

Alamo Elementary Campus Improvement Plan

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Strategic Objective/Goal 1:	Alamo 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 1A:	Alamo Elementary will increase overall student achievement for all grades and subjects and will achieve an index score of at least 80 as measured by Index 1 of the state accountability system.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Intervention	Ensure proper placement and programming for all students and provide assistance and remediation for students who are unsuccessful in the classroom to help them progress.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	Students performing below grade level	7/1/2014	6/30/2015	Local Funds	CBAs , Benchmarks, Diagnostic Assessments	STAAR Results
Resources	Provide materials, activities, and technology necessary for students to achieve in the classroom.						
	Campus Administrators, ; Campus Instructional Specialists,	All Students	7/1/2014	6/30/2015	Local Budget, SCE Funds	Purchase Orders and Meeting Minutes	Lesson Plans, Benchmark, CBA, and STAAR Scores, ISIP and TTM reports.
Staff Development	Provide staff development opportunities for all staff members to improve educational knowledge and practice.						
	Campus Administrators, ; Campus Instructional Specialists,	Teachers	7/1/2014	6/30/2015	Campus Budget	Staff Development Logs	Staff Development Logs, Lesson Plans, STAAR Results

Building Capacity	Utilize campus and district instructional specialists as well as campus master teachers to help build capacity in all staff members through peer coaching and development.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	Teachers	7/1/2014	6/30/2015	Campus Budget	Staff development logs	Teacher feedback
Professional Learning Communities	Continue to use Professional Learning Communities for vertical planning, data disaggregation, and staff development to help all teachers become more successful.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	Teachers	7/1/2014	6/30/2015	Campus Budget	Master Schedule	Meeting Agendas
Performance Objective 1B:	All students at Alamo Elementary will make significant academic progress and the campus will earn an index score of at least 55 for index 2 of the state accountability system as well as earning an academic distinction designation for student progress.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Targeted Intervention	Provide remediation/enrichment for all students based on data-based areas of need.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/26/2014	6/6/2015	Local Budget, SCE Funds	Student grades, tutoring schedules,	Student growth measure for STAAR, Reading Levels, Student Grades
Primary Intervention	Structure the master schedule to include the computer lab in the conference rotation to allow for 2 days a week of computer based intervention for all students in grades K-2.						
	Principal,	All Students	8/26/2014	6/6/2015	Computer Lab, I-Station Accounts, Renaissance Math Accounts, Para-professional	I-Station and Math Facts in a Flash Reports	End of Year Reading and Math Levels

Performance Objective 1C:	Alamo Elementary will work to ensure that there will be no statistically significant achievement gaps for any student group in any of the four core curricular areas.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
English Language Learners	Ensure the appropriate placement and programming for all English language learners and provide assistance and remediation for students who are not successful in the classroom.						
	Campus Administrators, ; Campus Instructional Specialists, ; Bilingual Teachers,	English Language Learners	8/26/2013	6/6/2014	Local Budget, Bilingual Budget	Report Card Grades, CBA Scores, Benchmark Scores	End-of-Year LPAC Report, TELPAS Reports, STAAR Scores
African American Students	Provide targeted assistance to low-performing students based on need areas identified through close data analysis.						
	Campus Administrators, ; Campus Instructional Specialists,	Low Performing African American Students	8/26/2013	6/6/2014	Local Budget	Report Card Grades, CBA and Benchmark Scores	STAAR Scores
Performance Objective 1D:	Alamo Elementary will show that students have the skills and knowledge needed to be college and career ready by showing a mastery of student expectations on local assessments and by increasing the percentage of students achieving at the Advanced Academic level on each STAAR Assessment to a minimum of 25% for each student group.						
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 Connection	Family Involvement Coordinator will visit the families of students who are achieving at the Met Satisfactory level and provide individualized information and resources to parents to use to help their student excel.						
	Family Involvement Coordinator,	Identified students	8/26/2014	6/6/2015	FIC Title Budget, SCE Budget, Local Budget	Family Contact Logs	Increase in students achieving at the Advanced Academic Level.

Targeted Intervention	Use a quintile analysis of SE level data for high performing students to be able to provide focused targeted instruction and enrichment.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	Identified students	8/26/2014	6/6/2015	Local funds	Tutoring schedule, CBA Scores, Benchmark Scores	Increase in the number of students performing at the Advanced Academic level.
Strategic Objective/Goal 2:	Alamo Elementary will provide a well balanced and appropriate curriculum to all students.						
Performance Objective 2A:	All Alamo staff members will work to deepen their knowledge of the TEKS and to implement a rigorous and relevant curriculum to ensure that all students are successful.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Mathematics	Implement the new math TEKS to ensure a seamless transition into the new standards and to identify and eliminate any gap areas before they arise.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All students	8/25/2014	6/30/2015	Local Funds	Staff development and meeting attendance records.	CBA, Benchmark, STAAR Scores
Reading/Language Arts	Continue to implement new strategies, programs, and initiatives as identified by the Meadow's Center Audit to improve student performance in Reading and ELA.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/26/2014	6/30/2015	Local Funds	CBA Scores, Benchmark Scores, ISIP reports	State Accountability Index 1 and 2 for STAAR Reading

Data Disaggregation	Utilize student assessment data from a variety of sources to identify instructional need areas and develop and implement intervention plans to address these areas to increase student academic performance.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/26/2014	6/30/2015	Campus Budget	Identified Instructional Focus Document, CBA and Benchmark achievement in targeted areas.	Increase in student achievement in targeted student expectations.
TEKS Lab	In grades 3-5, a TEKS Lab period has been added to the master schedule to allow for purposeful and direct instruction in low-performing student expectations.						
	Campus Instructional Specialists, ; Teachers,	All Students	7/1/2014	6/30/2015	Local Funds	Master Schedule, Lesson Plans, Instructional Focus Plans	Student performance on STAAR in targeted SEs.
Best Practices	Utilize effective and research based methods and instructional strategies (e.g., ESL strategies, SIOP, ELPS, guided reading, Kagan Questioning, literacy stations, differentiated instruction, et. al.) to meet the needs of all students.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/26/2014	6/6/2015	Local Funds	Lesson Plans, CBA and Benchmark Data, Staff Development Records	STAAR Results
Strategic Objective/Goal 3:	Alamo Elementary, through enhanced and dropout prevention efforts,will work to ensure that all students will remain in school until they obtain a high school diploma.						
Performance Objective 3A:	All students at Alamo will be presented with opportunities to explore different college and career options with a focus on the importance of attendance, participation, and 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

College and Career Awareness	Implement a counseling program that utilizes guidance lessons to promote college and career awareness as well as positive behavior						
	Weiss, Catherine	All Students	7/1/2014	6/30/2015	Counselor's Budget	Counseling Logs College and Career Week Activities	Counseling Logs College and Career Week Activities
Student Attendance	Continue and expand the school-wide attendance programs with an aim of increasing the average daily attendance to 98.5%.						
	Campus Administrators, ; Family Involvement Coordinator, ; Attendance Clerk, ; Teachers,	All Students. Focus on students with attendance issues.	8/26/2014	6/6/2015	Local Funds, Partner in Education (Kiwanis Club of Baytown) funding	6 Weeks Attendance Reports. Attendance Committee Meeting Minutes. Event Logs.	End of Year Average Daily Attendance Rate of 98.5% or higher.
Strategic Objective/Goal 4:	Alamo Elementary will provide and maintain a safe and positive learning environment.						
Performance Objective 4A:	Maintain high expectations toward a safe and structured environment 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
Behavior Management Plans	Ensure that classroom, grade level, campus, and district behavior management systems are aligned, effective, and enacted.						
	Campus Administrators,	All Students	7/1/2014	6/30/2015	Campus Budget	Number of discipline referrals, discipline committee minutes	Number of discipline referrals, discipline committee minutes
Managing Student Behavior	Provide training opportunities for all staff members focused on student management techniques and increasing student engagement.						
	Campus Administrators,	All Students	7/1/2014	6/30/2015	Campus Budget	Training agendas Staff Development Logs	Training agendas Staff Development Logs

School-wide Discipline Management	Provide school-wide programs aimed at decreasing discipline issues by providing recognition, encouragement, and incentives to students for perfect attendance, academic achievement, and exemplary behavior.						
	Campus Administrators,	All Students	7/1/2014	6/30/2015	Campus Budget	Training agendas Discipline Reports Award Ceremony Agendas Reduced number of discipline referrals/incidents	Training agendas Discipline Reports Award Ceremony Agendas Reduced number of discipline referrals/incidents
School-wide Discipline Management	Continue to implement a PBAS plan for Alamo Elementary.						
	Campus Administrators, ; Teachers,	All Students	7/1/2014	6/30/2015	PIE (Kiwanis) Donation, Local Funds	Program Logs	Reduction in Student Referrals
School-wide Discipline Management	Utilize the discipline committee's monthly meetings as a way to provide feedback and communication on the effectiveness of the school's current discipline plans and practices.						
	Assistant Principal,	Teachers	7/1/2014	6/30/2015	campus Budget	Discipline Committee Mtg Minutes Discipline Reports	Discipline Committee Mtg Minutes Discipline Reports
Counseling	Provide programs aimed at character education, drug/violence prevention, and college and career awareness.						
	Weiss, Catherine	All Students	7/1/2014	6/30/2015	Campus Budget	Calendar of Events	Log of Events
Strategic Objective/Goal 5:	Alamo Elementary will recruit, develop, and retain highly qualified and highly effective personnel.						
Performance Objective 5A:	Recruit and retain Highly Qualified personnel and encourage and solicit teachers to add subject area certifications, ESL and GT certifications						
Strategic Objective/Goal 6:	Alamo Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 6A:	Facilitate communication between home, school, and community, foster an 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

Communication	Facilitate communication by staff members with parent and community through the distribution of monthly newsletters, home-visits, parent/teacher conferences, and family involvement events scheduled both during the school day and after school.						
	Onken, Brandy	All Students	7/1/2014	6/30/2015	Local Budget, Title I Budget	Communication Logs	Record of Communication
Student Intervention	Utilize the HOPE team to assist with behavior, attendance, academics, and any other student needs						
	Family Involvement Coordinator,	All Students	7/1/2014	6/30/2015	Local Budget	HOPE Team Minutes	HOPE Team Minutes
Parent Involvement	Hold family nights in conjunction with PTO meetings throughout the course of the year to provide academic support, promote a home-school connection, and build the Parent Teacher Organization through active participation by all staff members.						
	Campus Administrators, ; Family Involvement Coordinator,	All Students	7/1/2014	6/30/2015	Local Budget	Calendar of Events	Sign In Sheets
Parent Education	Assist parents with parent educational sessions over a variety of subjects						
	Family Involvement Coordinator,	Parents	7/1/2014	6/30/2015	Local Funds	Log of Events	Attendance Sheets
Strategic Objective/Goal 7:	Alamo Elementary will provide the technology infrastructure and tools to maximize student achievement.						
Performance Objective 7A:	Integrate available technology (e.g., Promethean boards, document cameras, projectors, e-instruction units, et.al.) and software (e.g., Success Maker, Imagine Learning English, Accelerated Reader, Type-to-Learn) into daily practices to introduce, practice, and reinforce TEKS.						
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	Provide staff development opportunities for all staff members to improve their knowledge and skill base with technology provided as a part of the 2014-2015 bond program.						
	Campus Administrators,	All Staff	8/8/2014	10/1/2014	Local Funds	Teacher Lesson Plans	Staff Development Logs, Teacher Lesson Plans