

Pampa Independent School District
Stephen F. Austin Elementary
2016-2017 Campus Improvement Plan

Accountability Rating: Met Standard



Purpose. Passion. Pride.

Mission Statement

The Mission of Austin Elementary School is to produce learners who are compassionate, competent, confident, and future-ready.

Vision

Austin Elementary School will become the premier destination school in the Panhandle!

Core Beliefs

P Purposefulness - We believe that the core business of schools is to ensure that every student every day is provided challenging, engaging, and meaningful work; therefore, we will purposefully prepare ourselves and our students for authentic experiences that ensure they are future-ready.

A Authentic Engagement - We believe that students and adults learn best when they are actively involved in the learning process; therefore, we will promote engaging and active learning opportunities to staff and students that develop an attitude of being a life-long learner.

M Mindset for Growth - We believe that all students are capable of high achievement and that intelligence is developed and that achievement results from consistent and effective effort; therefore, we will support and encourage students and staff to have a growth mindset in order to meet expectations of excellence.

P Preparedness- We believe that students must be prepared for a future of rapid change; therefore, we will foster the abilities to reason, to solve problems, to be challenged, and to use technology as a significant tool for learning.

A Assurances - We believe we have a collective responsibility to create and sustain a safe environment that is respectful, caring, engaging, vibrant, and culturally responsive. We believe the alliance of home, school, and community promotes both school and student success; therefore, we will promote ongoing stakeholder communication and seek authentic, trusting relationships.

PISD's Guiding Question:

What's Your Plan???

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The population of Austin Elementary has been steadily changing for several years. The primary differences are the increases of the Low Socio-Economic subgroup and the number of Special Education students being served at Austin. The trend does not necessarily involve an ethnic subgroup, but is across all ethnicities.

Total enrollment for the 2015-16 school year was 442.

- 226 Males
- 216 Females
- 17 LEP students (3.66%)
- 193 (43.6%) Economically Disadvantaged
- 9.73% Special Education

Ethnicity

- American Indian .84%
- Asian .42%
- Black African American .42%
- Hispanic/Latino 24.68%
- White 70.25%
- 2 or more races 3.38%

Demographics Strengths

- Large number of students from stable homes.
- Strong community network of support.

Demographics Needs

The population of Austin Elementary has been steadily changing for several years. The primary difference is the increase of Low Socio-Economic subgroup. The trend does not necessarily involve an ethnic subgroup, but is across all ethnicities.

Address the needs of At-Risk students:

- Economically Disadvantaged students
- ELL students
- Special Education students

Student Achievement

Student Achievement Summary

- Continue work on writing skills (campus-wide)
- Incentives for students who excel in Reading
- Work on reading comprehension, summarizing, & poetry
- Push multiplication, division, & problem-solving
- Focus on Economically disadvantaged, Special Education & LEP students in Reading
- Focus on Economically Disadvantaged, Special Education, & At-Risk students in Math

Student Achievement Strengths

- Attendance over 96 % for the year
- Met Standard in all 4 Indexes
- Achieved an Index Score of 78 in Index 1 (Target score was 60)
- Achieved an Index Score of 46 in Index 2 (Target score was 32)
- Achieved an Index Score of 40 in Index 3 (Target score was 28)

Student Achievement Needs

- Increase Index 4 from an Index Score of 31 to an Index Score of 44 to move the campus us in cohort group
- Improve STAAR writing composition scores from an average score of 3.6 to an average score of 5.0
- Improve STAAR reading scores for ECD students from 66% to 85%
- Increase Attendance from 96.36 % to 97 %

School Culture and Climate

School Culture and Climate Summary

Austin Elementary has a culture of success and motivation. It is a self-reflective faculty in general and the Professional Learning Community model has had active participation for many years. Therefore, the expectation is one of collaboration, both horizontally and vertically.

Collaboration will continue to be the emphasis within the parameters of the curriculum with an eye toward consistency across grade level AND campus.

School Culture and Climate Strengths

- Parent conferences
- Positive parent contact/involvement
- Leadership meetings
- Recognition of Perfect Attendance
- Newsletter
- UIL Participation
- Positive administrative support

School Culture and Climate Needs

- Diligence of newsletter to inform of events
- Discipline guidelines
- Substitutes consistently available for training
- Recognition of students in Assembly for more than just grades

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Austin Elementary will continue to recruit and hire highly qualified staff. We will continue to seek out and hire highly motivated and engaged new staff and will support current staff.

Staff Quality, Recruitment, and Retention Strengths

- 100% Highly Qualified & TELPAS certified Teachers
- PDAS walk-throughs, evaluations, and conferences
- Instructional Specialist to provide resources/support for classroom teachers
- Region 16 ESC support for classroom teachers/staff
- Professional Learning Communities
- Data Meetings
- SPED Inclusion classroom support
- CHAMPS discipline
- Professional Development
- All certified staff participate in RTI
- Horizontal Alignment
- Online training
- ESL Certification
- District professional development calendar
- Professional improvement plan
- Parental support
- Awesome Booster Club

Staff Quality, Recruitment, and Retention Needs

- Professional Development to support new and current district initiatives
- Provide Mentoring/Training/Support for new staff members
- Provide Opportunities for new staff to seek answers, questions, and concerns
- Staff incentives for perfect attendance each six weeks

- Two-way radios for each classroom
- CPI Training for all instructional staff
- End of school year survey for improvements & strengths (anonymous or suggestion box)
- Exit interview for staff leaving the campus
- Additional training opportunities for paraprofessionals
- Provide teachers numerous opportunities to share strategies, classroom management suggestions, training, etc.
- Additional support for redirect students

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Disaggregated data is the driving force for academic/instructional planning. The Austin RTI process is a strong focal point for staff collaboration/problem solving to meet the needs of our students.

Curriculum, Instruction, and Assessment Strengths

- Data analysis
- RTI
- TEKS Resource System
- Reading Recovery
- Dyslexia
- Curriculum Alignment
- Tracking student progress
- Professional Learning Communities
- Differentiation for all populations
- CPI Training - Most staff already trained
- Purchase of Math curriculum (Pearson)

Curriculum, Instruction, and Assessment Needs

- Increased academic rigor
- Higher level/professional vocabulary
- Redirect/ED training
- Reading program w/incentives
- More focused ELPS implementation
- Math pacing to cover new TEKS

Family and Community Involvement

Family and Community Involvement Summary

Austin Elementary has typically had highly-concerned and involved parents. A number of uninvolved/uninterested stakeholders have begun to present a unique set of challenges for the campus staff.

Practices concerning homework, communication, and assessment feedback will need to be considered in order to address this discrepancy in support from all Austin parents.

Family and Community Involvement Strengths

- Delivering information to parents
- Booster Club
- Positive communication
- Parent/Community participation on Leadership Committee
- Parental Involvement Activities for parents to interact with their children at school
- Variety of events to which parents are encouraged to attend

Family and Community Involvement Needs

- Global phone calls for STAAR testing and parent meeting notices
- Translator on campus for parent communication
- Create campus homework plan and communicate that with parents

School Context and Organization

School Context and Organization Summary

Communication is a key focus at Austin Elementary. During the 2016-17 school year, all certified Austin staff members will be training to implement a classroom website. This website will be used to communicate weekly with parents upcoming projects, assignment due dates, and contain links to various helpful websites. Global phone calls will continue to be utilized as needed to keep all parents informed. Communication between the various organizational committees, Professional Learning Communities, and Booster Club will continue to ensure all academic needs of students are met.

School Context and Organization Strengths

- Leadership Committee
- Horizontal alignment team (PEPC)
- Professional Learning Communities
- Response to Intervention
- Global phone calls
- Booster Club
- Curriculum meetings

School Context and Organization Needs

Austin Elementary Webpage

- Update
- Classroom links
- Upcoming events
- Important dates
- Lunch menus
- School calendar
- Ensure all important information is relayed in a timely manner

Technology

Technology Summary

Throughout the 2016-17 school year, Austin Elementary Staff will use one of their four monthly Professional Learning Community meetings to address the use of different technology tools (websites, applications, hardware, etc.) to enhance technology integration in all classrooms.

Technology Strengths

- 2 Computer labs
- iPad carts
- Projectors & document cameras
- Mobis
- Clickers
- WiFi
- Library software
- Web-based programs
- Personal devices
- Eduphoria
- Chromebooks

Technology Needs

- Smart Boards
- More technical support
- More iPad carts
- Working websites of all professionals

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

Accountability Data

- Texas Academic Performance Report (TAPR) 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
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Male / Female performance and participation data
- Migrant 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
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional Learning Communities (PLC) data
- Highly qualified staff data

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
- Capacity and resources data
- Budgets/entitlements and expenditures data

Goals






Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 1: 1.1. Austin Elementary School will close academic performance gaps between our school and our accountability cohort, our region and our state.

Summative Evaluation: 2017 Accountability Rating

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) 1. Austin will provide TEKS based curriculum delivery in core subjects Sept. - May (System Safeguard Activity)		Campus Principal(s), Literacy Specialists, Teacher(s)	Common Assessments, Benchmarks, I Station, Progress Monitoring, Indicators of Progress (ISIP), STAAR, TELPAS				
	Funding Sources: 199 - General Fund						
2) Austin will continue to provide, monitor, and measure the delivery of the Reading Recovery program. Sept. - May (System Safeguard Activity)		Principals, Reading Recovery Teacher, Classroom Teachers	Summative - Progress Monitoring, ISIP, OS				
	Funding Sources: 199 - General Fund						
3) 3. Austin will continue to provide supplementary instruction through literacy groups in K-2. Sept. - May (System Safeguard Activity)		Reading Recovery Teacher	Common Assessments, Progress Monitoring, Benchmarks, ISIP				
	Funding Sources: 199 - General Fund						
4) Austin will continue to provide identification, instruction and progress monitoring for children with dyslexia and related disorders. Aug. - May (System Safeguard Activity)		Campus SIT Team, Counselor, Dyslexia Specialist, Instructional Specialist, Principals, Classroom Teachers	Summative - State Assessments, Benchmarks, Progress Monitoring, WADE (Wilson Assessment of Decoding and Encoding)				
	Funding Sources: 199 - General Fund						

5) 5. Austin will provide targeted interventions for children with a Tier 3 designation or with STAAR-related or instructional concerns. Sept. - May (System Safeguard Activity)	Campus Interventionist, Classroom Teachers, Instructional Specialist, Principals, Reading Recovery Teacher, SPED Teacher	Common Assessments, Benchmarks, Progress Monitoring				
Funding Sources: 199 - General Fund						
6) Austin Elementary will provide a balanced approach to literacy using all 8 components, including an explicit and systematic phonetic component. Aug. - May (System Safeguard Activity)	Literacy Specialists, Classroom Teachers, SPED Teacher, Inclusion Aides	Summative - STAAR, Common Assessments, Progress Monitoring				
Funding Sources: 215 - Title I-D						
7) ELL Assistance will be provided by an ELL certified teacher to the eligible students at Austin Elementary at each grade level. Aug. - May (System Safeguard Activity)	ESL Certified Classroom Teachers	Summative - TELPAS/LAT				
Funding Sources: 263 - Title III, LEP						
8) Austin will participate in the Window on a Wider World Grant program. Every student will attend at least one WOWW event in the school year. Oct. - May	Principals, Classroom Teachers, WOWW Campus Coordinator	Summative - Observation of wider range of accessible knowledge of arts and applicable instruction				
Funding Sources: 461 - Campus Activity Fund						
9) Austin Elementary will implement intervention times for Math and Reading at least 4 times a week. Aug. - May (System Safeguard Activity)	Principals, Classroom Teachers, Instructional Specialist	Summative - Performance on state assessments, benchmarks, common assessments				
Funding Sources: 461 - Campus Activity Fund						
10) Austin students will participate in a TEKS-based music curriculum with an emphasis on musical performance. Sept. - May	Principals, Lead Teacher, Parent Volunteers	Summative - Student performances on campus and in the community.				
Funding Sources: 461 - Campus Activity Fund						
11) Austin Elementary will increase academic rigor with enrichment opportunities in all grade levels and all subject areas through increasing student critical writing in each lesson. Aug. - May.	Campus Administration, Instructional Specialists, Teacher	Lesson Plans showing critical writing activities and student critical writing products displayed for all subject areas.				
12) Austin Elementary will integrate technology in instruction and curriculum through increasing the number of iPads and Chromebooks available for and used by students. Aug. - May.	Campus Administrators, Teachers, Technology Dept.	Technology grants, increased number of iPads: student use logs				






 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 2: 1.2. Austin Elementary School will develop and incorporate a comprehensive system to successfully serve special education, at-risk, economically disadvantaged, and English language learners.

Summative Evaluation: 2017 Accountability Rating


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Austin Elementary will continue to serve Special Education students with Read 180 and System 44 programs in a resource setting.		Campus Administration Special Education Teachers	STAAR Scores and Program data that shows growth.				
2) Austin Elementary will provide inclusion support for Special Education students as designed in the IEP.		Campus Administration Special Education Teacher General Education Teachers	STAAR scores, program data, increased reading levels.				
3) Austin Elementary will continue to serve ELL students in the regular education environment with an ELL certified teacher familiar with language acquisition strategies.		Campus Administration General Education Teachers	STAAR scores and reading level gains.				
<p align="center">Critical Success Factors CSF 1</p> 4) Austin will continue the enrichment of high-performing students by providing leveled instruction for gifted learners during Intervention time. Aug. - May (System Safeguard Activity)	9, 10	Principal, Teachers	Increased numbers of students who score Level III Advanced on STAAR tests				
<p align="center">Critical Success Factors CSF 1</p> 5)) Austin Elementary staff will take data from universal screening to inform instruction and monitor the progress of students. Aug. - May (System Safeguard Activity)	9	Principal, Teachers	RTI notes and data				
<p align="center">Critical Success Factors CSF 1</p> 6) Austin staff will implement differentiated instruction on all levels. Aug. - May (System Safeguard Activity)	9	Principal, Teachers	Lesson Plans PLC minutes				

<p align="center">Critical Success Factors CSF 1</p> <p>7) Designated intervention times will include enrichment instruction and activities at all levels. Aug. - May (System Safeguard Activity)</p>	9	Principal, Teachers	Intervention Plans, Lesson Plans, PLC notes				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 3: 1.3. Austin Elementary School will continue to systematically integrate technology into its classrooms that reflects the development of 21st Century Skills in lesson design.


Summative Evaluation: Progress toward 1 to 1
 Bright Bytes Survey results
 Lesson plan data

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Austin Elementary will put new Chromebooks in every classroom 3-5 and increase use of IPADS at the k-2 level.		Campus Administration Teachers					
Critical Success Factors CSF 1 CSF 7 2) Ongoing training by the district Instructional Technology Director to build capacity in teachers for implementing technology into daily instruction	1	Principal, Instructional Technology Director	Walk-throughs showing increased use of technology, Lesson Plans				
							

Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 4: 1.4. Austin Elementary will develop and implement a plan to ensure our students are college and career ready upon graduation from High School.


Summative Evaluation: 2017 accountability ratings

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Austin Elementary teachers will have training and help to implement Depth of Knowledge strategies and other training on differentiation and higher order thinking.		Campus Administration Teachers					
<p>Critical Success Factors CSF 5</p> <p>2) Altrusa will continue to honor our 4th grade students with the "Lunch With Dignitaries" program. These students are picked because of their willingness to work hard, help other students, and work well with classmates.</p>	1	Altrusa club members, Fourth grade teachers	List of 4th grade students who were picked each month.				
							

Goal 1: Austin Elementary will achieve excellence in academics.

Performance Objective 5: 1.5. Austin Elementary will work to increase attendance.

Summative Evaluation: Attendance Records






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
Critical Success Factors CSF 4 1) Phone calls and letters to parent when excessive absences occur. Aug. - May	9	Principals, Attendance Officer, Teachers	Attendance records				
Critical Success Factors CSF 4 2) Rotary Club bike drawing held each six weeks for student who had perfect attendance during the six weeks. Oct. May	9	Principal, Teachers, Rotary Club Officer	Attendance records, Pictures of winners of bicycles				
							

Goal 2: Austin Elementary will build a quality staff with high morale.

Performance Objective 1: 2.1. Austin Elementary School will recruit and retain a quality teaching and administrative staff by providing a system of support and professional development to assist teachers and administrators in reaching their individual performance goals.

Summative Evaluation: School climate survey

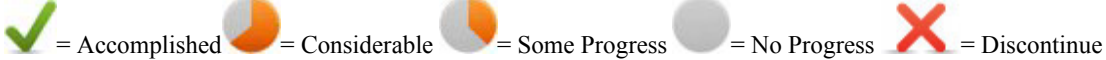
Online training records

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Ensure that all teachers teaching in core academic subject areas are fully certified in instructional/shortage areas and "highly qualified." Aug. - May		Principals, Personnel Director	Formative - % highly qualified report				
<p>Critical Success Factors CSF 7</p> <p>2) Provide "First Year Teacher Academy" for new teachers at each campus. These new teachers meet six times a year.</p>	4	Curriculum Team, Principals	Sign in sheets from FYTA days, survey feedback from first year teachers				
<p>Critical Success Factors CSF 7</p> <p>3) Provide campus mentors for all first year teachers.</p>	4	Principals, Mentor Teachers	survey feedback from first year teachers, mentor reflections and observations of FYT				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: Austin Elementary will build a quality staff with high morale.

Performance Objective 2: 2.2. Austin Elementary School will ensure high teacher morale through district and campus systems that promote and model a growth mindset.


Summative Evaluation: Staff climate survey

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Teachers will receive a Monday Message that includes inspirational words as well as an ongoing calendar in an effort to increase positive communication, reduce stress, and set a positive tone.		Campus Principal	Positive morale and reduced stress among staff. Survey				
2) A Positive affirmation board will be installed and utilized in the hallway.		Campus Principal	Survey of morale, end of year				
Critical Success Factors CSF 6		Campus Principal	End of the Year Survey.				
3) Creation of a training room to facilitate adult discussions and trainings in a comfortable and professional setting.							
							

Goal 2: Austin Elementary will build a quality staff with high morale.

Performance Objective 3: 2.3. Austin Elementary School will use the T-TESS / T-P ESS evaluation systems, as well as teacher and principal standards, to ensure that all educators understand their job expectations and to monitor and encourage individual educator growth.

Summative Evaluation: Walk through, T-TESS, T-P ESS, and other data

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Create clarity for all PISD personnel by training administrators and teachers on the new evaluation system. PISD will provide various opportunities for training and clarification of the new rubric</p>	4	Curriculum Team, Principals	Sign in sheets from various trainings				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>2) PISD will provide "Lesson Plan" training for teachers. This training shows attendees how to use the updated lesson plan template in Forethought and explain how the template correlates with TTESS rubric</p>	4	Associate Superintendent, Curriculum Team	Sign in sheets from the three training dates, improved lesson plans in Forethought				
<p>Critical Success Factors CSF 7</p> <p>3) PISD will provide a 1/2 day training on goal setting. Staff members will receive information on how to set SMART goals and then write personal goals for administrative review and feedback</p>	4	Associate Superintendent, Curriculum team, Administrators	Sign in sheets for the training, copy of goals written by teachers				
							

Goal 2: Austin Elementary will build a quality staff with high morale.

Performance Objective 4: 2.4. Austin Elementary School will ensure the development of a comprehensive professional development plan that will provide each educator with timely, quality, and individualized learning that will help them reach individual professional goals.

Summative Evaluation: School Climate survey
Number of training completed

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Utilization of the Edivate program in PLCs and for other personal professional development.		Campus Administration Teachers	Edivate records of usage.				
<p align="center">Critical Success Factors CSF 6 CSF 7</p> 2) Austin Elementary will provide staff development to examine how adult behavior and environment affects children's behavior and develop behavior plans. Aug. - May (System Safeguard Activity)	2, 4	Principals, Classroom Teachers, Counselor	Formative - Success of the implementation of the behavior plan based on a decrease in targeted behavior in the 4-column plan				
<p align="center">Critical Success Factors CSF 7</p> 3) New teachers will improve their practice by attending the First Year Teacher Academy. Aug. - May (System Safeguard Activity)	4	Curriculum Team	Formative - Better retention rate, Sign in sheets from the six days of training				
<p align="center">Critical Success Factors CSF 7</p> 4) Austin Elementary will provide professional development on higher order questioning. Aug. - May.	4	Campus administrators, Curriculum Team, Edivate	Edivate reports, sign in sheets from training				
<p align="center">Critical Success Factors CSF 7</p> 5) Teachers will continue to implement the "Fundamental 5" August through May.	4	Principal, Curriculum Team, Instructional Specialist	Walk-throughs, Lesson Plans, Presentations in Staff Development and Staff Meetings				

<p align="center">Critical Success Factors CSF 7</p> <p>6) Staff members will meet as Professional Learning Communities members collaboratively each week to analyze data utilizing benchmarks, common/formative assessments, and universal screenings to determine interventions and inform instruction. Aug. - May (System Safeguard Activity)</p>	4	Principals, Instructional Specialist, Classroom Teachers, Dyslexia Specialist	Summative - Observation, measurement of improved collegiality and student achievement				
<p align="center">Critical Success Factors CSF 7</p> <p>7) Austin Elementary will monitor instructional practices through classroom walk-throughs. Aug. - May (System Safeguard Activity)</p>	4	Principals	Walk-Through Data				
<p align="center">Critical Success Factors CSF 1 CSF 7</p> <p>8) Training will be provided and support given for classroom teachers to provide tiered instruction for high performing students. Nov. - May (System Safeguard Activity)</p>	4	Principals, Instructional Specialist	Increased numbers of Austin students scoring at Advanced Level III on STAAR				






 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: Austin Elementary will have increased support of the community.

Performance Objective 1: 3.1. Austin Elementary School will provide various opportunities for community members / stakeholders to understand, evaluate, and promote the School Vision and goals.

Summative Evaluation: HB 5 documentation






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Parent conferences will be held with each parent to discuss each student's progress a minimum of 2 times per year. Oct. & May</p>	6	Principals, Teachers	Formative - Parent Sign-in sheet, Parent satisfaction and cooperation, and attendance.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Austin will host a "Meet the Teacher" day prior to school start. This allows the student to have a positive contact with their teacher and locate their homeroom.</p>	6	Principals, Teachers	Sign in sheets, attendance				
<p>Critical Success Factors CSF 5</p> <p>3)) Austin Elementary will participate in the District Showcase, demonstrating engaging lessons for the community. November</p>	6	Principals, Teachers	Pictures from the event, sign in sheets of Austin parents				
<p>Critical Success Factors CSF 5</p> <p>4) Students and parents will have the opportunity to attend Service Opportunity Nights each semester. These will focus on educational/family activities to provide opportunities to give back to the community. Aug. - May</p>	6	Principals, Counselor, Instructional Specialist, Classroom Teachers, Parental Involvement Coordinator	Summative - Evidence of increased involvement in student academic activity as measured by EOY survey				
<p>Federal System Safeguard Strategy Critical Success Factors CSF 5</p> <p>5) Kindergarten Roundup will be held in the Spring and Kindergarten Kick-off in August to enroll and screen pre-schoolers for the upcoming year of kindergarten. Spring (System Safeguard Activity)</p>	6	Instructional Specialist, Parental Involvement Coordinator, Registrar, School Nurse, Classroom Teachers, Principals	Summative - Increased number of students pre-enroll and have information about kindergarten before the beginning of the school year.				

<p align="center">Critical Success Factors CSF 5</p> <p>6) Grades 1, 3, and 5 will perform musical performance that is open to the public and parents. Sept. - May</p>	6	Principal, Music Teacher, Classroom Teachers	Sign in sheets from musical programs				
<p align="center">Critical Success Factors CSF 5</p> <p>7) Austin 4th graders will participate in the Gray County Ag Fair. Nov.</p>	6, 10	Principal, Teachers	Formative - Writing assessment, observation, discussion feedback				
<p align="center">Critical Success Factors CSF 1</p> <p>8) Austin will participate in the Window on a Wider World Grant program. Sept. - May</p>	6	WOWW Coordinator, Principal, Teachers	Formative - Stronger understanding and support by the community, as well as a better appreciation of the arts				
Funding Sources: 199 - General Fund - \$5000.00							
<p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>9) Austin students will continue to have the opportunity to interact with the community by participating in the "Pennies for CASA" drive. February</p>		Principals, Classroom Teachers, Counselor	Success of Drive				
<p align="center">Critical Success Factors CSF 5</p> <p>10) Austin student will continue to participate in the Salvation Army canned food drive. December</p>	6	Principals, Teachers	Student participation, amount of food collected				
<p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>11) Austin students will have the opportunity to interact with the community by caroling in nursing homes, banks, daycare centers, and the courthouse. December</p>	6	Principals, Teachers, Music Teacher	Pictures from the caroling events				
<p align="center">Critical Success Factors CSF 5</p> <p>12) Parent communication/training on topics such as Skyward and curriculum changes. Aug. - May</p>	1	Principal, Counselor, Teachers	Sign in sheets from the training events				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Austin Elementary will have increased support of the community.

Performance Objective 2: 3.2. Austin Elementary School will provide encourage meaningful, quality, and two-way communication using various means in order to inform parents/community members/stakeholders of events and opportunities involving students and the community.


Summative Evaluation: HB 5 documentation

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) Teachers make positive contacts with parents, celebrating good student behavior. Aug. - May</p>	1	Teachers	Communication Logs				
<p>Critical Success Factors CSF 5</p> <p>2) Austin will maintain a campus website and Facebook page to keep parents informed of events on the campus. Each certified staff member will maintain a webpage. Aug. - May</p>	6	Principal, Teachers, Social Media Team member	Facebook posts, Positive comments about Austin Elementary				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Austin will produce a school-wide newsletter to keep parents informed, as well as classroom newsletters that will include important dates and relevant information, highlights successes, and profile staff</p>	6	Principals, Classroom Teachers, Parental Involvement Coordinator	Copies of the weekly newsletters, increased satisfaction of parents regarding their awareness of school events				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Parental Involvement-initiated, campus-based parent survey regarding the academic school year. April</p>	1, 6	Principal	Responses to survey				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Austin Elementary will provide a healthy safe school climate for all students and staff.

Performance Objective 1: Austin Elementary will provide campus environment where students and staff are physically safe.






Summative Evaluation: School Climate Survey

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Austin Elementary will secure the school building from those who do not have valid identification or have not passed the driver's license scan. (Aug. - May)		Principals, Classroom Teachers, Front Office Staff	Austin Visitor Tags				
	Funding Sources: 199 - General Fund						
2) Austin will follow Hazmat procedures and will provide practice safety drills, including fire drills, tornado drills, and lock-in-place drills. (Aug. - May)		All Staff	Safety Drills				
3) Austin Elementary Staff will explicitly teach school wide and classroom expectations to all students and consistently reinforce desired behaviors.		Teachers, Instructional Specialist, Principals, Custodians, Cafeteria workers, and Clerical staff.	Students exhibit desired behaviors, Discipline Referrals reduced, and students receiving more recognition.				
							

Goal 4: Austin Elementary will provide a healthy safe school climate for all students and staff.

Performance Objective 2: Austin Elementary will ensure a climate in which students and staff will exhibit an appropriate level of physical, emotional, and social health that will allow for a happy and healthy school experience.

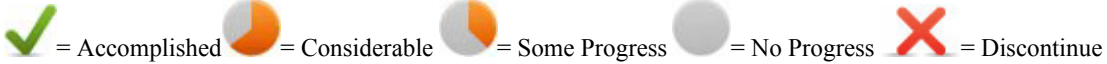
Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Austin will provide free and reduced lunches and snack packs to students who qualify. (Aug. - May)		Cafeteria Staff, Front Office Staff, Counselor, Classroom Teachers	Free and Reduced Lunch Forms Improved academic scores due to less student stress over things outside of students' control				
2) Austin will provide healthy lunch choices to all students. (Aug. - May)		Cafeteria Staff	Student lunch trays will include at least one fruit or vegetable choice daily				
3) Austin will provide staff whose responsibility is redirecting behaviors of emotionally disturbed children. (Aug. - May) (System Safeguard Activity)		Campus principals, Redirect teacher, Redirect Paraprofessional, Classroom teachers	Reduction of office referrals, Behavior Plan progress documented.				
Funding Sources: 199 - General Fund							
4) Austin will provide two days of structured PE each week, and structured recess once per week. (Aug. - May) (System Safeguard Activity)		Campus Principals, Classroom teachers	Fitness Gram				
5) Austin will promote a healthy, drug-free lifestyle through Red Ribbon Week programs and guidance lessons. (Aug - May)		Campus Principals, Counselor, Classroom teachers	Red Ribbon Week Programs, Guidance Lesson Schedules				
Critical Success Factors CSF 6	1	Principal, Counselor, Teachers	Reduced office referrals for discipline				
6) Austin will reward good behavior and character traits of students with a celebration assembly held each six weeks. Oct. - May							
Critical Success Factors CSF 6		Teachers	Reduction in discipline referrals				
7) Students are rewarded for good behavior by their teachers as set per classroom (i.e. Lunch Bunch, "Marble"ous Behavior rewards, Caught Being Good awards, "I Had a Great Day" rewards, positive comments on Thursday Take-Home envelopes, positive marks on PRIDE Sheets etc.).							

<p align="center">Critical Success Factors CSF 6</p> <p>8) The CHAMPS program is implemented school-wide at Austin to promote positive student behavior. Aug. - May (System Safeguard Activity)</p>	1	Classroom Teachers, Principals, Instructional Aides, Lunchroom Monitors, Counselor, Interventionist, Instructional Specialist, Parent Volunteers	CHAMPS visuals are evident throughout the school. Formative - Improved classroom behavior exhibited through a decrease in number of office referrals				
<p align="center">Critical Success Factors CSF 6</p> <p>9) Students of the week will be named from each classroom one boy and one girl.</p>	1	Principal, Classroom Teachers	Names recorded, and read over the Public Address with pencils presented.				
<p align="center">Critical Success Factors CSF 6</p> <p>10) Bullying awareness lessons at each grade level</p>	1, 2	Principal, Counselor	Decreased reports of bullying on campus				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Austin Elementary will promote school pride by encouraging and celebrating student participation in extracurricular and co-curricular activities.

Performance Objective 1: 5.1. Austin Elementary School student participation in extra-curricular activities (such as athletics, band, choir, fine arts, UIL academics, and other special student organizations) will increase each year.






Summative Evaluation: HB 5 data

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 4</p> <p>1) We will actively encourage student participation for UIL Academic contest</p>	2	Principal, Classroom Teachers	Increased numbers of students participating in the UIL contest; increased number of Austin students placing at UIL contest				
<p>Critical Success Factors CSF 4 CSF 6</p> <p>2) Use FB and Twitter to give recognition to those students who choose to participate in UIL meet. Celebrate their participation and their results.</p>	2	Principals, Teachers	Pictures from the UIL contest, FB posts and Tweets				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) 5th grade students will perform at the high school for the Spring Concert, in combination with the other elementary choirs. April</p>	2	Principal, Music Teacher, Fifth Grade Teachers, PJHS Choir Teachers	Sign in sheets from the concert, Increased numbers of students who sign up for choir in 6th grade				
							

Goal 5: Austin Elementary will promote school pride by encouraging and celebrating student participation in extracurricular and co-curricular activities.

Performance Objective 2: 5.2. Austin Elementary School will improve performance and maintain excellence in all extra-curricular and academic activities by providing students with purposeful practice, coaching support, and by celebrating successes.


Summative Evaluation: HB 5 data

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Implement opportunities for Austin Elementary students to begin working on fundamental skills in athletics and choir by inviting PHS/PJHS coaches to visit Austin PE and music classes</p>	2	Principals, Coaches, PE and Music Teachers	Lesson plans showing visits by the coaches				
<p>Critical Success Factors CSF 6</p> <p>2) Use the "Positive Media" campaign to celebrate wins and "personal bests" in UIL meet and Track Meet</p>	2	Principals, Teachers	FB posts and Tweets				
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Austin Elementary will promote school pride by encouraging and celebrating student participation in extracurricular and co-curricular activities.

Performance Objective 3: 5.3. Austin Elementary School will promote pride and success through campus and district media campaigns.

Summative Evaluation: HB 5 data

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Oct	Jan	Mar	June
1) Austin will maintain several different Facebook pages in order to display the quality instruction and learning. We will also maintain the electronic sign in a timely manner		Campus Administration Classroom Teachers	End of year # of posts.				
							

Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
3	1	5	Kindergarten Roundup will be held in the Spring and Kindergarten Kick-off in August to enroll and screen pre-schoolers for the upcoming year of kindergarten. Spring (System Safeguard Activity)

Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	2			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
1	1	5			\$0.00
3	1	8			\$5,000.00
4	1	1			\$0.00
4	2	3			\$0.00
Sub-Total					\$5,000.00
215 - Title I-D					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6			\$0.00
Sub-Total					\$0.00
263 - Title III, LEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7			\$0.00
Sub-Total					\$0.00
461 - Campus Activity Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	8			\$0.00
1	1	9			\$0.00
1	1	10			\$0.00
Sub-Total					\$0.00
Grand Total					\$5,000.00

Addendums

TARGETED Improvement Plan/Austin Elementary

Goal #1: Writing

- **Problem Statement:** Austin Elementary had a 3.6 average on the 4th grade STAAR Writing composition.
- **Annual Goal:** By May 25, 2017, Austin Elementary will achieve an average score of 5.0 on the 4th grade STAAR writing exam.
- **Strategies:** Develop a systematic approach to the writing process.

Goal #2: Reading

- **Problem Statement:** 66% of ECD students in grades 3-5 met state standard in reading.
- **Annual Goal:** By May 25, 2017, 85% of ECD students 3-5 will meet state standard in reading.
- **Strategies:** Develop and implement effective, targeted interventions for reading.

Goal #3: Index 4

- **Problem Statement:** Austin Elementary had an Index 4 score (Final level 2) of 34 which placed them in Quartile 4 within their campus group.
- **Annual Goal:** By May 25, 2017, Austin Elementary will achieve an Index 4 rating of 44 within their comparison group.
- **Strategies:** Develop interventions to support advanced learners. Professional development on differentiation.

Goal #4: Discipline

- **Problem Statement:** Austin Elementary had a total of 388 office referrals for the 2015-2016 school year.
- **Annual Goal:** By May 25, 2017, discipline referrals will be below 50.
- **Strategies:** Develop a campus-wide discipline management system.