

Coolidge Independent School District
Coolidge Elementary
2017-2018 Campus Improvement Plan



Mission Statement

Coolidge Elementary School is a community of students, parents and staff dedicated to promoting lifelong learners. Our school promotes a safe, orderly, caring and supportive environment that helps students reach their full potential and develops academic and social growth.

Vision

Coolidge Elementary envisions every child to be a lifelong learner and seeks to create a challenging learning environment that encourages students to embrace opportunities to unlock their potential and grow developmentally. We strive daily to inspire excellence in all our students.

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Comprehensive Needs Assessment

Needs Assessment Overview

Elementary Summary Report

By 2019, the Curriculum Director and our administrative team will ensure that our systems in place will yield student average results at or above 75% in all tested areas and oversee all intervention activities districtwide. Our staff and team will strive to have 35% of students meeting the grade level standard and 20% of students meeting masters level by the end of the 2017-2018 school year

With the exception of 4th Writing and 5th Science, all other tested areas met their goal of 75% passing on STAAR assessments. Writing fell short and has become a high area of needed improvement. Improvements in Writing and Science were made this year, but fell short of goal. 3rd grade met and exceeded all goals. 4th grade subjects and 5th reading did not hit 35 % meets and 20% mastery level.

STRENGTHS - We feel several components led to our success:

- Strong Administrative team (Superintendent, Curriculum Director, Principals, and PSP) working in unison to ensure that systems are put in place and sustainable districtwide.
- Employing of strong staff members to maximize instruction.
- Using Student Expectations as an instructional tool within each classroom to ensure focused instruction.
- Reviewing of instructional resources and supplemental materials to ensure appropriateness.
- Building of Data Rooms to track student achievement in each grade level. We meet after each assessment to analyze progress.
- Developing Data notebooks – Each teacher compiles data notebooks to track student progress to analyze strengths and weaknesses. Teachers use data to drive instruction and plan for targeted intervention.
- Holding of PLC sessions to review data, plan for instruction and intervention
- Supporting professional development at the campus and district level
- Planning vertical alignment discussions
- Planning embedded RTI schedules
- Differentiation of instruction has been a focus in order to meet specific needs of each student.
- Increased strengths in the district special education department.
 - Special education teachers and the special education director became more involved in the everyday working of the department.

WEAKNESSES - We feel these are some things that could have had an effect on student achievement:

- Lack of emphasis on writing at grade levels that are not tested.

- Mathematical concepts – lack of number sense and widen gaps that ultimately effect higher grades (K-12)
- Misplacement of personnel in specific academic areas

PLANNING for 2017-2018 School Year

Our Curriculum Director will continue to help align instructional resources and classroom instruction. Administrative and Campus Leadership teams are analyzing data, reviewing resources, planning professional development and personnel to ensure everyone is in place with proper materials to move students forward. We are determining needs and making adjustments that alerted our team to specific areas of focus to ensure that student achievement improves during the next year.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- PBMAS data
- Community and student engagement rating data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Student failure and/or retention rates
- Running Records results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data

- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Violence and/or violence prevention records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals






Goal 1: Student performance will meet or exceed standards as set forth by State Accountability system

Performance Objective 1: 70% or more of students (in all student populations) will meet expectations on state standardized assessments.

Evaluation Data Source(s) 1: STAAR, Alternate STAAR, PBMAS

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Provide teacher input opportunities into decisions regarding the use of academic assessments such as data meeting, faculty meetings and site based committee.		Principal Teachers Curriculum Director	Assessment results Performance Categories & Charts Meeting agendas and RTI data			
	Funding Sources: Local Funds - 0.00, State Special Education - 0.00, State ESL - 0.00					
2) Provide programs to address at-risk students: Acceleration, Tier II and Tier III tutoring, RTI pull-out, Counseling services		Principal/ Teachers/Specialists	Assessment results			
3) Provide Sheltered Instruction for ELL students in core content areas	1	ESL teacher/Teachers/Principal	Schedules, Assessments, Lesson Plans			
	Funding Sources: State ESL - 0.00					
4) Special Education Students will be educated in LRE as determined by ARD		SPED teacher and director/Teachers/Principal	ARD Meeting, Lesson Plans, Schedules and Minutes			
	Funding Sources: State Special Education - 0.00					
5) STAAR incentive to motivate students to excel on state assessments. Students will receive monetary incentive for passing STAAR assessments.		Principals	STAAR TEST scores			
	Funding Sources: Local Funds - 0.00					
6) Encourage Writing activities at all grade levels that develop skills to better prepare students for state assessments		ESL teacher, Principals and Teachers	Lesson Plans, assessment scores			
	Funding Sources: Local Funds - 0.00					
7) Utilize disaggregated data from benchmarks and other assessments to determine student progress and needs.		Principal, Teachers, Counselor, SPED teachers and Curriculum Director	Assessment Results Data Notebooks DMAC reports			
8) All students will be taught by Highly Qualified Teachers.	3	Principal	Teaching Certificate			


9) Provide intervention strategies for students who are at-risk or not meeting state and local achievement expectations through embedded RTI and after school tutorials		Principal, Teachers, Counselor	Data notebook, student profile sheet			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: Student performance will meet or exceed standards as set forth by State Accountability system

Performance Objective 2: Professional Development, Mentoring, & Instruction

Evaluation Data Source(s) 2: ALL students will achieve at least one year's growth

Summative Evaluation 2:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) All teachers will attend professional development sessions, which target research-based strategies to enhance classroom instruction.	4	Teacher/Principal/Curriculum Director	Certifications Staff Development and Faculty Meeting Agendas/Minutes			
2) Teachers will make data-driven decisions utilizing current student data from assessments.	2	Curriculum Director, Teachers and Principal	RTI data, Assessment Data and Lesson Plans			
3) Provide Mentoring opportunities for new teachers, teachers new to a content area, or teachers in need of content support		Curriculum Director, Mentors and Principals	Schedules , Data Walk-through, Mentor and Evaluation Logs			
4) Establish vertical and horizontal meetings to ensure scope and sequence is in order and processes are being taught the same way.		Curriculum Director, Principal and Teachers	Meeting Logs and Agendas			
5) Data and RTI meeting will be held regularly to discuss and analyze student achievement and progress.		Teachers, Sped teachers/director, Curriculum Director and Principal	Agenda/Minutes Assessment Data Data Notebooks			
						

Goal 1: Student performance will meet or exceed standards as set forth by State Accountability system

Performance Objective 3: Response to Intervention (RTI)

Evaluation Data Source(s) 3: Student progress monitoring will indicate consistent growth throughout the year.

Summative Evaluation 3:






Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Develop RTI plan to identify at-risk students, intervene		Principal, Teachers, RTI, SPED	Team meetings, reports, assessments results			
2) Teachers are required to contact parents of any students who are in jeopardy of failing or failing each 6 weeks.	6	Teachers, Principal	Parent Contact Log			
3) Provide embedded RTI time for students in TIER II and III.	1, 2, 3, 9	RTI teacher, Classroom Teachers and SPED Teachers	RTI Tracking Log			
4) Tutorials will be offered before/after school for students who struggling in core content areas.	9	Teachers	Sign-In Sheets			
						

Goal 2: Encourage/facilitate parents & community members to actively pursue student success by participating in the activities and programs of the school.

Performance Objective 1: Increase Parent Involvement

Evaluation Data Source(s) 1: Parent attendance rate will increase at all school functions.

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Meet the Teacher will provide an opportunity for teachers and parents to exchange information concerning classes.		Principal, Teachers and Admin Staff	Sign-in Sheets			
2) All written communication will be sent to our parents in their home language.	6	Principal	Letters translated			
3) Parent newsletters with important events and calendar items will be sent home at least 4 times a year. Newsletters will also be posted to the website. Teachers will send home newsletters and information as needed		Principals and teachers	Newsletters			
4) 2 Parent Conference will be held to inform parents of student progress and provide other pertinent information		Teachers	Sign-in Sheets			
5) Utilize REMIND 101 and school website to inform and reach out to parents about upcoming events and communicate important information	6	District Level Staff	Texts and Website			
6) Parents will be represented on Campus Site-Based Committee which will annually review and revise the Campus Parent Involvement Policy and Compact.	6	Principal and Site-based Committee	Parent Involvement Policy and Minutes			
7) Annual Title 1 Meeting will be held for all Title 1 schoolwide parents to explain the Title 1, Part A program and encourage parent involvement	6	Principal and Superintendent	Agenda, sign-in sheets, handouts, invitations			
8) Teachers and staff will receive training annually on the value and utility of contributions of parents, communication, and working as partners to build ties between home and school.	6	Superintendent, Principal, and Counselor	Agenda, sign-in sheets, Parent input documentation			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: CISD will ensure students have access to a safe and quality educational experience that enables them to maximize their educational potential.

Performance Objective 1: Coolidge Elementary will operate under the Emergency Operation Plan created by the district to ensure a safe and conducive environment for learning.

Evaluation Data Source(s) 1: Participation in Emergency drills and programs

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Monthly Emergency Drills including bad weather, fire drill, evacuation, reverse evacuation and lockdowns will be conducted		Administrators	Emergency Drill Logs			
2) Staff will receive annual training regarding child abuse, suicide prevention and awareness, FERPA, Bloodborne, bullying and sexual harassment. Teachers will implement a no-bullying policy within their classrooms. Teachers/Counselor will implement classroom instruction regarding social skills and conflict resolutions.	2, 4	Curriculum Director, Counselor, Principals, and Teachers	Certificates, Agendas and Lesson Plans			
	Funding Sources: Local Funds - 0.00					
3) Regular visits by local emergency personnel		Principals and Superintendent	Log Sheet			
						

Goal 3: CISD will ensure students have access to a safe and quality educational experience that enables them to maximize their educational potential.

Performance Objective 2: Gifted and Talented/High Achieving Students

Evaluation Data Source(s) 2: Classroom activities and projects

Summative Evaluation 2:

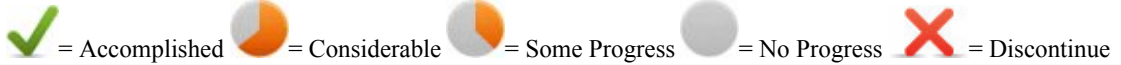
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Students will participate in the CISD Gifted and Talented identification process to locate GT students within our student populations.	2	Teachers	Evaluation of activities			
2) Teachers will be trained in differentiation of instruction for high achieving and GT students.	2, 4	Curriculum Director, Teachers and Principals	Certificates, Lesson Plans, PDAS			
3) Provide or allow teachers to attend Professional Development for GT updates	4	Principal	Certificate			
4) High achieving and GT students will attend Masterminds class 4-5 times in a 6 weeks period. This class promotes higher level thinking and project based assessment.	9	Teachers	Lesson Plans and Student Projects			
						

Goal 3: CISD will ensure students have access to a safe and quality educational experience that enables them to maximize their educational potential.

Performance Objective 3: 90% of special education students will be taking the STAAR with limited modifications

Evaluation Data Source(s) 3: Scores on state assessments will demonstrate 75% passing at all grade levels

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) ARD meetings will include all those directly involved in educational decisions for each student.		Principal, SPED director	ARD minutes			
2) Provide in -class support by reviewing students' IEPs to ensure they are being successful		Teachers, SPED director, RTI teacher	Grades and assessment scores			
3) Provide teacher trainings that outline SPED law and requirements	4	Principals and SPED directors	Certificates and Meeting logs			
4) Student data will be analyzed continuously to determine progress of all SPED students through the use of both informal and formal assessments		Principals, Curriculum Director, SPED director and Teachers	Student learning gaps are closing, charts, assessment scores, grades			
5) Special Education Students will be educated in the LRE as determined by ARD	1	SPED director and teachers, Principal	ARD meetings and minutes, Schedules and Lesson Plans			
6) SPED department will provide training for regular education teachers regarding inclusion and differentiation of instruction		SPED director, Curriculum Director and Principal	Teacher sign in and meeting log			
	Funding Sources: Title I - 0.00					
						

Goal 3: CISD will ensure students have access to a safe and quality educational experience that enables them to maximize their educational potential.

Performance Objective 4: Attendance rate will be at 95% or above

Evaluation Data Source(s) 4: Review of summer PEIMS submission

Summative Evaluation 4:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Continue to monitor student attendance consistently		Principal, Teachers, Secretary	Attendance records			
2) Continue to offer recognition for having good attendance		Principal, Teachers, Secretary	Attendance records			
3) Offer Semester Atten"DANCE" to reward and celebrate students with perfect attendance or those with 1-2 absences per semester		Teachers	Attendance records			
						

Goal 3: CISD will ensure students have access to a safe and quality educational experience that enables them to maximize their educational potential.

Performance Objective 5: Promote a climate of high expectations in a safe environment

Evaluation Data Source(s) 5: Student incidents and student disciplinary referrals will be reduced by 10% from previous year.

Summative Evaluation 5:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Implement components and strategies learned for Capturing Kids Hearts training		Principal, Teachers	Certificate of Completion of training, Social Contracts in classrooms, use of strategies			
2) Write and communicate a discipline plan which includes expectations		Principal	Discipline Management Plan			
3) Provide staff with anti-bullying training to help prevent incidents from happening	4	Principal	Training Log			
4) Conduct sexual harassment and abuse training at the beginning the year.		Counselor	Training Log and meeting agenda			
5) Continue SHAC (School Health Advisory Council) meetings		Principal and SHAC committee members	Meeting Logs			
6) Students will be recognized each 6 weeks for being good citizens. Teachers will also turn in affirmations to be shared with school during morning announcements.		Principals and Teachers	Recognition awards Affirmations			
7) Honor Roll and Perfect Attendance will be recognized each six weeks.		Principal	Recognition awards			
8) Provide transition opportunities for 5th students entering Jr High. Students take a tour of Jr High building and meeting with Jr. High Principal and Counselor.		Counselor and Principals	Meeting Log			
9) Teachers will be recognized and given affirmations weekly to be shared through weekly staff updates and affirmation board.		Teachers and Administration Staff	Jacket Week Emails, Affirmation Board			
						

Goal 4: CISD will implement and use current technology to enhance achievement for all

Performance Objective 1: Teachers and Students will utilize appropriate technology to enhance delivery, learning and assessment.

Evaluation Data Source(s) 1: Technology opportunities are offered and monitored to enhance both staff and student success.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Provide local staff development to enhance technology skills	4	Technology Specialist, Curriculum Director and Principal	Training logs and certificates			
2) Review needs and continuously upgrade the CISD technology infrastructure on an annual basis	2, 4	Technology Specialist and Principal	Equipment, Business office data, Purchase orders, Technology inventory			
3) Use technology to provide conferences via distance learning and webinars for staff development and classes for students	2, 4	Technology Specialist, Curriculum Director, Principal, and Teacher	Training Logs and Certificates			
4) Continue to incorporate technology/multi-media in instruction	2	Teachers, Curriculum Director and Principals	Lesson Plans and Walkthroughs			
						

Goal 5: CISD will attract and retain qualified professional staff to maximize student engagement and achievement.

Performance Objective 1: Recruit, support and retain qualified teachers knowledgeable in their content area

Evaluation Data Source(s) 1: Certifications will be reviewed annually

Summative Evaluation 1:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Professional development opportunities in core content areas will be provided in house and through service center.	4	Principals and Curriculum Director	Certificates			
2) Recruitment of qualified teachers - through job fair, colleges, education programs. Use web-based software for online application process.	3	Administrators	Certification			
3) Campus will make every effort to hire qualified teachers, certified in the content area. In the event a teacher is not certified in their instructional assignment, the campus will support efforts to attain proper certification by providing reimbursement to teachers requested to take appropriate content area state exams.	3	Adminstration	Receipt of test evidence			
4) Retention Strategy - Provide 1st and 2nd year teachers a Mentor teacher to help guide and support throughout the year.		Mentor Teachers and Principal	Meeting Logs			
						

Goal 5: CISD will attract and retain qualified professional staff to maximize student engagement and achievement.

Performance Objective 2: High quality professional development will be aligned to current instructional needs

Evaluation Data Source(s) 2: Professional development program will enhance and promote learning opportunities in the classroom.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Aug	Dec	June
1) Teachers will utilize learning walks to enhance instructional capabilities		Principal and Teachers	Learning Logs			
2) Data meetings will be utilized to review student assessment data and determine instructional needs and progress.		Principal, Curriculum Director and Teachers	Assessment data, DMAC data			
3) Staff Development will be organized in a fashion that addresses current instructional needs.		Principal and Curriculum Director	Staff Development Agenda			
4) The district will offer a STAAR incentive program for grade appropriate staff to increase teacher effectiveness and accountability.		Principal and Superintendent	STAAR Test Scores			
5) Continue to implement components of Capturing Kids Hearts		Principal, Curriculum Director and Superintendent	Posted Social Contract and Walk-throughs			
6) Orientation will be provided for substitutes to cover routine procedures and emergency operations.		Curriculum Director and Principals	Sign in Sheets			
7) Coordination and integration of Federal, State and Local programs and funds will be used to promote high quality professional development to increase core teacher content area skills and create a positive climate to meet the needs of all sub-populations	10	Curriculum Director and Principals	Certificates, sign-in sheets, purchase orders, registration documentation			
						

Campus Funding Summary

Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	5			\$0.00
1	1	6			\$0.00
3	1	2			\$0.00
Sub-Total					\$0.00
Title I					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	3	6			\$0.00
Sub-Total					\$0.00
State Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	4			\$0.00
Sub-Total					\$0.00
State ESL					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	3			\$0.00
Sub-Total					\$0.00
Grand Total					\$0.00