

# Harlem Elementary Campus Improvement Plan

**Authors: Ornelas, Melissa; Warford, Stephen Matt; Davis, Ami; Wyatt, Lindsey Pierce**

## Reviewers:

<b>Strategic Objective/Goal 1:</b>	GCCISD will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.						
<b>Performance Objective 1:</b>	All students will meet or exceed expectations on grade level assessments and the STAAR assessment.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Instruction	Use research based, high-yield strategies that promote learning for all student populations, including (but not limited to): effective and aligned questioning and problem solving models (e.g. Kilgo), interactive journals, Marzano's proficiency scales, academic games, formative assessments, student progress monitoring, etc.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All students, subpopulations (African Americans, Hispanics, Whites, LEP, Special Education)	8/26/2013	6/6/2014	0	District Assessments, State Assessments, Formative Assessments	
Instruction	Design and utilize an effective vocabulary alignment model based on data from assessments and vertical team meetings, continue implementation of Marzano's 6-step Vocabulary development model, and utilize interactive journals to deepen students' understanding of academic vocabulary concepts.						
	Campus Instructional Specialists, ; Campus Administrators, ; Teachers, ; District Specialists,	All students, Sub-populations (African Americans, Hispanics, Whites, LEP, Special Education)	8/26/2013	6/6/2014	0	Lesson Plans, Interactive Journals, Assessment Results, Classroom Observations	

Instruction	Create authentic writing experiences for all students to write in a variety of formats across all content areas (e.g. Interactive journals, reading responses, labs, etc).						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All students, Sub-populations (African Americans, Hispanics, Whites, LEP, Special Education)	8/26/2013	6/6/2014	0	Writing Portfolios, Interactive Journals, Lesson Plans, Classroom Observations, Assessment Data	
Professional Development	Plan professional development opportunities aligned to the framework of nonnegotiables, Board and Campus Goals, and data needs, including (but not limited to): academic vocabulary development, understanding and working with students from low SES backgrounds, (Eric Jensen, Dr. Beagle), PLCs, technology integration, proficiency scales, etc.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; District Specialists,	All students, Sub-populations (African Americans, Hispanics, Whites, LEP, Special Education)	8/26/2013	6/6/2010	Campus and Title Funds, BISI Funding (Region 4)	Lesson Plans, Training Agendas and sign-in sheets	
<b>Strategic Objective/Goal 2:</b>	GCCISD will provide a well balanced and appropriate curriculum to all students.						
<b>Performance Objective 1:</b>	Harlem Elementary will implement a rigorous and relevant curriculum as outlined by the district C & I department to ensure academic success for all learners.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>

Instruction, Curriculum, and Analysis	Collaborate in Professional Learning Communities to ensure all student populations have access to a rigorous and viable curriculum, monitor student performance data (Eduphoria Aware) and plan for interventions and enrichment accordingly, utilize formative assessments to ensure depth and rigor, and improve alignment in instructional practices.						
Enrichment, Career and College Readiness	Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; District Specialists,	All Students	8/26/2013	6/6/2014	Title and Local Funds	PLC Meeting Agendas, Lesson Plans, Classroom Observations, Assessment Data, Intervention Group Lists	
Instruction	Design groupings so that students performing at or above grade level expectations have opportunities to engage in meaningful enrichment opportunities that promotes critical thinking, UIL academic preparation, and 21st century learning skills (increase commended performance rates and college preparedness).						
	Campus Administrators, ; Teachers, ; Campus Instructional Specialists,	All Students	8/26/2013	6/6/2014	0	Assessment Data, Enrichment Groups	
Strategic Objective/Goal 3:	Provide training to teachers on best practices to be used with Harlem Elementary special programs (bilingual/ESL and Special Education) to ensure identified students' instructional needs are being met and they are getting intentional access to the general curriculum, monitor their performance data, and plan interventions accordingly.						
Performance Objective 1:	Harlem Elementary will provide an inviting, exciting, and student-centered environment that motivates students to be present at school and prepares them for secondary education and beyond.						
Area of Need	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>

Attendance	Harlem Elementary will motivate students to be at school by recognizing students with perfect attendance.						
	Campus Administrators, ; Teachers,	All students	8/26/2013	6/6/2014	Campus Funds; PTO and PIE Donations	Attendance records	
Career and College Readiness	Harlem Elementary will provide enrichment opportunities for students that prepares them for career and college readiness.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/26/2013	6/6/2014	Campus Funds to purchase materials	Grades, AI schedule, UIL, Assessment Results	
Attendance	Harlem Elementary will educate parents about the importance of being at school and plan interventions accordingly.						
	Campus Administrators, ; Family Involvement Coordinator, ; Counselor, ; CYS Worker,	All students	8/26/2013	6/6/2014	0	Attendance Reports, A2A Letters, Parent Conference Logs	
At-Risk Prevention	Harlem Elementary will monitor at-risk students and plan interventions accordingly (including, but not limited to: mentors, PALS, counseling sessions, parent conferences, tutoring) to ensure they progress through school successfully.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; Counselor, ; CYS Worker, ; Family Involvement Coordinator,	At-risk students	8/26/2013	6/6/2014	Title and local funds	At-risk report, Assessment Data, Attendance, Mentoring Lists	
<b>Strategic Objective/Goal 4:</b>	GCCISD will provide and maintain a safe, positive learning environment.						
<b>Performance Objective 1:</b>	Harlem Elementary will provide and maintain a safe, positive learning environment for all students.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>

Character Education	Continue the daily implementation of the Developmental Asset Framework and Keystone Curriculum to promote positive citizenship and 21st century skills amongst students.							
	Campus Administrators, ; Counselor, ; Teachers,	All Students	8/26/2013	6/6/2014	0	Lesson Plans, Discipline Referrals, Review 360 Data		
PBAS	Continue implementation of our campus Positive Behavior and Academic Support plan (PBAS) that meets campus needs and meet regularly with core team to monitor its effectiveness/progress.							
	Campus Administrators, ; Counselor, ; Teachers,	All Students	8/26/2013	6/6/2014	Local Funds, PTO and PIE Donations for Incentives	Discipline Referrals		
Citizenship	Utilize positive incentives to promote good citizenship and attendance, including (but not limited to): awards assembly, caught being good program, student recognition on announcements, teacher incentives (e.g. no marks Monday, picnics, lunch with teacher or administrator), etc.							
	Campus Administrators, ; Teachers, ; Counselor, ; Family Involvement Coordinator,	All Students	8/26/2013	6/6/2014	Local Funds, PTO and PIE Donations for Incentives	Discipline Referrals, Attendance Data		
Bullying	Continue implementation of our campus Bullying Awareness Plan that includes parent education sessions, Bullying Contract, teacher awareness training, student program, and routine monitoring of discipline data.							
	Campus Administrators, ; Teachers, ; Counselor, ; Family Involvement Coordinator,	All students	8/26/2013	6/6/2014	0	Discipline Referrals, Bullying Reports, Bullying Contracts		

<b>Strategic Objective/Goal 5:</b>	GCCISD will recruit, develop, and retain highly qualified and highly effective personnel.						
<b>Performance Objective 1:</b>	Create a plan to monitor new student enrollment and corresponding staff assignments for implementation prior to the start of school year.						
<b>Performance Objective 2:</b>	All students will be taught by a teacher who has met the requirement as Highly Qualified (HQ) or state certified if NCLB rules do not apply.						
<b>Performance Objective 3:</b>	Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas.						
<b>Performance Objective 4:</b>	Eliminate class-size waivers by implementing cluster guidelines						
<b>Performance Objective 5:</b>	Assure all assignments and re-assignments are filled with Highly Qualified staff.						
<b>Performance Objective 6:</b>	Monitor student achievement. All campuses covered by the waiver will show annual gains in performance for all students and for each student group on each assessment administered.						
<b>Performance Objective 7:</b>	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.						
<b>Performance Objective 8:</b>	Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers.						
<b>Performance Objective 9:</b>	Provide professional development for teachers.						
<b>Performance Objective 10:</b>	Conduct mid-year review of teacher staff development hours.						
<b>Performance Objective 11:</b>	Terminate teachers who have not met NCLB requirement by the time required to become highly qualified.						
<b>Performance Objective 12:</b>	Encourage and solicit teachers to add subject area certifications, ESL and GT certifications.						
<b>Strategic Objective/Goal 6:</b>	GCCISD will establish and maintain parental and community partnerships in education to enhance student achievement.						
<b>Performance Objective 1:</b>	Harlem Elementary will create a partnership between home, school and community by providing on-going communication for involvement that educates and informs students, teachers and parents.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>

Parental Involvement	Engage parents in meaningful ways to support their child's academic progress through content family nights, parent-teacher conferences, and parenting sessions.							
	Campus Administrators ; Campus Instructional Specialists ; Teachers ; Family Involvement Coordinator ; Counselor ; CYS Worker,	All Students	8/26/2013	6/6/2014	Title Funds	Title 1 Parent-Teacher Conference Binders, Family Events Sign-In Sheets		
Partners in Education	Continue developing our partnership with our Partners in Education, LCY Elastomers, to support our students and our staff.							
	Campus Administrators ; Family Involvement Coordinator,	All Students	8/26/2013	6/6/2014	0	Partners in Education Reports		
Community Involvement	Continue to build a stronger relationship with the Harlem Elementary community by conducting parent session in central meeting locations for parents to attend at their convenience.							
	Campus Administrators ; Teachers ; Family Involvement Coordinator,	All Students	8/26/2013	6/6/2014	Title Funds	Parent Sign-in Sheets, Submitted Agendas, Parent Surveys		
21st Century Learning	Connect with local businesses to create a partnership and mentorship program that encourages students to develop 21st century learning skills.							
	Campus Administrators ; Family Involvement Coordinator ; Teachers,	All Students	8/26/2013	6/6/2014	0	Volunteer Logs		
Parent-Teacher Organization	Grow our Parent-Teacher Organization and continue to plan events that promote success for students and a positive image to the community (e.g. family movie night).							
	Campus Administrators ; Family Involvement Coordinator,	All Students	8/26/2013	6/6/2014	PTO Funds and Donations	PTO Meeting Minutes, Family Night's Sign-In Sheets		

<b>Strategic Objective/Goal 7:</b>	GCCISD will provide the technology infrastructure and tools to maximize student achievement.						
<b>Performance Objective 1:</b>	Integrate technology into the daily curriculum to enhance student engagement and promote 21st century learning, including (but not limited to): Edusmart, SuccessMaker, Starfall, Type to Learn, PowerPoint, Brain Pop, United Streaming, other web based sites, etc.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Technology	Harlem Elementary teachers will incorporate a variety of educational technology tools into their lessons thereby exposing students to various platforms and giving them opportunities to develop their technology capacities.						
	Teachers, ; Campus Administrators, ; District Specialists,	All Students	8/26/2013	6/6/2014	Campus funds	Lesson Plans, Computer Lab Schedule, Library Lessons,	



