

Crockett Elementary Campus Improvement Plan

Authors: Scheidt, Kemberly; Griffin, Susan; Shipley, Janice; DaSilva, Julie; Nieto, Lydia

Reviewers:

Strategic Objective/Goal 1:	Crockett 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:	Achieve 90% or mastery on grade level assessments and meet or exceed the state average on STAAR by 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
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, ; Teachers,	K-5 students with a focus on African American, Special Education, LEP, and Economically Disadvantaged	7/1/2013	6/6/2014	0	CBA's, Benchmark	STAAR results
Achievement Gap	Use instructional facilitators and administrators to facilitate PLC planning sessions to target specific TEKS and objectives and implement plans for closing achievement gaps in the content areas						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 students with a focus on African American, Special Education, LEP, and Economically Disadvantaged	8/26/2013	6/6/2014	0	CBA's, Benchmark	STAAR results

Coaching Support	Provide coaching support for classroom teachers, especially teachers new to the profession, grade level, or content area						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 students with a focus on African American, Special Education, LEP, and Economically Disadvantaged	9/2/2013	6/6/2014	0	Lesson Plans	Walk throughs
Achievement Gap	Chart all K-2 students and 3-5 at-risk students' DRAs and Guided Reading Levels each six weeks in data room to track progress and make adjustments as needed, specifically with an emphasis on ED Reading						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 students	10/7/2013	5/30/2014	0	DRA/Guided Reading Levels	Charts
Achievement Gap	Chart all 3-5 students' CBAs and Benchmarks each six weeks in the data room to track progress and make adjustments as needed, specifically with an emphasis on ED reading						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	3-5 students	10/21/2013	5/30/2014	0	CBAs and Benchmarks	Charts
Achievement Gap	Provide specific resources, personnel, and extended instructional time to meet the needs of all students, including at-risk students, to improve their chance for success and close the achievement gap						
	Campus Administrators, ; Campus Instructional Specialists,	K-5 students	10/7/2013	5/30/2014	SCE Budget	STAAR results, CBAs, teacher-made tests, and Benchmarks	Lesson plans

Best Practices	Provide effective STAAR preparation and materials for math, science, reading, and writing						
	Campus Administrators, ; Campus Instructional Specialists,	3-5 students	10/7/2013	5/30/2014	General Budget	STAAR reults, CBAs, and Benchmarks	Lesson Plans
Professional Learning Communities	Use Professional Learning Communities to ensure teachers understand and implement the Texas Essential Knowledge of Skills with a focus on African American, Special Education, LEP, and Economically Disadvantaged groups by conducting walkthroughs, PDAS observations, and reviewing lesson plans						
	Campus Administrators, ; Campus Instructional Specialists,	K-5 students	9/16/2013	6/6/2014	0	Walkthroughs, PDAS observations, Lesson Plans	Eduphoria
Strategic Objective/Goal 2:	Crockett Elementary will provide a well balanced and appropriate curriculum to all students.						
Performance Objective 1:	Provide staff members with information, materials, and training necessary to ensure student success both academically and behaviorally						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Bilingual/ESL Program	Implement the Bilingual/ESL program so that English Language Learner (ELLs) progress one language proficiency level yearly and reach English attainment within 3-5 years						
	Campus Administrators, ; Teachers,	PreK-5 bilingual/ESL students	8/26/2013	6/6/2014	General Budget	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 Level III performance on the STAAR						
	Campus Administrators, ; Teachers,	K-5 GATE students	8/26/2013	6/6/2014	General Budget	STAAR tests, CBAs, teacher-made tests, and Benchmarks	Lesson Plans

Special Education Program	Implement the Special Education program so that all Special Education students are taught in the least restrictive environment to improve learning outcomes						
	Campus Administrators, ; Teachers,	PreK-5 students	8/26/2013	6/6/2014	General Budget	STAAR results, CBAs, teacher-made tests, and Benchmarks	Lesson plans, STAAR results
Best Practices	Create vertical teams and implement vertical alignment meetings twice a semester to focus on the needs of all students						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K-5 students	10/7/2013	5/30/2014	0	Meeting Agendas, Minutes of meetings	Sign ins
Staff Development	Provide staff development to address needs in core content areas, technology, and with at-risk students within special groups						
	Campus Administrators,	PreK-5 students	9/2/2013	5/30/2014	General Budget	Training Agendas	Sign ins
Strategic Objective/Goal 3:	Crockett Elementary, through enhanced and dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.						
Performance Objective 1:	Ensure all Crockett students are enrolled in school and are coming to school on a daily basis						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Campus Attendance	Promote high attendance (98%) or above school-wide and incorporate incentive programs for students and teachers						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	PreK-5 students	10/4/2013	6/6/2014	Chevron Phillips	A2A	PEIMS report

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, ; Teachers,	PreK-5 students	9/2/2013	6/6/2014	General Budget	List of activities	Agendas
Mentoring	Continue to use mentors - intermediate students working with primary students, community members, and teachers working with at-risk students						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	K-5 students	10/4/2013	6/6/2014	0	Improved DRA levels, Increase in CBA's, Benchmarks	Decreased office referrals, STAAR results
Classroom Discipline	Continue the use of counselor to help develop a plan for students who are missing class due to inappropriate behaviors in the classroom						
	Campus Administrators, ; Counselor,	K-5 students	9/2/2013	6/6/2014	0	Developed discipline plans	Decreased office referrals
Strategic Objective/Goal 4:	Crockett Elementary will provide and maintain a safe, positive learning environment.						
Performance Objective 1:	Provide a safe learning environment through utilizing the PBAS model						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Safe and Secure Schools	Implement a school-wide reward and incentive program for positive student behavior						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	PreK-5 students	9/2/2013	6/6/2014	General Budget	C Cards turned in	Fewer number of discipline referrals

Safe and Secure Schools	Continue school-wide conflict resolution and problem-solving program to reduce discipline referrals and bullying incidents						
	Campus Administrators, ; Counselor,	PreK-5 students	9/2/2013	6/6/2014	0	Guidance lessons	Fewer number of discipline referrals
Safe and Secure Schools	Organize incentives to boost student citizenship and morale						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator, ; Librarian,	PreK-5 students	9/2/2013	6/6/2014	General Budget	List of incentives	Teacher survey
Staff morale	Promote positive staff morale with a variety of incentives						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	PreK-5 students	9/2/2013	6/6/2014	0	List of incentives	Teacher Survey
Strategic Objective/Goal 5:	Crockett Elementary will recruit, develop, and retain highly qualified and highly effective personnel.						
Performance Objective 1:	Recruit and retain 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
Highly Qualified Personnel	Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas						
	Campus Administrators,	PreK-5 students	8/26/2013	6/6/2014	0	NCLB	Job fair report
Highly Qualified Personnel	Assure all assignments and re-assignments are filled with Highly Qualified staff						
	Campus Administrators,	Prek-5 students	8/26/2013	6/6/2014	0	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,	PreK-5 students	8/26/2013	6/6/2014	0	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,	PreK-5 students	8/26/2013	6/6/2014	0	NCLB	Master Schedule and Teacher Service Record
Highly Qualified Personnel	Assess the staff development needs of those teachers not meeting HQ standards						
	Campus Administrators,	PreK-5 students	8/26/2013	6/6/2014	0	NCLB	Staff Development needs assessment
Highly Qualified Personnel	Develop staff development growth plans (part of HQ Intervention Plan) for all non-HQ teachers						
	Campus Administrators,	PreK-5 students	8/26/2013	6/6/2014	Title II	NCLB	Written HQ Intervention Plan completed for each non-HQ teacher.
Highly Qualified Personnel	Conduct mid-year review of teacher staff development hours						
	Campus Administrators,	PreK-5 students	8/26/2013	6/6/2014	0	NCLB	Staff Development report
Highly Qualified Personnel	Select only HQ teacher from the applicant pool						
	Campus Administrators,	PreK-5 students	8/26/2013	6/6/2014	0	NCLB	HQ Audit Report

Highly Qualified Personnel	Implement a HQ Teacher Intervention Plan for all non-HQ teachers						
	Campus Administrators,	PreK-5 students	8/26/2013	6/6/2014	Title II	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,	PreK-5 students	8/26/2013	6/6/2014	0	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, ; Director of Personnel,	PreK-5 students	8/26/2013	6/6/2014	0	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						
	Griffin, Susan; Scheidt, Kemberly; Moore-Fontenot, Susan	PreK-5 students	8/26/2013	6/6/2014	Title II	NCLB	Additional HQ teachers with additional subject area certification
Highly Qualified Personnel	Encourage all teachers to become ESL and GT certified						
	Campus Administrators, ; Director of Bilingual/ESL and Migrant Education Program,	PreK-5 students	8/26/2013	6/6/2014	Title II, Title III	NCLB	Teachers with ESL and GT certification

Highly Qualified Personnel	Recruit actively to fill vacant positions with "Highly Qualified" teachers						
	Campus Administrators, ; Director of Personnel,	PreK-5 students	8/26/2013	6/6/2014	0	NCLB	Reduced number of vacant positions
Strategic Objective/Goal 6:	Crockett Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 1:	Establish/Maintain Parent and Community Partnerships						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Community Involvement	Collaborate with community members and organizations to create and maintain partnerships to support students as life-long learners						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	PreK-5 students	8/26/2013	6/6/2014	0	Agendas	Sign in sheets
Parental Involvement	Continue recruiting active parent and teacher members for PTO						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	PreK-5 students	8/26/2013	6/6/2014	0	Agendas	Parent Surveys
Parental Involvement	Utilize a variety of methods to communicate between school and home to support ongoing student success * Campus Newsletters *Tuesday Folders *IRIS						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	PreK-5 students	8/26/2013	6/6/2014	General Budget	Increase in attendance	Parent/Teacher Surveys

Parental Involvement	Create and promote PTO committees for parental involvement						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	PreK- 5 students	8/26/2013	6/6/2014	0	Agendas	Parental Surveys
Parental Involvement	Continue offering parent volunteer training						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	PreK-5 students	8/26/2013	6/6/2014	Title 1 Budget	Agendas	Parent Surveys
Parental Involvement	Coordinate and schedule parent workshops as needed						
	Campus Administrators, ; Family Involvement Coordinator,	PreK-5 students	8/26/2013	6/6/2014	Title 1 Budget	Agendas	Sign in sheets
Parental Involvement	Coordinate and schedule family involvement nights each semester						
	Campus Administrators, ; Family Involvement Coordinator,	PreK-5 students	9/2/2013	6/6/2014	Title 1 Budget	Agendas	Sign in sheets
Parental Involvement	Provide instructional field trips and classroom lessons inviting parent help and participation						
	Campus Administrators, ; Evaluation, Teacher	PreK-5 students	9/2/2013	5/30/2014	General Budget	Lesson plans	Sign in sheets
Strategic Objective/Goal 7:	Crockett Elementary will provide the technology infrastructure and tools to maximize student achievement.						
Performance Objective 1:	Maximize student achievement by integrating technology in all content areas						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion

Achievement Gap	Integrate technology into all content areas by using available resources (EduSmart, Think Through Math, IStation, ESL Reading Smart, Hatch, Type to Learn, AR, Scholastic) in order to enhance the curriculum and reduce the achievement gap for at-risk students (including M1 and M2 students) with assistance from district-provided staff						
	Moody, Brittney; Abonza, Amanda; Sewell, Robyn; Campus Administrators,	PreK-5 students	8/26/2013	6/6/2014	General Budget	Reports from programs	STAAR, CBAs, and Benchmarks
5th Grade Laptops	Use laptops in the 5th grade classrooms to maximize learning						
	Campus Administrators, ; Teachers,	5th Grade students	8/26/2013	6/6/2014	General Budget	Lesson plans, PDAS, walk throughs	Increased use of laptops
Type to Learn	Provide Type to Learn to all second grade students and reinforce keyboarding skills in 2nd -5th grade						
	Campus Administrators, ; Teachers,	2nd - 5th grade students	8/26/2013	6/6/2014	General Budget	Lesson plans, PDAS, walk throughs	Improved WPM rate for 2nd-5th grade students

