

# Travis Elementary Campus Improvement Plan

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**Reviewers:**

<b>Strategic Objective/Goal 1:</b>	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.						
<b>Performance Objective 1:</b>	All students will achieve 90% or mastery on their grade level assessments and meet or exceed the state average on STAAR.						
<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>
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	8/26/2013	6/6/2014	\$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	8/26/2013	10/15/2013	\$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	8/26/2013	6/6/2014	\$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, and to help close the achievement gap						
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Family Involvement Coordinator, ; Teachers,	All students	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	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	8/26/2013	6/6/2014	\$0	Lesson Plans, Walk-throughs	Increased math CBA, Benchmark, and STAAR scores

<b>Strategic Objective/Goal 2:</b>	Travis Elementary will provide a well balanced and appropriate curriculum to all students.						
<b>Performance Objective a:</b>	Teachers will implement a rigorous and relevant curriculum 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>
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,	All students	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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, and teaching children in poverty to support classroom instruction in order to close achievement gap							
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; District Specialists,	All students	8/26/2013	6/6/2014	\$500		training agendas & sign in sheets	increased STAAR scores

<b>Strategic Objective/Goal 3:</b>	Travis Elementary, through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
<b>Performance Objective 3a:</b>	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.						
<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>
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	8/26/2013	6/6/2014	\$100 Local funds Title 1 Budget	Weekly attendance data	98% attendance for the 2013-2014 school year
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	8/26/2013	6/6/2014	\$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 activities that support and promote college and career readiness.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	All students	8/26/2013	6/6/2014	Local Budget, Partner in Education Funds	List of Activities	Counselor's log
<b>Strategic Objective/Goal 4:</b>	Travis Elementary will provide and maintain a safe, positive learning environment.						
<b>Performance Objective 4A:</b>	Travis Elementary will maintain high expectations toward a safe and structured environment including positive student behavior, and elevate morale for all students and staff.						
<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>

Positive Behavior Supports	Continue to implement the 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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	Social Committee Funds, Partner in Education Funds	Event Schedule	Event Sign in Sheets

<b>Strategic Objective/Goal 5:</b>	Travis Elementary will recruit, develop, and retain highly qualified and highly effective personnel.							
<b>Performance Objective 5a:</b>	Recruit and retain Highly Qualified personnel							
<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>	
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	8/26/2013	6/27/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	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	8/26/2013	12/20/2013	\$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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	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							
	Principal, ; Moore-Fontenot, Susan	All students	8/26/2013	6/6/2014	\$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.							
	Principal, ; Moore-Fontenot, Susan	All students	8/26/2013	6/6/2014	\$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.							
	Principal, ; Assistant Principal, ; Moore-Fontenot, Susan	All students	8/26/2013	6/6/2014	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	8/26/2013	6/6/2014	Title II, Title III	Teachers with ESL and GT certification	Teachers with ESL and GT certification	
<b>Strategic Objective/Goal 6:</b>	Travis Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.							
<b>Performance Objective 6A:</b>	Travis Elementary will facilitate communication between home, school and community, foster an active Parent Teacher Organization (PTO), and provide family education sessions.							
<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>	
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	8/26/2013	6/6/2014	\$100	Conference records, Newsletters, Weekly folders	Increase in positive responses on end of year parent survey for 2013-2014	

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	8/26/2013	6/6/2014	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	8/26/2013	6/6/2014	Title 1 Budget	Event sign in sheets	Increase in positive responses on parent survey
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	8/26/2013	6/6/2014	\$0	Volunteer Roundup	Volunteer sin in sheets
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	8/26/2013	6/6/2014	Partner in Education Funds	Event Agendas	ExxonMobil Volunteer sign 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	8/26/2013	6/6/2014	PTO Funds	PTO Flyer	Meeting sign in sheets, Volunteer sign in sheets

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	8/26/2013	6/6/2014	\$250 Local Funds	Folder & agendas purchased	Increased positive feedback on end of year survey
<b>Strategic Objective/Goal 7:</b>	Travis Elementary will provide the technology infrastructure and tools to maximize student achievement.						
<b>Performance Objective 7a:</b>	Increase technology proficiency for 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>
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	8/26/2013	6/6/2014	\$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	8/26/2013	6/6/2014	Bilingual Funds	Lab Schedule	Increased Scores

