M2), All grade levels	8/1/2013	6/6/2014	0	TELPAS, DRA Test, Benchmarks, CBA's, STAAR Test	TELPAS Scores, DRA Scores, Benchmark/CBA Scores, STAAR Scores
Bilingual/ESL Program Requirements	Implement the ESL program requirements as outlined in the GCCISD Bilingual/ESL Program Guidelines and implement all recommendations made by the Region 4 Bilingual/ESL Program Evaluation Report.						
	Bilingual Teachers, ; Campus Administrators, ; Director of Bilingual/ESL and Migrant Education Program, ; admin, admin	Bilingual/ESL Students	8/1/2013	6/6/2014	0	TELPAS, DRA Test, Benchmarks/CBA's, STAAR test	TELPAS Scores, DRA Scores, Benchmark/CBA Scores, STAAR Scores
LPAC Meetings	The campus LPAC will implement state program requirements and a district bilingual/ESL specialist and/or the program director will be present at all LPAC's.						
	Teachers, ; LPAC Parent, ; Campus Administrators, ; Director of Bilingual/ESL and Migrant Education Program,	Bilingual/ESL Students	8/1/2013	6/6/2014	0	LPAC Documentation	LPAC Minutes, LPAC Folders
Literacy Coaching	Using the Literacy coaching model teachers will have the opportunity to observe, collaborate, and apply the strategies modeled to improve student performance.						
	Campus Instructional Specialists, ; Campus Administrators, ; District Specialists,	All Students	10/1/2013	6/6/2014	0	Benchmark/CBA's, STAAR Test	Benchmark/CBA Scores, STAAR Scores

Teacher Staff Development provided by Consultants	Teachers will be trained using guided math instruction and workstations through Deb Diller. Teachers will incorporate strategies from the training into their classroom teaching.						
	Campus Instructional Specialists, ; Campus Administrators,	All students	10/15/2013	6/6/2014	Grant Funds	STAAR test, Benchmark/CBA's	Improved Student Achievement, STAAR Scores, Benchmark/CBA Scores
PLC	Grade level Professional Learning Communities (PLC), team meetings will be held on a weekly basis along with Instructional Leadership Team (ILT) meetings to monitor the data of the targeted student population and the implementation of the Improvement Plan.						
	Campus Instructional Specialists, ; Campus Administrators,	Targeted Students	10/1/2013	6/6/2014	0	Interventions based on data	Improved data based on scores
Guided Reading	Teachers will utilize the guided reading model provided by district training. Strategies from training will be incorporated into the classroom.						
	Campus Instructional Specialists, ; Campus Administrators, ; Teachers,	All Students	9/2/2013	6/6/2014	0	TEKS data	TEKS data, Test scores
Strategic Objective/Goal 3:	GCCISD through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
Strategic Objective/Goal 4:	GCCISD will provide and maintain a safe, positive learning environment.						
Performance Objective 1:	G. W. Carver Elementary will provide a safe learning environment for all students through counseling program and a school-wide discipline management plan that supports district initiatives and is focused on high expectations for student behavior in order to increase student engagement, decrease the districts dropout rate and improve the completion rate.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

Keystone Curriculum	Continue the daily implementation of Keystone Curriculum lessons and Developmental Asset Framework. Maintain a school-wide expectation and time for the teaching of the Keystone Curriculum (immediately after the morning announcements).						
	Teachers, ; Counselor, ; Family Involvement Coordinator, ; Campus Administrators,	All students	8/1/2013	6/6/2014	0	Lesson Plans, Reduction of Discipline referrals, Walk throughs	Lesson Plan Documentation, Decreased Discipline referrals, Walk through Documentation
Bully Awareness	Design and implement a Bully Awareness Plan that includes student/parent education sessions, Bullying Contract, teacher awareness program and monitoring of discipline data.						
	Counselor, ; Teachers, ; Family Involvement Coordinator, ; Campus Administrators,	All students	8/1/2013	6/6/2014	Campus Funds	Reduction of Discipline Referrals, Reduction in Bullying incidents, Bullying Plan	Decreased Discipline Referrals, Decreased Bullying Incidents
Student Attendance	Comply with state and local guidelines in regards to daily student attendance, completing paperwork, working with district attendance staff, to ensure proper documentation and follow-through on attendance concerns.						
	Teachers, ; Campus Administrators, ; Attendance Clerk,	All students	8/1/2013	6/6/2014	0	Attendance records	Attendance Documentation
College/Career Planning	Provide college/career planning/access awareness activities and interest assessments.						
	Counselor, ; Teachers,	All students	8/1/2013	6/6/2014	0	Calendar of Events, Interest Surveys	Posted Calendar of Events, Completed Interest Surveys
Mentors	A mentor will be assigned to each student in the target group and meet with them at least once a month.						
	Campus Instructional Specialists, ; Campus Administrators, ; Family Involvement Coordinator, ; Counselor,	Targeted Students	8/1/2013	6/6/2014	0	Student Engagement	Improved Student Engagement

Strategic Objective/Goal 5:	GCCISD will recruit, develop, and retain highly qualified and highly effective personnel.						
Performance Objective 1:	Attract, recruit and retain highly-qualified (HQ) teachers.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Job Fairs	Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas.						
	Director of Personnel, ; Campus Administrators,	All students	8/1/2013	6/6/2014	0	Job Fair Report	Job Fair Report
Highly Qualified Staff	Assure all assignments and re-assignments are filled with Highly Qualified staff.						
	Campus Administrators, ; Director of Personnel,	All students	8/1/2013	6/6/2014	0	Master Schedule, NCLB Audit	Master Schedule published, NCLB Audit Data
Teacher Mentorship	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.						
	Assistant Superintendent for Curriculum and Instruction, ; Campus Administrators,	All students	8/1/2013	6/6/2014	0	Minutes	Minutes
SES Equaility	Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers.						
	Campus Administrators, ; Director of Personnel,	All students	8/1/2013	6/6/2014	0	Master Schedule, Teacher Service Records	Master Schedule submitted, Teacher Service Records

HQ Teachers	Assess the staff development needs of those teachers not meeting HQ standards.						
	Campus Administrators, ; Director of Personnel,	All students	8/1/2013	6/6/2014	0	Staff Development needs assessment	Staff Development needs assessment documentation
Growth Plans	Develop staff development growth plans (part of HQ Intervention Plan) for all non-HQ teachers.						
	Campus Administrators,	All students	8/1/2013	6/6/2014	0	Written HQ Intervention Plans	Written HQ Intervention Plans documented
Staff Development	Conduct mid-year review of teacher staff development hours.						
	Campus Administrators,	All students	8/1/2013	6/6/2014	0	Staff Development Record	Staff Development Record documented
Strategic Objective/Goal 6:	GCCISD will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 1:	Facilitate parental involvement in order to help increase the district completion rate.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Behavior Communication	Communicate daily with families regarding behavior (both positive and negative) using students' daily folders, behavior charts and parent conferences and use positive incentives to promote good behavior and attendance.						
	Teachers, ; Family Involvement Coordinator, ; Counselor, ; Campus Administrators,	All students	8/1/2013	6/6/2014	0	Reduction of Discipline Referrals, Parent Contact log, Attendance Data, Conduct Grades	Decreased Discipline Referrals, Parent contact log, Attendance Data, Conduct Grades

Academic Nights	Involve parents in their student's reading development including campus wide Academic nights hosted during the school year to encourage parent participation.						
	Family Involvement Coordinator, ; Teachers, ; Campus Instructional Specialists, ; Campus Administrators, ; Counselor,	All students	8/1/2013	6/6/2014	Title I funds	Parent Surveys, Title Budget Documentation, Parent Sign-in Sheet	Completed Parent Surveys, Title I Budget Documentation, Parent Sign-in Sheets
Communication	Ensure communication between the school and home through the use of daily/weekly folders in all grades PK-5 and publish school-wide newsletter once each six weeks.						
	Family Involvement Coordinator, ; Teachers,	All students	8/1/2013	6/6/2014	Title I funds	Student Folders, Newsletters	Documented student folders, Sent Newsletters home
Curriculum Objectives	Inform parents of grade level reading, language arts, math and science objectives as well as progress towards goals.						
	Family Involvement Coordinator, ; Teachers, ; Campus Instructional Specialists,	All students	8/1/2013	6/6/2014	0	Benchmarks/CBAs, Progress Reports, Report Cards, Parent Conferences	Benchmarks/CBA grades, Progress Reports sent home, Report Cards sent home, Parent Conferences
Volunteers	Encourage participation in PTO and Parent Volunteer Program by highlighting opportunities to participate in the newsletter and the website.						
	Family Involvement Coordinator, ; Campus Administrators,	All students	8/1/2013	6/6/2014	0	Volunteers, PTO data	Volunteer sign-in sheets, PTO data

Attendance	Parents of each student in the target group will be contacted by the Family Involvement Coordinator for a conference to discuss the importance of daily attendance and students prior year attendance rate. Attendance of the targeted student group will be monitored by the attendance clerk and the FIC.						
	Family Involvement Coordinator, ; Campus Administrators, ; Attendance Clerk,	Targeted students	8/1/2013	6/6/2014	0	Student Attendance records	Improved student attendance
Strategic Objective/Goal 7:	GCCISD will provide the technology infrastructure and tools to maximize student achievement.						