

Victoria Walker Elementary Campus Improvement Plan

Authors: Humphries, Martessa; McAdam, Rachel

Reviewers: Humphries, Martessa; McAdam, Rachel

Strategic Objective/Goal 1:	Victoria Walker Elementary will increase student achievement by providing rigorous learning opportunities and curriculum that meets students' needs for achieving exemplary academic and post-secondary success.						
Performance Objective 1:	Victoria Walker Elementary will use the GCCISD Framework of "Non Negotiables" to plan and implement a well-balanced instructional program to ensure 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
Performance Goals	All students will achieve 90% or mastery on their grade level assessments or meet or exceed the state average on STAAR.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All student populations	7/1/2014	7/31/2015	Campus, Local Funds	STAAR tests, District test	STAAR results, District test results
Data Analysis	Analyze current state and district testing for all students to identify individual plans for success. Utilize the Aware program to monitor data for individual students on tested content and objectives. Collaborate with teachers and instructional specialists in data meetings about current academic progress of students to ensure that all students' needs are met.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All student populations	7/1/2014	7/31/2015	Campus Budget, Local Funds	STAAR tests, District tests	STAAR results, District results
Professional Learning Communities	Professional Learning Communities will meet each month to ensure collaborative efforts among teachers on campus, grades levels, and departments to monitor student achievement and instructional goals for the campus. Utilize PLC meeting and campus instructional specialists to conduct staff development and data analysis to increase effectiveness of instructional practices of teachers.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; Counselor,	All students	7/1/2014	7/31/2015	Campus local funds	STAAR Test , District Assesments	STAAR Results

High-Yield Teaching Strategies	Design and implement lessons that use high-yield strategies that promote learning for all student populations. Including but not limited to Kagan Cooperative Learning, Marzano's 6 step vocabulary, Kilgo questioning stems and problem solving models, differentiated instruction in all classrooms.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	Lesson Plan reviews, Targeted Walk Throughs, PLC attendance	Eduphoria PDAS, Lesson Plans, District Testing, STAAR Test results
Targeted Academic Interventions	Provide academic interventions for students not meeting Level 3 in all STAAR tested content (Math, Reading, Writing, Science), through Accelerated Instruction, Extended day Tutorials, Tiered Interventions with RTI, Summer School.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers,	All students	7/1/2014	7/31/2015	Campus Funds, Title I Funds	District Testing Profiles, STAAR	STAAR Results
Staff Development	Implement staff development opportunities aligned to the district and campus needs. Including but not limited to Academic Vocabulary, SIOP training, ELPS, and technology intergration. Provide continual campus trainings for all content areas.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	STAAR Tests, District Test	STAAR Test Results, Agendas, Sign In Sheet
Campus Coaching Model	Provide modeling/coaching for classroom teachers with focus on teachers new to the campus or grade level/content.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers,	All Students	7/1/2014	7/31/2015	Lesson Plans, CIS schedules	Eduphoria PDAS	Eduphoria PDAS
Achievement Gap	Address closing the achievement gap for targeted student groups by closely monitoring progress, implementation of lesson plans and utilizing intervention plans.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Counselor, ; Teachers,	African American, Hispanic, ELL, and Special Education students	7/1/2014	7/31/2015	Campus local funds	District tests, STAAR tests	STAAR Results

Strategic Objective/Goal 2:	Victoria Walker Elementary will provide a well balanced and appropriate curriculum to all students.						
Performance Objective 1:	Victoria Walker Elementary will use the GCCISD curriculum resources 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
Resource Management	All teachers will be given the resources and materials that they need to successfully implement the GCCISD curriculum.						
	Principal, ; Assistant Principal, ; Teachers, ; Campus Instructional Specialists, ; Counselor,	All Students	7/1/2014	7/31/2015	District Curriculum, Campus local Funds	Lesson Plans, Staff Development Agendas, PLC Agendas	Eduphoria PDAS, Lesson Plans, STAAR results
Professional Learning Communities	Collaborate in PLCs to ensure that all student populations have access to a rigorous and viable curriculum, focus on student performance using (Eduphoria Aware), and plan and implement individual intervention plans and enrichment accordingly, utilize formative assessments to ensure depth and rigor, and improve alignment in instructional practices.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; Counselor,	All Students	7/1/2014	7/31/2015	Campus local funds	District Tests, STAAR results, ISIP, DRA , Eduphoria data	STAAR test results
Special Populations	Provide training, resources and vertical team meetings with focus on best practices to be used with Victoria Walker Elementary special programs, (Bilingual, Special Education, Gate, ELL) to ensure that identified students' instructional needs are being met and monitor their performance to address their needs.						
	Principal, ; Assistant Principal, ; Counselor, ; Campus Instructional Specialists, ; Teachers,	Bilingual, ELL, Special Education, Gate	7/1/2014	7/31/2015	Campus local funds	Lesson Plans, PLCs, District/State Testing	STAAR results
Vertical Alignment	Create a vertical alignment and campus instructional committee that meets monthly to focus on campus wide instructional strategies designed to meet the needs of all students.						
	Principal, ; Assistant Principal, ; Teachers, ; Campus Instructional Specialists,	All students	7/1/2014	7/31/2015	Campus local funds	Agendas, Meeting Minutes, Documentation of Attendance	Agendas, Meeting Minutes, Documentation of Attendance

Student Achievement Recognition	Implement programs to increase student achievement and sense of belonging with focus on curriculum goals for each grade level. Students demonstrating academic success by earning all "A's" or all "A's and B's" will be recognized each six weeks.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2014	Campus local funds	Report cards, Classroom Observations	TEAMS data, District test results
Strategic Objective/Goal 3:	Victoria Walker Elementary through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
Performance Objective 1:	Provide a safe, structured and caring environment focused on high expectations for student behavior and elevating student and staff morale in order to increase attendance rates, passing rates and overall 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
Family Relationships	Continue to have structured family nights to increase parent participation in different events throughout the year.						
	Principal, ; Assistant Principal, ; Campus Instructional Specialists, ; Teachers, ; Counselor,	All Students	7/1/2014	7/31/2015	Family Night Agendas, Newsletter, All Pro Dad Meetings, PTO Meetings	Attendance Documentation	Attendance Documentation
College Readiness	Prepare students for higher education by establishing early planning for students and families with college/university requirements.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	College Week Events, College Night, Parent Education Courses	Documented attendance at events, Agendas
GCM Feeder Pattern	Continue to collaborate with feeder pattern, secondary schools and provide support for vertical planning to assist transition of students.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	Meeting Notes, Agendas	Meeting Notes, Agendas

Community Involvement	Promote community involvement by hosting events in which community leaders will provide career related skills with the focus on encouraging students to graduate high school.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	Campus Career Day, Community Events	Agendas, Schedules
Campus Attendance	Promote high attendance school wide by using incentive programs, ongoing communication with parents and effective implementation of the HOPE process.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers, ; CYS Worker, ; Attendance Clerk,	All students	7/1/2014	7/31/2015	Campus local funds	Attendance awards weekly/six weeks	HOPE meeting notes, Parent communication logs
Early Intervention	Provide interventions for students that are at-risk that are individualized based on their needs.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	At-Risk Students	7/1/2014	7/31/2015	Campus local funds	Accerelated Instruction Plans, PLC meetings	Accerelated Instruction Rosters, PLC Agendas,
Strategic Objective/Goal 4:	Victoria Walker Elementary will provide and maintain a safe, positive learning environment.						
Performance Objective 1:	Ultize the Positive Behavior and Academic Support Model to implement systems to ensure that Victoria Walker Elementary is safe and has a positive learning environment for all students.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Crisis Management	Train all faculty and staff on crisis management for Victoria Walker Elementary, ensure that plans are clearly communicated and practiced throughout the year.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	Crisis Management Trainings/ Practice Drills	Documentation of Trainings and Drills

Campus Structure	Each grade level will implement discipline plans that are communicated to our parents and have components of PBAS.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	Discipline Plans	Displine Plans, Decrease of Referrals
Climate/Morale	Promote a positive climate by establishing a cohesive team of faculty and staff, parents, and community members collaborating in the best interest of our students.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	PLC Agendas, Incentives, Attendance at Scheduled Events	Teacher Survey, PLC Minutes, Parent Survey
Keystone Curriculum	Implement the Keystone Curriculum, incorporate Developmental Asset Framework to promote positive relationships between staff and students.						
	Principal, ; Teachers, ; Counselor, ; Assistant Principal,	All Students	7/1/2014	7/31/2015	Campus local funds	Lesson plans, Guidance lessons	Lesson plans, Eduphoria PDAS, Counselor schedule
Building Relationships	Utilize positive incentives to promote good citizenship and attendance, by our award assemblies, student recognition on announcements, teacher incentives, positive communicaiton with parents.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All Students	7/1/2014	7/31/2015	Campus local funds	Incentive Plans, Participation in Positive Rewards,	Evidence of Incentives, Victoria Walker Elementary Handbook
Anti Bullying Initiative	Implement an anti-bullying awareness plan, Owelus, that includes parent education sessions, teacher awareness training, student programs, and routine montioring of discipline data.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	7/31/2015	Campus budget	Counselor Sessions, Bully Pledge, Owelus Committee meeting minutes	Decrease in bullying reports as reported by students and parent

Strategic Objective/Goal 5:	Victoria Walker Elementary will recruit, develop, and retain highly qualified and highly effective personnel.						
Performance Objective 1:	Recruit and retain 100% Highly Qualified Personnel.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Recruit Highly Qualified Teachers	Attend job fairs and recruit early from a pool of Highly Qualified teachers in core academic subject areas.						
	Principal,	All students	7/1/2014	7/31/2015	0	Job Fair Reports, Searchsoft	Job Fair Reports, Searchsoft
Teacher Induction Program/Mentorship	Evaluat campus, Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain.						
	Principal,	All students	7/1/2014	7/31/2015	0	Campus New Teacher Meetings	Campus New Teacher Meeting Agendas
Subject Area Certification	Encourage and solicit teachers to add subject area certification.						
	Principal, ; Moore-Fontenot, Susan	All students	7/1/2014	7/31/2015	0	Additional HQ teachers with additional subject area certification	Additional HQ teachers with additional subject area certification
ESL and Gifted Certification	Encourage all teachers to become ESL and GT certified.						
	Principal, ; Teachers,	All students	7/1/2014	7/31/2015	0	Teachers with ESL and GT certification	Teachers with ESL and GT certification

Strategic Objective/Goal 6:	Victoria Walker Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 1:	Victoria Walker Elementary will create a partnership between home, school, and community by providing on-going communication and opportunities for involvement that educates and informs students, parents and teachers.						
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 Communication	Teachers will conduct face to face conferences with parents of students they instruct.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	7/31/2015	0	Schedule conferences	Parent Signatures, Documented Meetings
Media Communication	Utilize our campus website and printed newsletters to inform students, staff and the public of important school information and activities to enhance the school/community partnership.						
	Principal, ; Assistant Principal, ; Teachers,	All students	7/1/2014	7/31/2015	0	Copies on file, Webmaster updates	Copies on file, Webmaster updates
Marquee/Message Boards	Utilize marquee and message board as way to communicate with our parents and community.						
	Principal,	All students	7/1/2014	7/31/2015	0	Message Board/Marquee Updates	Message Board/Marquee Updates
Support PTO	Support PTO by continuing to recruit active parent and teacher members. Encourage parents and teachers to attend meetings.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	7/31/2015	0	PTO Meeting Calendar	PTO Meeting Calendar/ Minutes
Increase Parental Involvement	Facilitate communication between school and home through home visits and Tuesday Folder communication/phone calls/ parent conferences and volunteers that are reported to the Title I program as evidenced on sign-in sheets and logs.						
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	7/31/2015	0	Increase in communication	Parent Contact, Tuesday Folder, Sign in sheets

Family Nights	Offer family evening events to address academic strategies in all content areas to promote higher student achievement and to promote parent involvement.							
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	7/31/2015	0	Title I Budget	Event sign in sheets,	
Community Partnerships	Continue to utilize partnership with our PIE and EXXON BOP to have community members create a tutorial program for our at-risk students.							
	Principal, ; Assistant Principal, ; Teachers, ; Counselor,	All students	7/1/2014	7/31/2015	0	PIE meeting minutes, PIE schedules	PIE meeting minutes, PIE schedules	
Strategic Objective/Goal 7:	Victoria Walker Elementary will provide the technology infrastructure and tools to maximize student achievement.							
Performance Objective 1:	Victorial Walker Elementary will provide the technology in their classrooms and attend staff development to increase their knowledge.							
Area of Need	Action/Strategy							
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion	
Professional Development	Victoria Walker Elementary will provide opportunities for staff to attend targeted staff development that will enhance the effective use of technology in the classroom.							
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	7/31/2015	0	Staff Development Budget	Certificates of completion lesson plans	
Instructional Technology	Continue to integrate technology in the classroom through the use of Brain Pop, Smartboards, E-Instruction, and SuccessMaker.							
	Principal, ; Assistant Principal, ; Counselor, ; Teachers,	All students	7/1/2014	7/31/2015	0	Lesson Plans Walkthroughs	Lesson Plans	
Techonlogy Tools	Use techonlogy to increase student success by utilizing I-Station and Think Through Math, and targeted for special populations.							
	Principal, ; Assistant Principal, ; Teachers, ; Counselor,	All students	7/1/2014	7/31/2015	0	Lesson Plans, Classroom Observations	Lesson Plans	

Utilize 5th Grade Laptops	Utilize laptops in the 5th Grade to maximize learning.						
	Principal, ; Assistant Principal, ; Teachers,	All students	7/1/2014	7/31/2015	0	Lesson Plans, Walk throughs	Increased lap top useage