

Ashbel Smith Elementary Campus Improvement Plan

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Reviewers:

Strategic Objective/Goal 1:	Ashbel Smith 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 1:	All students will meet or exceed expectations on grade level assessments and STAAR.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Analysis	Conduct PLC meetings to review formal assessments, monitor student progress, and make data-driven decisions that positively impact student achievement. System Safeguard (SS)						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 with special attention to African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	\$200 General Budget	District Assessments, State Assessments	Meeting Agenda and Minutes
Instruction	Utilize the rigor, relevance, and depth of knowledge criteria in all subject areas, especially math, as a means of increasing students' problem solving and critical thinking abilities. SS						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 with special attention to African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	\$600 General Budget	Lesson Plans, Formal/Informal Assessments	Classroom Observations
Assessment	Develop formative assessments/skills checks for all taught objectives. SS						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 with special attention to African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	0	Formative Assessments	Formative Assessments

Focus School Intervention	Provide enrichment, maintenance, and intervention instruction during small group instruction, academic camps, Accelerated Intervention Time, and before/after school tutorials to close the existing performance gaps between student scores and the state/federal targets. SS						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 with special attention to African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	State Compensatory Funds, Campus Funds	Lesson Plans, Formative and Summative Assessments, Master Schedule	Student Lists
Incentives	Provide student incentives for assessment growth and improvement.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 with special attention to African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	\$1,200 Campus Funds, Partners in Education	District and State Assessments	Purchase Orders, Student Lists
Staff Development	Provide staff development relevant for state and district assessment requirements. These include trainings by Kilgo, ESC4, CRISS, Joshua Horton, and Developmental Assets. We will also support teacher training for all district initiatives.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 with special attention to African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	\$3,000 Campus Funds, \$20,000 Focus School Funds	Training Meeting Dates and Times	Training Sign-in Sheets
CRISS Strategies	Utilize CRISS strategies in the classroom to maximize student engagement and learning.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Lesson Plans	Classroom Observations
Poverty Book Study/Training	Implement instructional strategies designed to engage economically disadvantaged students.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All students with special attention to those from low socio-economic backgrounds	8/25/2014	6/5/2015	0	Training Handouts	Classroom Observations

Strategic Objective/Goal 2:	Ashbel Smith Elementary will provide a well-balanced and appropriate curriculum to all students.						
Performance Objective 1:	Ashbel Smith Elementary will use the GCCISD Framework of Non-Negotiables to plan and implement an instructional program that ensures academic success for each child.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Vertical Alignment	Conduct content area and vertical alignment meetings a minimum of four times per year to ensure cohesive instruction across grade levels.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Meeting Minutes	Vertical Alignment Meeting Sign-in Sheets
ELPS	Utilize ELPS in all instructional settings to ensure successful English language acquisition and mastery. SS						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 with special attention to the ELL sub-population.	8/25/2014	6/5/2015	0	Lesson Plans	Classroom Observation Forms
Phonics	Provide explicit and systemic phonological awareness, phonemic awareness, and phonics, and word study instruction to students.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Classroom Assessment Data, DRA Levels, Lesson Plans	Classroom Observation Forms
Modeling	Utilize Title I CIS to model strategies, assist with planning, and provide coaching in reading, writing, math, and science in order to increase instructional capacity. SS						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/25/2014	6/5/2015	Title I Funds	Coaching Forms, Classroom Assessments	Classroom Observation Forms

Writing	Embed oral and written conventions into comprehension and writing. SS							
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Lesson Plans, Classroom Observations, Writing Portfolios	Lesson Plans, Classroom Observations, Writing Portfolios	
Small Group Instruction	Utilize retired teachers to provide small group instruction to at-risk students.							
	Campus Administrators,	All Students	8/25/2014	6/5/2015	State Compensatory Funds	Small Group Rosters	Classroom Observation Forms	
Academic Vocabulary	Target increasing academic vocabulary using a variety of strategies, e.g., affix analysis, Marzano steps, etc.							
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Classroom Observations	Vocabulary Word Walls, Assessments	
Strategic Objective/Goal 3:	Ashbel Smith Elementary through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.							
Performance Objective 1:	Ashbel Smith Elementary will provide an educational foundation that motivates students to be at school and prepare for secondary education and career/college readiness.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Attendance	Educate parents about attendance and the need for students to be at school. We will review state compulsory attendance laws with parents at orientation and maintain frequent contact with them about attendance through parent/teacher conferences, IRIS calls, report card messages, campus newsletters, and HOPE meetings.							
	Campus Administrators, ; Teachers, ; Family Involvement Coordinator, ; Counselor,	All Students	8/25/2014	6/5/2015	Title I Funds	Attendance Reports	Parent Sign-in Sheets, IRIS Reports, HOPE Meeting Minutes, Campus Newsletters	

Mentors	Provide mentors for at-risk students by utilizing a variety of resources such as PALS, Junior Achievement, Baytown Chamber of Commerce's Partners in Education, and community volunteers.							
	Campus Administrators, ; Teachers, ; Counselor,	All Students	8/25/2014	6/5/2015	0	Report Card Grades, Attendance Reports, Conduct Grades	Mentor Sign-in Sheets	
Incentives	Provide incentives for students with perfect attendance (no tardies and/or early dismissals) each six weeks.							
	Campus Administrators, ; Teachers, ; Family Involvement Coordinator, ; Counselor,	All Students	8/25/2014	6/5/2015	\$1,200 Partners in Education, General Budget	Attendance Rates, Tardy Records	Purchase Orders, Student Lists	
Parent Training	Provide parent workshops that focus on student expectations (STAAR, Math/Reading/Science TEKS, early literacy).							
	Campus Administrators, ; Teachers, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	0	Parent Night Participation	Workshop Sign-in Sheets	
College Readiness Activities	Plan, prepare, and implement college awareness activities for students and parents (College Shirt Wednesdays, College Awareness Month, fine arts programs, UIL, spelling bee)							
	Counselor, ; Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	0	Activity Participation, Advanced Academic Index	Parent Sign-in Sheets	
Career Awareness Activities	Create opportunities to explore occupations through career nights, instructional units, student council, etc.							
	Counselor, ; Family Involvement Coordinator, ; Campus Instructional Specialists, ; Teachers, ; Campus Administrators,	All Students	8/25/2014	6/5/2015	0	Activity Participation	Activity Participation	

Strategic Objective/Goal 4:	Ashbel Smith Elementary will provide and maintain a safe, positive learning environment.						
Performance Objective 1:	Ashbel Smith Elementary will implement a campus-wide PBAS framework to provide consistent, positive behavior expectations.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Incentives	Utilize a variety of positive behavior supports, rewards, and recognitions for sustained and/or improved behavior (awards assemblies, toys/rewards for behavior tickets).						
	Campus Administrators, ; Teachers, ; Counselor, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	\$800 Campus Budget	Report Card Conduct, Disciplinary Data	Purchase Orders, Student Lists
Bullying	Provide anti-bullying training to ensure teachers are aware of the characteristics of bullies and help them implement the OLWEUS curriculum for prevention and intervention.						
	Counselor, ; Campus Administrators, ; Teachers, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	0	Disciplinary Data, Bullying Reports	Training Sign-in Sheets
Parent Contact	Provide immediate parent/guardian contact when students are not meeting campus behavior expectations.						
	Campus Administrators, ; Teachers, ; Counselor, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	0	Disciplinary Data	Parent Contact Logs
Professional Development	Plan and provide for campus-based, as well as off-site, professional development opportunities that support teacher effectiveness with student behavior challenges (Developmental Assets, Keystone, Jensen's Teaching with Poverty in Mind book study).						
	Campus Administrators, ; Teachers, ; Counselor, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	\$2,000 General Budget	Professional Development Records, Disciplinary Data	Professional Development Sign-in Sheets

Character Education	Continue the daily implementation of the Keystone Curriculum to promote character education.							
	Campus Administrators, ; Teachers, ; Counselor, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	0	Classroom Observations, Lesson Plans	Classroom Observations	
Analysis	Analyze discipline data collected from Review 360 to proactively target discipline problems.							
	Campus Administrators,	All Students	8/25/2014	6/5/2015	0	Review 360 Reports	Discipline Referrals and In-class Incidents	
Strategic Objective/Goal 5:	Ashbel Smith Elementary will recruit, develop, and retain highly qualified and highly effective personnel.							
Performance Objective 1:	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.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Recruit and retain highly qualified personnel.	Attend job fairs and recruit early from pool of highly qualified teachers in core academic subject areas.							
	Principal,	All Students	7/1/2014	6/30/2015	0	Job Fair Report		
Recruit and retain highly qualified personnel	Eliminate class-size waivers by implementing cluster guidelines.							
	Principal,	All Students	7/1/2014	6/30/2015	0	0		
Recruit and retain highly qualified personnel	Assure all assignments and re-assignments are filled with highly qualified staff.							
	Principal,	All Students	7/1/2014	6/30/2015	0	0		
Recruit and retain highly qualified personnel	Recruit actively to fill vacant positions with highly qualified teachers.							
	Principal,	All Students	7/1/2014	6/30/2015	0	0		

Recruit and retain highly qualified personnel	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.						
	Principal,	All Students	7/1/2014	6/30/2015	0	0	
Recruit and retain highly qualified personnel	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.						
	Principal,	All Students	7/1/2014	6/30/2015	0	0	
Recruit and retain highly qualified personnel	Balance class sections daily.						
	Principal,	All Students	7/1/2014	6/5/2015	0	0	
Recruit and retain highly qualified personnel	Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers.						
	Principal,	All Students	7/1/2014	6/30/2015	0	0	
Strategic Objective/Goal 6:	Ashbel Smith Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 1:	Ashbel Smith Elementary will create a partnership between home, school, and community by providing on-going communication and opportunities for involvement that educates and informs students, teachers, and parents.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Parent-Teacher Conferences	Conduct face-to-face parent/teacher conferences for all students PK-5.						
	Campus Administrators, ; Family Involvement Coordinator, ; Counselor, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Parent Contact Logs	Parent Contact Logs
Campus Publications	Develop a "Welcome to Ashbel Smith" brochure and newsletters that will familiarize all parents and students with school expectations and procedures.						
	Family Involvement Coordinator, ; Campus Administrators,	All Students	8/25/2014	6/5/2015	\$200 General Budget	Campus Brochure and Newsletter	Campus Brochure and Newsletter

Family Nights	Host at least two school-wide academic-based family nights (one each semester) in addition to monthly parent nights.						
	Family Involvement Coordinator, ; Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; Counselor,	All Students	8/25/2014	6/5/2015	\$400 FIC Budget	Family Night Handouts, Community Participation	Family Sign-in Sheets
Partners in Education	Continue developing our partnership with Beacon Credit Union to support our students and staff.						
	Campus Administrators, ; Family Involvement Coordinator, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Partners in Education Reports	Partners in Education Reports
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.						
	Campus Administrators, ; Family Involvement Coordinator, ; Teachers,	All Students	8/25/2014	6/5/2015	PTO Funds and Donations	PTO Meeting Minutes, Family Night Sign-in Sheets	PTO Meeting Minutes, Family Night Sign-in Sheets
School Performances	Host at least two plays or musical performances for family viewing.						
	Campus Administrators, ; Family Involvement Coordinator, ; Teachers,	All Students	8/25/2014	6/5/2015	0	Program Handouts	Family Sign-in Sheets
Parent Socials	Provide at least two family social activities, e.g., Donuts for Dads, Muffins for Moms.						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	All Students	8/25/2014	6/5/2015	PTO Funds	Social Handouts	Family Sign-in Sheets

Strategic Objective/Goal 7:	Ashbel Smith Elementary will provide the technology infrastructure and tools to maximize student achievement.						
Performance Objective 1:	We utilize and integrate available technology, software, and websites into developmentally appropriate lessons to introduce, practice, and/or 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
Imagine Learning	Continue to utilize Imagine Learning for students at the 3rd-5th grade levels that have beginner or intermediate TELPAS ratings in reading or writing. SS						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	3-4 with special attention to the LEP sub-population.	8/25/2014	6/5/2015	0	Program Reports, TELPAS Ratings	Imagine Learning Reports
Interactive Technology	Provide support to utilize Promethean Boards, White Boards, and associated technology for classrooms.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; Technology Integration Specialist,	K-5 with special attention to African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	Bond Funding	Classroom Observations	Classroom Observations
IStation/Think through Math/Reasoning Minds	Utilize IStation, Think through Math, and Reasoning Minds to provide instructional support. SS						
	Campus Administrators, ; Teachers,	K-5 with emphasis on African-American, ELL, and special education sub-populations.	8/25/2014	6/5/2015	0	Program Reports	Student Rosters, Program Reports
Technology Training	Provide specific training opportunities for Promethean boards, CPS clickers, laptop carts, mimios, and document cameras.						
	Campus Administrators, ; Technology Integration Specialist,	0	8/25/2014	6/5/2015	All Teachers	Classroom Observations	Training Sign-in Sheets