Goose Creek Consolidated Independent School District Jessie Lee Pumphrey Elementary

2024-2025 GCCISD School Board Review-September 2024



Mission Statement

The mission of Pumphrey Elementary is to ensure that every "Pelican" leaves with the ability to soar in the next chapter of their life. Our highly motivated team of educators will provide a welcoming, happy, safe, and supportive learning environment in which everyone is valued, and all achievements are celebrated.

Vision

Together we can build successful lifelong scholars who are prepared to adapt to the ever-changing world and are confident in obtaining their future goals.

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Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local benchmark or common assessments data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- · Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- · At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus department and/or faculty meeting discussions and data

Parent/Community Data

• Parent surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Study of best practices

Goals

Goal 1: Pumphrey 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: Pumphrey Elementary will implement an instructional program to ensure academic success for each child.

Strategy 1 Details	For	mative Rev	iews
Strategy 1: Jessie Lee Pumphrey staff will use PLCs to provide common planning time for teachers to collaborate on rigorous TEKS based		Formative	
instruction that increases learning for all students. PLCs will take place weekly for all grade level teams. Strategy's Expected Result/Impact: Increase academic performance of students. Staff Responsible for Monitoring: Campus Administrators	Nov	Feb	June
Strategy 2 Details	For	mative Rev	iews
Strategy 2: Design and implement lessons that use high-yield instructional strategies that promote learning for all student populations,		Formative	
 including but not limited to Kagan Cooperative Learning, differentiated instruction in all classrooms. Strategy's Expected Result/Impact: Effective research based strategies will be embedded into lesson plans and implemented to ensure that all students score approaches, meets, or masters on district assessments, and show evidence of growth. Staff Responsible for Monitoring: Campus Administrators 	Nov	Feb	June
Strategy 3 Details	For	mative Rev	iews
Strategy 3: Implement researched-based materials and technology software to improve core content areas in K-5.		Formative	
Strategy's Expected Result/Impact: Increase student achievement on STAAR scores Increase scores on district CBAs and Benchmarks Staff Responsible for Monitoring: Campus Administrators	Nov	Feb	June

Strategy 4 Details	For	mative Rev	iews
Strategy 4: Effectively implement the district determined researched-based curriculum and materials for the prekindergarten students as well		Formative	
as provide support and guidance for the instructional staff of the Early Learning Academy that are located at the Pumphrey Elementary school site.	Nov	Feb	June
Strategy's Expected Result/Impact: Increase in student cognitive function development Increase in teacher effectiveness with instructional and behavioral strategies			
Staff Responsible for Monitoring: Campus Administrators ELA @ Pumphrey Administrators			
Funding Sources: Certified teachers and instructional support staff - 50% state program funded - Coordination of Local and State Funds - Early Education Allotment Funds - \$300,000			
Strategy 5 Details	For	mative Rev	iews
Strategy 5: Disaggregate and analyze students' test data (STAAR and local assessments) in all core subjects to address needs by		Formative	
distinguishing areas of success from areas of focus, including achievement discrepancies among various student groups with a specific focus on sub-populations including students that are identified as GT, Special Education, and/or LEP.	Nov	Feb	June
Strategy's Expected Result/Impact: Increase STAAR scores Increase EOY Benchmarks			
Staff Responsible for Monitoring: Campus Administrators			
Funding Sources: Supplemental materials - Coordination of Local and State Funds - Bilingual/ESL Funds - \$300, Supplemental materials - Coordination of Local and State Funds - GT Funds - \$300, Supplemental materials - Coordination of Local and State Funds - Special Education Funds - \$300			
Strategy 6 Details	For	·mative Rev	iews
Strategy 6: Plan professional development opportunities aligned to district and campus goals based on needs of campus staff. Incorporate		Formative	
ways for staff to have professional development sessions offered during the school day or after school.	Nov	Feb	June
Strategy's Expected Result/Impact: Improve teaching practices of staff Staff Responsible for Monitoring: Campus Administrators			
Strategy 7 Details	For	mative Rev	iews
Strategy 7: Plan and provide targeted and strategic interventions for all students. Ensure that all students receive high levels of instruction to		Formative	
address all learning styles to increase their understanding of material being presented.	Nov	Feb	June
Strategy's Expected Result/Impact: Increase STAAR results			
Increase district test data			

Strategy 8 Details	For	mative Revi	ews	
Strategy 8: Provide school improvement through focused professional development such as Fueling Brains Right Brain/Left Brain Trainings		Formative		
in order to close the achievement gap among all sub-populations.	Nov	Feb	June	
Strategy's Expected Result/Impact: Students will be able to demonstrate growth in both academic and behavior areas on the MOY and EOY assessments.				
Staff Responsible for Monitoring: Academic Dean, Principal, Brain Coach				
Strategy 9 Details	Formative Review		ews	
Strategy 9: Targeted focused on writing for all students throughout all curriculum areas. Ensuring that students are writing in all contents as a		Formative		
focus for the campus.	Nov	Feb	June	
Strategy's Expected Result/Impact: Students writing will improve through more practice. Staff Responsible for Monitoring: Principal				
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Performance Objective 1: Teachers will follow the district's Scope and Sequence and Curriculum Guide for each subject and grade level.

Strategy 1 Details	For	rmative Rev	iews
Strategy 1: All teachers will be given the resources and materials that they need to successfully implement the GCCISD curriculum.		Formative	
Strategy's Expected Result/Impact: Students score approaches, meets or masters on district and state assessments and/or show evidence of being proficient at grade level material.	Nov	Feb	June
Staff Responsible for Monitoring: Campus administrators			
Strategy 2 Details	For	rmative Rev	iews
Strategy 2: Collaborate in PLCs to ensure that all student populations have access to a rigorous and viable curriculum, focus on student		Formative	
performance, and plan and implement individual intervention and enrichment plans accordingly for POD time, utilize formative assessments to ensure mastery, and improve alignment in the instructional practices.	Nov	Feb	June
Strategy's Expected Result/Impact: PLC meeting agendas that indicate data discussions and collaboration to ensure that students demonstrate growth.			
Staff Responsible for Monitoring: Campus Administrators			
Strategy 3 Details	For	rmative Rev	iews
Strategy 3: Create opportunities for vertical alignment meetings to take place. Vertical alignment meetings by content will meet at least once		Formative	
a semester, with the focus being that all students are taught with campus wide instructional strategies that meets the needs of students.	Nov	Feb	June
Strategy's Expected Result/Impact: Increase in usage of collaborative instructional strategies and student performance on grade level TEKS measured by district and state assessments.			
Staff Responsible for Monitoring: Campus Administrators			
Strategy 4 Details	Foi	rmative Rev	iews
Strategy 4: Implement programs to increase student achievement with the focus on curriculum goals for each grade level. Students		Formative	
demonstrating academic success by earning all A's, or all A's and B's will be recognized each nine weeks.	Nov	Feb	June
Strategy's Expected Result/Impact: Increase of honor students by grade level Staff Responsible for Monitoring: Campus administrators			

Strategy 5 Details	For	mative Revi	iews
Strategy 5: Using instructional strategies that will focus on teacher clarity, checks for understanding, increasing student engagement through		Formative	-
 verbal responses will enhance learning environments of classrooms. Strategy's Expected Result/Impact: Intentional planning with lessons that are created to solicit student feedback and checks for understanding will help increase student achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Dean 	Nov	Feb	June
Strategy 6 Details	For	mative Revi	iews
Strategy 6: Utilize the inclusion model to ensure that all Early Childhood Special Education (ECSE) are taught in the least restrictive		Formative	
 environment, when allowed by their IEP. Strategy's Expected Result/Impact: Improved student academic and behavioral performance throughout the school year and master goals on their IEPs at the end of year. Staff Responsible for Monitoring: Academic Dean, Principal, ECSE teacher 	Nov	Feb	June
Strategy 7 Details	For	mative Revi	iews
Strategy 7: Implement the Dual Language/Dual One Way/ESL program to ensure that all ELs are working towards becoming English		Formative	-
 proficient. Strategy's Expected Result/Impact: Improved academic performance throughout the year and on grade level performance on EOY assessments in English. Staff Responsible for Monitoring: Academic Dean, Principal, Bilingual PK teachers 	Nov	Feb	June
Strategy 8 Details	For	mative Rev	iews
 Strategy 8: Implement the Fueling Brains curriculum with fidelity to ensure students have a variety of opportunities to close their executive function gaps in the areas of cognitive flexibility, inhibitory control and working memory. Strategy's Expected Result/Impact: Improved student academic and behavioral performance throughout the year and on grade level performance on the EOY CLI screener and Fueling Brains Executive Function screener. Staff Responsible for Monitoring: Campus Administrators 	Nov	Formative Feb	June
Strategy 9 Details	For	mative Revi	iews
Strategy 9: Teachers will review students' cumulative records and all relevant data to create individual plans for each child's success. Provide		Formative	
 appropriate identification of needs and interventions for students performing below expectations, by RTI structures, small group tutorials, and targeted interventions for students. Strategy's Expected Result/Impact: Increased scores on NWEA Increased academic achievement Staff Responsible for Monitoring: Campus Administrators 	Nov	Feb	June



Goal 3: Pumphrey 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: Pumphrey Elementary will provide intervention activities to identified at risk students.

Strategy 1 Details	For	mative Rev	iews
Strategy 1: Provide specific resources, extra personnel, and extended instructional time to meet the needs of all students, including at-risk		Formative	
 students through accelerated instruction or other intervention activities such as tutorials. Strategy's Expected Result/Impact: Students will be performing at or above grade level on district/state assessments. Staff Responsible for Monitoring: Campus Administrators Funding Sources: Costs for intervention tutors - Coordination of Local and State Funds - SCE Funds - \$5,000 	Nov	Feb	June
Strategy 2 Details	For	mative Rev	iews
Strategy 2: Promote attendance above 97% in a school-wide attendance incentive program for students through PBIS and CATCH		Formative	
frameworks. Strategy's Expected Result/Impact: Targeted attendance rate 97% or greater Staff Responsible for Monitoring: Campus Administrators Attendance clerk	Nov	Feb	June
Strategy 3 Details	For	mative Rev	iews
Strategy 3: Increase students' knowledge and understanding about college and career planning through various events on campus.		Formative	
Strategy's Expected Result/Impact: Classroom student participation in campus events Staff Responsible for Monitoring: Campus Administrators Counselor	Nov	Feb	June
Strategy 4 Details	For	mative Rev	iews
Strategy 4: Increase student knowledge about college and career planning through campus wide activities that allow students to explore		Formative	
 different colleges and careers. Strategy's Expected Result/Impact: Students gain a better understanding about what is required for them to attend college. Students will learn more about different career opportunities that are available. Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Dean, Counselors 	Nov	Feb	June

Strategy 5 Details	For	mative Revi	iews
Strategy 5: Incorporate new avenues to connect with our parents utilizing weekly Parent Square posts, and other forms of social media,		Formative	
 Parent University meetings, and hosting parent events during the instructional day and after school. Strategy's Expected Result/Impact: Increasing avenues of communication with parents will help form stronger bonds with our families. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Teachers 	Nov	Feb	June
Strategy 6 Details	For	mative Revi	ews
Strategy 6: Student Support Team will monitor students' with attendance, academic, health, and/or behavior needs in order to provide support		Formative	
that will improve students' well being and increase academic success for students Strategy's Expected Result/Impact: Students grades, attendance, behavior will closely monitored to help ensure that we are meeting the needs of our students.	Nov	Feb	June
Staff Responsible for Monitoring: Principal, Assistant Principal, Academic Dean, Counselors			
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Performance Objective 1: Pumphrey Elementary will provide a safe learning environment for all students that supports district initiatives and is focused on high expectations for all students.

Strategy 1 Details	Fo	rmative Rev	views
Strategy 1: Teach daily Character Strong lessons to all students. Counselors will provide classroom lessons over the character trait of the		Formative	:
 month. Provide a comprehensive counseling program for all students that meets specific needs of students. Strategy's Expected Result/Impact: Reduction of discipline referrals Staff Responsible for Monitoring: Campus Administrators Counselor 	Nov	Feb	June
Strategy 2 Details	Fo	rmative Rev	views
Strategy 2: Incorporate cool down areas and bins in each classroom so that students can self regulate their emotions.		Formative	:
Strategy's Expected Result/Impact: Reduction in discipline referrals Staff Responsible for Monitoring: Campus Administrators Counselor	Nov	Feb	June
Strategy 3 Details	Fo	rmative Rev	views
Strategy 3: Implement and organize a reward and incentive program for positive student behavior through PBIS to increase student		Formative	1
 citizenship and morale (Recognition of positive behavior using PBIS incentives) Strategy's Expected Result/Impact: High participation of students to PBIS campus events. Staff Responsible for Monitoring: Campus Administrators Counselor 	Nov	Feb	June
Strategy 4 Details	Fo	rmative Rev	views
Strategy 4: Promote positive staff climate with a variety of ways throughout the school year.		Formative	
Strategy's Expected Result/Impact: Climate and Culture committee Staff Responsible for Monitoring: Campus Administrators	Nov	Feb	June

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Goal 4: Pumphrey Elementary will provide and maintain a safe, positive learning environment.

Performance Objective 2: Promote wellness and fitness through PE activities that are engaging and motivate students to have an active lifestyle. Incorporate family involvement activities and knowledge of healthy lifestyle choices.

Strategy 1 Details	For	mative Revi	ews
Strategy 1: Incorporating lessons about sun safety, well and health and fitness will help our students be more active and engaged during the		Formative	
school day.	Nov	Feb	June
 Strategy's Expected Result/Impact: Compliance with GCCISD Sun Safety Policy and will increase knowledge about UV radiation and reduce the risk for cancer. Staff Responsible for Monitoring: PE teacher, Classroom Teacher 			
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Goal 5: Pumphrey Elementary will recruit, develop, and retain highly effective personnel.

Performance Objective 1: Pumphrey Elementary will recruit and retain highly effective teachers.

Strategy 1 Details	For	rmative Rev	iews
Strategy 1: Attend job fairs and recruit early from a pool of highly qualified teachers in core academic subject areas.		Formative	
Strategy's Expected Result/Impact: Recruit and employ highly qualified teachers from job fairs and interviews. Staff Responsible for Monitoring: Principal	Nov	Feb	June
Strategy 2 Details	For	rmative Rev	iews
Strategy 2: Evaluate the Teacher Induction Program/Mentoring initiatives and make changes to improve the program efforts to retain staff.		Formative	
Strategy's Expected Result/Impact: New teachers surveys will provide insight and information on ways to improve the program. Staff Responsible for Monitoring: Principal Lead Mentor	Nov	Feb	June
Strategy 3 Details	For	rmative Rev	iews
Strategy 3: Encourage 100% of teachers to become ESL and GT certified.		Formative	
Strategy's Expected Result/Impact: Increase the number of teachers with ESL and GT certification Staff Responsible for Monitoring: Campus Administrators	Nov	Feb	June
Strategy 4 Details	For	mative Rev	iews
Strategy 4: Hire and recruit paraprofessionals that meet or exceed the required 60 college hours or certificate.		Formative	
Strategy's Expected Result/Impact: Requirements met for a highly certified staff Staff Responsible for Monitoring: Principal	Nov	Feb	June
Strategy 5 Details	For	rmative Rev	iews
Strategy 5: Assure all assignments and re-assignments are filled with highly effective staff.		Formative	
Strategy's Expected Result/Impact: All positions will be filled before the school year begins. Staff Responsible for Monitoring: Campus administrators	Nov	Feb	June

Strategy 6 Details		Formative Reviews			
Strategy 6: Assess the staff development needs of those teachers not meeting highly effective standards and develop staff development		Formative			
growth plans. Strategy's Expected Result/Impact: Staff development needs assessment Staff Responsible for Monitoring: Campus Administrators	Nov	Feb	June		
Strategy 7 Details	Formative Reviews		iews		
 Strategy 7: Implement Teacher Intervention Plan for all non-highly effective teachers. Strategy's Expected Result/Impact: Intervention plan on file and submitted to personnel within 6 weeks of hire. Staff Responsible for Monitoring: Campus Administrators 		Formative			
		Feb	June		
Strategy 8 Details	For	mative Rev	iews		
Strategy 8: Through our established interview committee, hire highly qualified candidates that best matches the needs of our student		Formative			
population. Strategy's Expected Result/Impact: Increase teacher capacity and student achievement. Staff Responsible for Monitoring: Campus Administrators	Nov	Feb	June		
No Progress Accomplished -> Continue/Modify X Discontin	ue		·		

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

Performance Objective 1: Pumphrey Elementary will build strong partnerships between home, school, and community by providing on-going communication and opportunities for involvement that informs and educates.

Strategy 1 Details	Fo	rmative Rev	views	
Strategy 1: Utilize a variety of methods to communicate between home and school to support ongoing student success (newsletters, weekly folders, Parent Square, parent conferences, mail outs)		Formative		
folders, Parent Square, parent conferences, mail outs).	Nov	Feb	June	
Strategy's Expected Result/Impact: Parent survey results will indicate that Pumphrey Elementary staff keeps parents informed and communicates frequently to all parents.				
Staff Responsible for Monitoring: Campus administrators				
Strategy 2 Details	Fo	Formative Reviews		
Strategy 2: Conduct a weekly Student Support Team meeting to assess family needs and provide support for parents to promote their child's	Formative		;	
ducation.		Feb	June	
Strategy's Expected Result/Impact: 100% compliance with scheduled meetings				
Staff Responsible for Monitoring: Campus Administrators				
Strategy 3 Details	Formative Reviews		views	
Strategy 3: Increase awareness about PTO and how parents, teachers and staff can be actively involved with the campus.	Formative			
Strategy's Expected Result/Impact: Greater parental participation and students' academic success		Feb	June	
Staff Responsible for Monitoring: Campus administrators				
Strategy 4 Details	Fo	Formative Reviews		
Strategy 4: Collaborate with community members and create a solid relationship with our Baytown Chamber of Commerce Partner in	Formative			
Education- Patients ER to develop learning meaningful learning experiences to all students.	Nov	Feb	June	
Strategy's Expected Result/Impact: Attend PIE meetings. Guarantee incentives for our PBIS system for students.				
Staff Responsible for Monitoring: Campus Administrators Counselor				
Strategy 5 Details	Formative Reviews			
trategy 5: Provide instructional field trips and encourage parents' participation and support.		Formative		
Strategy's Expected Result/Impact: Greater parental participation and students' academic success.	Nov	Feb	June	
Staff Responsible for Monitoring: Campus administrators		1		

		Strategy 6 Details		For	mative Rev	iews
 Strategy 6: Continue to foster our relationship with our Partner in Education with Patients ER. Strategy's Expected Result/Impact: Increase visibility of our partnership with Patients ER will increase our community involvement with other members of our community. Staff Responsible for Monitoring: Campus Administrators, Counselors, Brain Coach 			Formative			
			Nov	Feb	June	
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Goal 7: Pumphrey Elementary will provide the technology infrastructure and tools to maximize student achievement.

Performance Objective 1: Pumphrey Elementary teachers and students will use technology to enhance learning and instruction.

Strategy 1 Details	For	mative Rev	iews		
Strategy 1: Integrate technology into all content areas by using available resources to enhance the curriculum.		Formative			
Strategy's Expected Result/Impact: Increased computer literacy skills of students Improve achievement on district and state assessments	Nov	Feb	June		
Staff Responsible for Monitoring: Campus Administrators					
Strategy 2 Details	For	mative Rev	iews		
Strategy 2: Pumphrey Elementary will provide opportunities for staff to attend targeted staff development that will enhance the effective use			Formative		
of technology in the classroom. Strategy's Expected Result/Impact: Increase technology use by staff Staff Responsible for Monitoring: Campus Administrators		Feb	June		
No Progress Accomplished -> Continue/Modify X Discontinue	2	1	1		

Campus Funding Summary

	Coordination of Local and State Funds						
Goal	Goal Objective Strategy Resources Needed Account Code		Amount				
1	1	4	Certified teachers and instructional support staff - 50% state program funded	Early Education Allotment Funds	\$300,000.00		
1	1	5	Supplemental materials	Special Education Funds	\$300.00		
1	1	5	Supplemental materials	GT Funds	\$300.00		
1	1	5	Supplemental materials	Bilingual/ESL Funds	\$300.00		
3	1	1	Costs for intervention tutors	SCE Funds	\$5,000.00		
Sub-Total					\$305,900.00		