

# B.P. Hopper Campus Improvement Plan

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## Reviewers:

<b>Strategic Objective/Goal 1:</b>	B.P. Hopper 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>	Achieve 90% or mastery on grade level assessments and support Highlands Elementary on meeting or exceeding the state average on STAAR by 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>
Achievement Gap	Disaggregate and analyze test data and grade distributions to target specific objectives and determine strengths from areas of concern, including achievement discrepancies among various student groups.						
	Campus Administrators, ; Campus Instructional Specialists, ; At-Risk Specialist, ; Teachers,	All student groups with a specific focus on African American, Special Education, ELL, and Economically Disadvantaged	7/21/2014	6/30/2015	Local funds	OSI, CBAs, Campus Common Assessments, iStation	EOY ISIP
Achievement Gap	Use instructional facilitator, at-risk specialist and administrators to facilitate weekly PLC pre-planning and planning sessions to target specific TEKS and objectives and implement plans for closing achievement gaps in the content areas with an emphasis on writing.						
	Teachers, ; At-Risk Specialist, ; Campus Instructional Specialists, ; Campus Administrators,	K-1 students with a focus on African American, Special Education, ELL and Economically Disadvantaged	9/2/2014	6/5/2015	Local funds, Title 1	OSI, CBAs, Campus Common Assessments, iStation	EOY ISIP

Achievement Gap	Chart students Guided Reading Levels each six weeks in data room to track progress and make instructional adjustments as needed.							
	Teachers ; Campus Instructional Specialists ; Campus Administrators,	K-1 students	8/25/2014	6/5/2015	Title 1	Guided Reading Levels	Charts	
Achievement Gap	Provide specific resources, personnel, and extended instructional time to meet the needs of all students, including at-risk students.							
	Jimenez, Janie; At-Risk Specialist ; Campus Administrators ; Campus Instructional Specialists,	All students	8/25/2014	6/5/2015	Title 1	CBAs, teacher-made tests, benchmarks, check up quizzes	Lesson plans, Charts, Coaching Forms	
Coaching Support	Provide coaching support for classroom teachers, especially teachers new to the profession, grade level, or content area.							
	Jimenez, Janie; Campus Administrators ; Campus Instructional Specialists ; At-Risk Specialist,	PreK-1 students with a focus on African American, Special Ed., ELL, and Economically Disadvantaged	8/25/2014	6/5/2015	Local budget	Lesson plans, PLCs	Walkthroughs, Coaching Classroom Feedback Forms	
Professional Learning Communities	Use Professional Learning Communities and Vertical Teams with Highlands Elementary to ensure teachers understand and implement the TEKs with a focus on African American, Special Ed., ELL and Economically Disadvantaged groups.							
	Campus Administrators ; Campus Instructional Specialists ; Chapa, Candice	All students	8/25/2014	6/5/2015	Local	Walkthroughs, PDAS, Lesson plans, Vertical PLCs	PDAS observations, Lesson Plans	
<b>Strategic Objective/Goal 2:</b>	B.P. Hopper will provide a well balanced and appropriate curriculum to all students.							
<b>Performance Objective 1:</b>	Provide staff members with information, materials, and the necessary training to ensure student success both academically and behaviorally.							
<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>	

Bilingual/ESL program	Implement the Bilingual/ESL program so that ELLs progress one language proficiency level yearly and reach English attainment within 3-5 years.						
	Jimenez, Janie; Teachers, ; Campus Administrators,	All students	8/25/2014	6/5/2015	Local	TELPAS	TELPAS scores
GATE Program	Implement the GATE program so that all GATE students are taught at their highest potential through accelerated instruction and achieve above grade level EOY DRA and scores of 90% or better on EOY Math CBAs.						
	Campus Administrators, ; Teachers,	K-1	8/25/2014	6/5/2015	Local	CBAs, teacher-made tests, EOY scores, DRA	Lesson plans
Special Education Program	Implement Special Education programs so that all Special Education students are taught in the least restrictive environment to improve learning outcomes.						
	Teachers, ; Campus Administrators,	EE-1	8/25/2014	6/5/2015	Local	IEP Objectives	Annual IEP Meetings and mastering annual goals
Best Practices	Utilize Vertical Teams with Highlands Elementary and hold vertical alignment meetings once per six weeks to focus on the needs of all students.						
	Campus Administrators, ; Felder, Tammy; Chapa, Candice; Rosas, Maria S	Prek-1	8/25/2014	6/5/2015	N/A	Meeting agendas, Meeting Minutes	Sign in sheets
Staff Development	Provide staff development to address needs in core content areas, technology, at-risk students and target sub populations.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	Local	Training Agendas	Sign in sheets

<b>Strategic Objective/Goal 3:</b>	B.P. Hopper through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
<b>Performance Objective 1:</b>	Ensure all B.P.Hopper students are enrolled in school and are present on a daily basis.						
<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>
Attendance	Promote 98% or above attendance school-wide and incorporate incentive programs for students and teachers through PBAS.						
	Brown, Raedean; Family Involvement Coordinator, ; Campus Administrators, ; Counselor,	All students	8/25/2014	6/5/2015	PTO, PBAS team, Incentive list	A2A	Attendance Data and HOPE minutes
College and Career Readiness	Increase students' knowledge about college and career planning through activities that support college and career readiness and promote college awareness.						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	Local	List of activities	Agendas
Discipline	Continue the use of administrators to help develop a plan for students who are missing class due to inappropriate behaviors in the classroom.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	N/A	Discipline Plans, Review 360, PBAS	Decrease Office Referrals
<b>Strategic Objective/Goal 4:</b>	B.P. Hopper will provide and maintain a safe, positive learning environment.						
<b>Performance Objective 1:</b>	Provide a safe learning environment through utilizing the PBAS model schoolwide.						
<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>

Safe Schools	Implement a reward and incentive program for positive student behavior. Utilize Keystone curriculum daily to develop self esteem and provide opportunities for self-growth for all students.							
	Campus Administrators, ; Family Involvement Coordinator, ; Teachers,	All students	8/25/2014	6/5/2015	local	Gotcha tickets, PBAS, Keystone lessons	Increase recognition of positive behavior	
Safe Schools	Utilize weekly guidance classes to directly teach conflict resolution and problem-solving to help reduce discipline referrals and bullying incidents.							
	Counselor,	K-1	8/25/2014	6/5/2015	N/A	Guidance Lessons	Reduce discipline referrals	
Safe Schools	Organize incentive and recognition programs to increase student citizenship and morale.							
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	local	List of incentives, PBAS	Grasshopper Rallies	
Staff Morale	Promote positive staff morale with a variety of incentives.							
	Campus Administrators, ; Family Involvement Coordinator,	Students and Staff	8/25/2014	6/5/2015	Partner in Education	List of incentives, PBAS	Teacher rewards	
<b>Strategic Objective/Goal 5:</b>	B.P. Hopper will recruit, develop, and retain highly qualified and highly effective personnel.							
<b>Performance Objective 1:</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.							
	Campus Administrators,	All students	7/1/2014	6/30/2015	N/A	NCLB	Job Fair Report	

Highly Qualified Personnel	Assure all assignments and re-assignments are filled with Highly Qualified staff.						
	Campus Administrators,	All students	7/1/2014	6/30/2015	N/A	NCLB	Master Schedule
Highly Qualified Personnel	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.						
	Campus Administrators,	All students	7/1/2014	6/30/2015	N/A	NCLB	Minutes
Highly Qualified Personnel	Ensure low-income students and minority students are taught at higher rates than other student groups by experienced teachers.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	N/A	NCLB	Master Schedule and Teacher Service Records
Highly Qualified Personnel	Assess the staff development needs of those teachers not meeting HQ standards.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	N/A	NCLB	Staff Development and Needs assessment
highly Qualified Personnel	Develop staff development growth plans for all non-HQ teachers.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	Title 2	NCLB	Written HQ Intervention plan
Highly Qualified Personnel	Select only HQ teachers from the applicant pool.						
	Campus Administrators,	All students	7/1/2014	6/30/2015	N/A	NCLB	HQ Audit report

Highly Qualified Personnel	Implement a HQ Teacher Intervention Plan for all non-HQ teachers.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	Title 2	NCLB	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.						
	Campus Administrators,	All students	7/1/2014	6/30/2015	N/A	NCLB	Campus submits staffing assignments by June 30
Highly Qualified Personnel	Terminate teachers who have not met NCLB requirement by the time required to become highly qualified.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	N/A	NCLB	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 with emphasis on ESL supplement.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	Title 3	NCLB	Additional HQ teacher with additional subject area certification
Highly Qualified Personnel	Recruit actively to fill vacant positions with "Highly Qualified" teachers.						
	Campus Administrators,	All students	8/25/2014	6/30/2015	N/A	NCLB	Reduced number of vacant positions

<b>Strategic Objective/Goal 6:</b>	B.P. Hopper will establish and maintain parental and community partnerships in education to enhance student achievement.						
<b>Performance Objective 1:</b>	B.P. Hopper will establish and maintain parent and community partnerships						
<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>
Community Involvement	Collaborate with community members and organizations to create and maintain partnerships to support students as life-long learners.						
	Campus Administrators, ; Family Involvement Coordinator, ; Counselor,	All students	8/25/2014	6/5/2015	PTO, PIE, WATCH D.O.G.S.	Agendas	Sign in sheets
Parental Involvement	Continue recruiting active parent and teacher members for PTO.						
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	PTO	Agendas	Sign in sheets, Membership Reports
Parental Involvement	Utilize a variety of methods to communicate between school and home to support ongoing student success (newsletters, daily folders, School Messenger, Home Visits, Parent Conferences, Post Cards).						
	Campus Administrators, ; Family Involvement Coordinator, ; Teachers,	All students	8/25/2014	6/5/2015	local	Increase in attendance	Parent/teacher surveys, Contact Logs, Post Cards
Parental Involvement	Create and promote PTO committees for parental involvement.						
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	N/A	Agendas	Sign In sheets, Membership Reports

Parental Involvement	Continue offering parent volunteer training.						
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	Title 1	Agendas	Sign in sheets
Parental Involvement	Coordinate and schedule parent workshops as needed.						
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	Title 1	Agendas	Sign In sheets
Parental Involvement	Continue to hold Student Support Team meetings to assess family needs and provide support for parents to promote their child's education.						
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	Title 1	HOPE Referrals	Contact Log, Monthly Reports
Parental Involvement	Continue to implement the WATCH D.O.G.S. program to encourage the support of positive male role models.						
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	Title 1, PTO	Volunteer schedules	End of Day Survey
Parental Involvement	Coordinate and schedule family involvement nights each semester.						
	Campus Administrators, ; Family Involvement Coordinator,	All students	8/25/2014	6/5/2015	Title 1	Agendas	Sign in sheets
Parental Involvement	Provide instructional field trips and encourage parent help and participation.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	Local	Lesson plans	Sign in sheets

<b>Strategic Objective/Goal 7:</b>	B.P. Hopper will provide the technology infrastructure and tools to maximize student achievement.						
<b>Performance Objective 1:</b>	Maximize student achievement by integrating new Promethean Board technology in all content areas.						
<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>
Achievement Gap	Integrate technology into all content areas by using available resources (Heartsoft, iStation, Leap Frog, Type to Learn, Scholastic) in order to enhance the curriculum and reduce the achievement gap for at-risk students with assistance from district-provided staff.						
	Campus Administrators,	All students	8/25/2014	6/5/2015	Local	Reports from program	CBAs