

Goose Creek Consolidated Independent School District

Dr. Antonio Banuelos Elementary

2018-2019 Campus Improvement Plan



Mission Statement

Dr. Antonio Bañuelos Elementary will provide a stimulating and safe learning environment where each student is provided an individualized education that addresses students' unique learning styles, cultivates independent thought, promotes the building of character, develops college and career readiness and enables them to contribute to their communities in meaningful and positive ways.

Vision

Our school will be a safe place where we are all learning together and collaborating for the success of all students.

Value Statement

We value our students and are dedicated to their success.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Dr. Antonio Banuelos serves 819 students from PK to 5th grade. This was our first year to have a behavior class and our second year to have PPCD. We have a bilingual section at every grade level and two at first and second grade. We have a steady growth of students. Our at risk population was 55%. Our student body population consists of African American 19.6%, Alaska Indian 0.37%, Asian 1.95%, Hispanic 58.73%, White 16.12%. Every member of Dr. Antonio Banuelos meets the criteria for Highly Effective. We have very little turn over. The majority of staff who leave our campus is because they received promotions. Our staff numbers have grown to meet the needs of our growing population. Our campus staff surveys and students surveys indicate that the campus is a positive place for students and staff.

Demographics Strengths

We are very proud of the community of learners that who enter our schools. We work each day to ensure that every child's learning needs are met. Our campus team is dedicated to our students and their best interest. We have many activities for our parents to participate in as member of the campus team. Our PTO and Watch Dog Dad Program helps support all students. We have very little turn over. We are a teacher led campus and have many teacher leaders on campus. Our goal is to have more teachers to be ESL certified and receive their 30 hours for GT training.

Student Academic Achievement

Student Academic Achievement Summary

Dr. Antonio Banuelos Elementary students have demonstrated growth in many areas. Areas of strength are Math and Science with levels of Meets and Masters on STAAR. Targeted areas are Reading STAAR and Writing STAAR. Special Education and ELL scores have improved however it remains a focus for our campus.

Student Academic Achievement Strengths

- Campus Instructional Specialists (2)
- PLC focused days for planning and collaborating
- Before school tutorials in science lab
- Provide science and computer lab time for all teachers
- Additional small group time for ELL students
- Small group instruction/tutoring K-5th

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Students are reaching approaching and meets levels on STAAR. We need more students reaching the masters level on all STAAR tests. **Root Cause:** Our interventions are focused on students meeting standards and we need to be more intentional with our planning for students to reach masters level; including high levels of instruction.

School Processes & Programs

School Processes & Programs Summary

We have been able to establish reading and a math strategies for entire campus. As a PLC campus we ensure that we provide teachers with the time needed to effectively collaborate and plan together as team. Our teams are able to create Common Formative Assessments that allow us to make data driven decisions. We have two Campus Instructional Specialists that provides support for our teachers. We are able to purchase the necessary instructional resources and materials that are requested by staff. We provide small group instruction in all classrooms and have daily tutors come to help support our students. Students have access to technology devices such as Promethean boards, IPADS, laptops. Teachers collaborate with our Educational Technology Staff to integrate technology in the classroom. We have a committee focused on technology and staff development needs for the campus. This helps make sure that we are constantly providing the support that is needed. We have IPADS for our fourth graders and laptops a for every fifth grader.

School Processes & Programs Strengths

We have teachers that have received staff development on instructional technology. We have new google expedition googles (30) that we can use with our students. Our PLC meetings have been very successful. Each year we continue to grow and put in place plans that will help us achieve our goals that we set for our students.

Perceptions

Perceptions Summary

Disciplinary incidents have declined in classrooms however remain a concern during unstructured time. Focus for this year will be to incorporate more positive communication within our behavior plans. Our Watch Dog program has grown this year to have more dads that volunteer. We have a large number of during campus events that parents attend. Our evening academic family nights are attended more in the Fall semester than Spring. Our Partner in Education, Beacon Federal Credit Union is a great resource and support for our students and staff. Our counselor and campus student support specialist is very proactive with our students and families to help address any areas of need. Our attendance rate is usually one of the highest in the district however we do struggle with certain grade levels and maintaining 97% attendance for all.

Perceptions Strengths

We have very supportive and actively involved parents. We conduct conferences at least twice a year with each parent. We are proud of our Watch Dog program and its growth. We continue to make positive changes to our disciplinary plans for our campus to address behavior so that learning is our main focus.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: We would like to ensure that all grade levels have a 97% attendance rate each six weeks. **Root Cause:** Some parents do not view attendance for their child to be a priority, especially for our Pre-Kindergarten and Kindergarten grade levels.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- Campus goals

Accountability Data

- Texas Academic Performance Report (TAPR) data

Goals






Goal 1: Dr. Antonio Banuelos Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post- secondary readiness.

Performance Objective 1: All students will meet or exceed expectations on grade level assessments and the STAAR assessment.

Evaluation Data Source(s) 1: STAAR, TELPAS, and District Assessments

Summative Evaluation 1:

| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|--|---|--|--|-------------------|-----|------|
| | | | | Nov | Feb | June |
| Comprehensive Support Strategy 1) Provide targeted and strategic interventions for all students not meeting campus, district and state expectations in all content areas. Provide before school homework helper lab and during the day tutorials and small group for all students specific to their individual needs. | | Principal Teachers Counselor | STAAR results District CBA and Benchmark data | | | |
| | Problem Statements: Student Academic Achievement 1 | | | | | |
| 2) Disaggregate and analyze students' test data (STAAR and local assessments) in all core subject areas to address needs by distinguishing areas of success from areas of concern, including achievement discrepancies among various student groups with a specific focus on sub-populations to include: African American, Special Education, and LEP. | | Principal Teachers Counselor | STAAR EOY Benchmarks | | | |
| 3) Provide academic interventions for at risk students and 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 Teachers Counselor Campus Instructional Specialists CSSS | STAAR Results | | | |
| | Funding Sources: Coordination of Local and State Funds - 15000.00 | | | | | |

| | | | | | | |
|---|-----|--|--|--|--|--|
| 4) Plan professional development opportunities aligned to Board and Campus Goals and data needs, including (but not limited to): academic vocabulary development, understanding and working with students from low SES backgrounds, positive behavior support, PLCs, technology integration. Provide professional development on using data to make instructional decisions, improve curriculum, and design assessments. | | Principal Teachers Counselor Campus Instructional Specialists CSSS | Lesson plans | | | |
| 5) Use common planning time for team members to collaborate on rigorous TEKS based instruction that increases learning for all students. Implement a set planning date of Tuesday for the all grade level teams. | 2.4 | Principal Teachers Campus Instructional Specialists Counselor CSSS | Increased STAAR results | | | |
| 6) Provide Opportunities for teachers to meet for collaboration and evaluation of assessments by examining students work/ response to assessment. Have teachers collect writing samples to use in our vertical team meetings. | | Teachers Principal | Lesson Plans Training Agendas and Sign-In Sheets CFA Review (PLC days) | | | |
|  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue | | | | | | |

Performance Objective 1 Problem Statements:

Student Academic Achievement






Problem Statement 1: Students are reaching approaching and meets levels on STAAR. We need more students reaching the masters level on all STAAR tests. **Root Cause 1:** Our interventions are focused on students meeting standards and we need to be more intentional with our planning for students to reach masters level; including high levels of instruction.

Goal 2: Dr. Antonio Banuelos Elementary will provide a well balanced and appropriate curriculum to all students.

Performance Objective 1: Banuelos Elementary will provide training and support to students and staff to provide a well balanced and appropriate curriculum to all students.

Evaluation Data Source(s) 1: STAAR, TELPAS, and District Assessments

Summative Evaluation 1:

| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|---|----------|--------------------|---|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 1) Design groups so that students performing at or above grade level expectations have opportunities to engage in meaningful enrichment opportunities that promotes critical thinking such as, UIL academic preparation, Career Week, Spelling Bee, and 21st century learning skills (increase Masters rates and college preparedness). | 2.5 | Principal Teachers | Increased math CBA and Benchmark scores | | | |
| 2) Provide training to teachers on best practices to be used with Banuelos Elementary special programs (bilingual/ESL and Special Education) to ensure identified students' instructional needs are being met and they are getting intentional access to the general curriculum, monitor their performance data, and plan interventions accordingly. | 2.5 | Principal Teachers | Increased CBA, Benchmark, and STAAR scores | | | |
| Funding Sources: Coordination of Local and State Funds - 300.00 | | | | | | |
| 3) Provide opportunity for teachers to meet with grade levels above them to assist with students transitioning to the next grade including opportunities to plan transitions for students in programs such as Head Start. | | Principal | Increase of student achievement as indicated by grade level assessment Scores, IEP's, and TELPAS Data | | | |
| Problem Statements: Student Academic Achievement 1 | | | | | | |
|  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue | | | | | | |

Performance Objective 1 Problem Statements:






| Student Academic Achievement |
|--|
| Problem Statement 1: Students are reaching approaching and meets levels on STAAR. We need more students reaching the masters level on all STAAR tests. Root Cause 1: Our interventions are focused on students meeting standards and we need to be more intentional with our planning for students to reach masters level; including high levels of instruction. |

Goal 2: Dr. Antonio Banuelos Elementary will provide a well balanced and appropriate curriculum to all students.

Performance Objective 2: Banuelos Elementary will implement a rigorous and relevant curriculum as outlined by the District C & I department to ensure academic success for all learners.

Evaluation Data Source(s) 2: STAAR, TELPAS, and District Assessments

Summative Evaluation 2:

| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|--|--|--|--|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 1) Provide appropriate identification of needs & interventions for students performing below expectations in the core subjects (RTI, I/E, resources/materials, small group instruction tutorials with planned targeted inventions for students) and provide specific interventions for each tier within the RTI process | | Principal Teachers | STAAR Tests EOY Benchmarks Increased screened scores | | | |
| | Problem Statements: Student Academic Achievement 1 | | | | | |
| 2) Implement consistent problem solving model (UPS/) in math instruction and Animal Facts for math facts fluency. Conduct vertical math meetings each 6 weeks to ensure we are consistent with our math curriculum for all grade levels. | | Teachers Principal | Meeting agendas Lesson plans Walk-throughs | | | |
| 3) Ensure all instruction at all grade levels is derived from best practices. Continue work with Instructional Rounds at the campus level to focus on problem of practice for the campus. | | Principal Assistant Principal Campus Instructional Specialists | Lesson plans Walk throughs | | | |
|  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue | | | | | | |

Performance Objective 2 Problem Statements:


| Student Academic Achievement |
|--|
| Problem Statement 1: Students are reaching approaching and meets levels on STAAR. We need more students reaching the masters level on all STAAR tests. Root Cause 1: Our interventions are focused on students meeting standards and we need to be more intentional with our planning for students to reach masters level; including high levels of instruction. |

Goal 3: Dr. Antonio Banuelos Elementary, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

Performance Objective 1: Banuelos Elementary will ensure that all students are enrolled in school and are present on a daily basis.

Evaluation Data Source(s) 1: Behavior Reports, Attendance Reports

Summative Evaluation 1:


| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|---|----------|---|--|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 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. | | Principal Teachers CSSS Counselor | 97% attendance rate | | | |
| 2) Monitor average daily attendance and provide attendance awards and incentives for both students and staff. | | Principal Attendance Clerk Counselor CSSS | PEIMS report Perfect Attendance/class Perfect attendance awards every 6 weeks Staff awards every 6 weeks. | | | |
| 3) Banuelos Elementary will provide enrichment opportunities for students that prepares them for career and college readiness. | | Principal Teachers Counselor | 97% attendance rate | | | |
| 4) Banuelos Elementary will monitor at-risk students and plan interventions accordingly (including, but not limited to: mentors, PALS, counseling sessions, parent conferences, tutoring) to ensure they progress through school successfully. | 2.6 | Teachers Principal Counselor CSSS Campus Instructional Specialists | Increase in student achievement | | | |
|  | | | | | | |

Goal 4: Dr. Antonio Banuelos Elementary will provide and maintain a safe, positive learning environment.

Performance Objective 1: Utilize the Positive Behavior and Intervention Support Model to implement systems to ensure that Banuelos Elementary is safe and has a positive learning environment for all students.

Evaluation Data Source(s) 1: Discipline Reports

Summative Evaluation 1:


| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|---|----------|--|---|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 1) Train all faculty and staff on crisis management for Banuelos Elementary, and ensure that plans are clearly communicated and practiced throughout the year. Teach and Implement PRIDE- (Prepared, Respectful, In Control, Determined and Encouraging) | | Principal Counselor Teachers | Ability to handle crisis situations as they arise | | | |
| 2) Continue to implement an anti-bullying awareness plan that includes parent education sessions, bullying contract, teacher awareness training, student programs, and routine monitoring of discipline data. Implement Olweus program campus wide. | | Counselor Principal Teachers | Decrease in bullying reports as reported by students and parent | | | |
| 3) Grade level discipline plans will be consistently followed. Plans will include a way to communicate to parents both consequences and positive praise for students behavior reporting. Specials and cafeteria plans will be constructed to be proactive and preventive of student discipline infractions. | | Principal Assistant Principal Teachers | Improvement in student behavior | | | |
|  | | | | | | |

Goal 5: Dr. Antonio Banuelos Elementary will recruit, develop, and retain highly effective personnel.

Performance Objective 1: Recruit and retain 100% highly effective personnel.

Evaluation Data Source(s) 1: Campus staff reports

Summative Evaluation 1:

| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|---|----------|--------------------|--|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 1) Attend job fairs and recruit early from a pool of highly qualified teachers in core academic subject areas. | | Principal | Job Fair Reports | | | |
| 2) Evaluate campus, Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain staff. | | Principal Teachers | New Teacher Surveys | | | |
| 3) Encourage and solicit teachers to add subject area certification. | | Principal | Additional teachers with additional subject area certification | | | |
| 4) Encourage 100% teachers to become ESL and GT certified. | | Principal Teachers | Teachers with ESL and GT certification | | | |
| 5) Hire and recruit paraprofessionals that meet or exceed the required 60 college hours or certificate. | | Principal | Requirements met | | | |
|  | | | | | | |






Goal 6: Dr. Antonio Banuelos Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 1: Banuelos 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.

Evaluation Data Source(s) 1: Surveys, Session Reports, Community Reports

Summative Evaluation 1:

| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|---|----------|--|---|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 1) The campus Parent and Family Engagement Policy and the School Compact will be jointly developed and updated periodically with parents in order to meet the changing needs of parents and the school. These documents will be distributed to parents and family members as well as made available to the local community in an understandable and uniform format. | 3.1 | CSSS | Increase in parent participation | | | |
| 2) The campus will convene an annual Title I meeting as well as engage parents in meaningful ways to support student academic progress through parent-teacher conferences, family nights, and other parent-related services. The campus will schedule these opportunities at times that will optimize participation by parents and family members. | 3.2 | Principal Counselor Teachers CSSS | Event sign-in sheets | | | |
| 3) Teachers will conduct face to face conferences with parents of students they instruct at least twice a year, once in the fall/ spring face to face conference/ phone calls. | | Principal Counselor Teachers | Parent Signatures Documented Meetings Parent Surveys Attendance logs | | | |
| 4) 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 | Parent Contact Tuesday Folder Sign-in sheets | | | |
| 5) Utilize marque and message board as way to communicate with our parents and community. | | Principal | Increase awareness of campus events for parents and community members | | | |


| | | | | | | |
|---|--|------------------------------------|---|--|--|--|
| 6) Enhance school/community partnership by utilizing our campus website and printed newsletters to inform students, staff and the public of important school information and activities. | | Principal Teachers | Increase ways to communicate with parents and community members | | | |
| 7) Support PTO by continuing to recruit active parent and teacher members. Encourage parents and teachers to attend meetings. | | Principal Teachers Counselor | Increased attendance at PTO meetings | | | |
| 8) Continue to utilize partnership with our PIE and to have community members create a tutorial program for our at-risk students, Junior Achievement, and Pen Pals. | | Principal Teachers Counselor | PIE meeting minutes PIE schedules | | | |
| 9) Continue to promote our Watch Dog program. Conduct a kick off evening event for dads to join our Watch Dog team. | | Principal CSSS | Increased Watch Dog Participation | | | |
|  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue | | | | | | |

Goal 7: Dr. Antonio Banuelos Elementary will provide the technology infrastructures and tools to maximize student achievement.

Performance Objective 1: Integrate technology into the daily curriculum to enhance student engagement and promote 21st century learning, including, but not limited to: Edusmart, SuccessMaker, Starfall, Type to Learn, PowerPoint, Brain Pop, United Streaming, other web based sites.

Evaluation Data Source(s) 1: Usage and Data Reports

Summative Evaluation 1:


| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|---|----------|-----------------------|---|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 1) Banuelos Elementary teachers will incorporate a variety of educational technology tools into their lessons thereby exposing students to various platforms and giving them opportunities to develop their technology capacities. | | Teachers Principal | Increase technology uses for the entire campus, teachers and students | | | |
| 2) Integrate technology into all content areas by using available resources (Heartsoft, Waterford, 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. | | Principal | Increased scores on CBAs and Benchmarks, TTM Benchmark scores, ISIP scores and Fast Forward | | | |
| 3) Provide as needed staff development, training and support for grade level teams based on specific needs for their content/grade level. Invite district support to facilitate training. | | Principal | | | | |
|  | | | | | | |

Goal 7: Dr. Antonio Banuelos Elementary will provide the technology infrastructures and tools to maximize student achievement.

Performance Objective 2: Banuelos Elementary will provide the necessary technology in their classrooms to maximize student achievement and provide staff development on technology integration.

Evaluation Data Source(s) 2: Classroom Observation Reports, Reports on campus usage from TMS.

Summative Evaluation 2:

| Strategy Description | ELEMENTS | Monitor | Strategy's Expected Result/Impact | Formative Reviews | | |
|--|----------|------------------------------------|---|-------------------|-----|------|
| | | | | Nov | Feb | June |
| 1) Banuelos Elementary will provide opportunities for staff to attend targeted staff development that will enhance the effective use of technology in the classroom. | | Principal Counselor Teachers | Increase in staff development hours obtained by staff | | | |
| 2) Continue to integrate technology in the classroom through the use of Brain Pop, Smartboards, E-Instruction, and SuccessMaker. | | Principal Counselor Teachers | Lesson Plans | | | |
| 3) Use technology to increase student success by utilizing various software programs that target skills necessary for mastery of the content/grade level. | | Principal Counselor Teachers | Lesson Plans | | | |
| 4) Utilize laptops and iPads in the 4th and 5th Grade to maximize learning. Primary Ipad carts and bilingual Ipad carts will be used daily. | | Teachers Principal | Increased laptop usage | | | |
|  | | | | | | |

Comprehensive Support Strategies

| Goal | Objective | Strategy | Description |
|------|-----------|----------|---|
| 1 | 1 | 1 | Provide targeted and strategic interventions for all students not meeting campus, district and state expectations in all content areas. Provide before school homework helper lab and during the day tutorials and small group for all students specific to their individual needs. |

Campus Funding Summary

| Coordination of Local and State Funds | | | | | |
|--|------------------|-----------------|--|-------------------------|---------------|
| Goal | Objective | Strategy | Resources Needed | Account Code | Amount |
| 1 | 1 | 3 | Payroll costs for tutors, intervention materials | SCE Funds | \$15,000.00 |
| 2 | 1 | 2 | Supplemental instructional materials | Bilingual/ESL Funds | \$200.00 |
| 2 | 1 | 2 | Supplemental instructional materials | Special Education Funds | \$100.00 |
| Sub-Total | | | | | \$15,300.00 |
| Grand Total | | | | | \$15,300.00 |