

# SCHARBAUER ELEMENTARY

## **Campus Improvement Plan**

2011/2012

*"Good choices produce great results"*

Date Reviewed: 09/14/11

Date Approved: 09/28/11

# SCHARBAUER ELEMENTARY

## **Mission**

*Scharbauer Elementary students will have every opportunity to learn through a constant supportive framework of community, parents, teachers and staff working together to develop the whole child. We will promote a positive learning environment and help motivate students to reach their highest potential and become productive in society.*

## **Vision**

*The administration and staff at Scharbauer are committed to provide the highest quality of instruction which will take each individual student to elevated levels of success.*

### Nondiscrimination Notice

SCHARBAUER ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# SCHARBAUER ELEMENTARY Site Base

Name	Position
ADAMS, LOU ANN	Business Representative
ARANETA, ZANEA	Teacher (2nd Grade)
BEAUCHAMP, GINA	Teacher (6th Grade)
Beebe, Sarah	Parent Representative
CERA, KAYLA	Teacher (5th Grade)
EARLY, SABRINA	Assistant Principal
HERIG, CATHY	Teacher (Special Areas)
KING, DEANNE	Teacher (Special Areas)
KITCH, KRISTIE	Teacher (1st Grade)
LEE, KIM	Principal
LOUDER, BILLYE	Community Representative
MEADOR, MEGAN	Teacher (1st Grade)
MENDOZA, JENNIFER	Teacher (Kindergarten)
RILEY, RAE	Central Office Member
SCHMID, SHONNA	Parent Representative

# Resources

Resource	Source	Amount
Local Funds	State	\$2,094,540

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

*Educating the Future!*



Midland Independent School District

615 W. Missouri Avenue  
Midland, Texas 79701-5092  
Main: 432.689.1000  
Fax: 432.689.1976  
[www.midlandisd.net](http://www.midlandisd.net)  
[ryder.warren@midlandisd.net](mailto:ryder.warren@midlandisd.net)

Ryder Warren, Ed.D.  
*Superintendent of Schools*

## 2011-2012 Goals Midland ISD

- MISD will support high academic standards.
- MISD will uniformly use effective instructional strategies.
- MISD will recruit, develop, and support highly motivated staff members who maximize student success.
- MISD will prepare technologically advanced students.
- MISD will provide facilities that support exemplary learning environments.
- MISD will fully develop positive partnerships with Midland's community and business organizations.
- MISD will exercise fiscal responsibility.

Approved by Board: August 9, 2011

# SCHARBAUER ELEMENTARY

**Goal 1.** Scharbauer Elementary will support high academic standards.

- Objective 1.** 100% of the Scharbauer Elementary students will reach high standards by scoring a minimum of proficient on various state assessments in all core subject areas.
- Objective 2.** Scharbauer Elementary will improve student fitness in K-6 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program (CSHP), such as the CATCH program by Flaghouse.
- Objective 3.** The daily attendance goal will be 97% for the upcoming year. Promote regular attendance to avoid missing daily instruction and the possibility of becoming an "At-Risk" student.
- Objective 4.** 100% of Bilingual Parent Denial or ESL students will demonstrate a minimum increase of one level of growth in all areas of the TELPAS exam.
- Objective 5.** 100% of Scharbauer Elementary's economically disadvantaged students will reach a minimum of proficient on state and district reading assessments to meet AYP standards.

**Goal 2.** Scharbauer Elementary will uniformly use effective instructional strategies.

- Objective 1.** 100% of the Scharbauer Elementary students performing below grade level or at risk of performing below grade level will receive research based intervention.
- Objective 2.** Scharbauer Elementary administrators, teachers and counselors will work collaboratively in order to provide a smooth transition for all Scharbauer students from grade level to grade level to maximize student performance.
- Objective 3.** 100% of Scharbauer Elementary students will receive content based core instruction using TEKS planning and district provided scope and sequence, as well as various support resources.

**Goal 3.** Scharbauer Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

- Objective 1.** 100% of Scharbauer Elementary staff will meet the NCLB criteria of Highly Qualified.
- Objective 2.** 100% of Scharbauer Elementary teachers will attend professional development that will allow them to effectively implement district curriculum and programs, as well as provide professional growth in order to impact student achievement.
- Objective 3.** Scharbauer Elementary administration will recognize teachers for leadership roles, hard work and their success in order to attain highly qualified teachers, and only 3 vacant positions per year.

**Goal 4.** Scharbauer Elementary will prepare technologically advanced students.

- Objective 1.** Scharbauer Elementary will exhibit continuous improvement in the areas of technology by reaching overall campus rating of developing technology in 100% of the four key areas as reported by the STAR chart survey.

# SCHARBAUER ELEMENTARY

**Goal 5.** Scharbauer Elementary will provide facilities that support exemplary learning environments.

**Objective 1.** 100% of Scharbauer Elementary students will participate in learning environments to include high expectations that are safe, drug free and conducive to learning while promoting a healthy lifestyle.

**Goal 6.** Scharbauer Elementary will fully develop positive partnerships with Midland's community and business organizations.

**Objective 1.** Scharbauer Elementary will provide continuous opportunities to communicate with staff, parents and community by having a minimum of 6 evening activities. Scharbauer will increase forms of communication to encourage 100% of parents to be active participants in daily school activities in areas of student achievement and school performances.

**Goal 7.** Scharbauer Elementary will exercise fiscal responsibility.

**Objective 1.** Scharbauer Elementary administrators will solicit input from stakeholder groups concerning school needs by holding a minimum of six CEIC meetings that include representation from teachers, parents and community members.

# SCHARBAUER ELEMENTARY

**Goal 1.** Scharbauer Elementary will support high academic standards.

**Objective 1.** 100% of the Scharbauer Elementary students will reach high standards by scoring a minimum of proficient on various state assessments in all core subject areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Scharbauer Elementary students will receive individualized instruction based upon diagnostic data to ensure student success. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Core Subject Teachers, Principal, Special Ed Teachers, Teacher(s), Teaching & Learning Department	End of 3 week period	(L)Activity Funds, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds	STAR Early Literacy, STAR Math, Accelerated Math, Fountas & Pinnell, Running Records, district generated benchmarks, SchoolNet data, Read 180/System 44 assessment, teacher observation and student grades.
2. The Scharbauer Elementary staff will work collaboratively to analyze and disaggregate data for establishing individual, small group and whole class instruction to ensure academic success by scoring on or above grade level on all tests. (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal, Special Ed Teachers, Teacher(s)	3rd & 6th week of each 6 weeks	(L)Activity Funds, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds	Ongoing assessments: District and campus assessments, benchmark assessments, student work samples, teacher observations, STAR Early Literacy, STAR Math, Fountas & Pinnell, running records.
3. Scharbauer Elementary will provide an individualized program for students with disabilities in various curriculum in the least restrictive environment with the emphasis on increased participation in the general education curriculum and district wide assessments. (Target Group: SPED) (NCLB: 1,2,3,5)	Assistant Principal(s), Campus counselors, Principal, Special Ed Teachers, Teacher(s)	Monthly	(F)IDEA Special Education	Annual ARD and IEP evaluation; Touch Math and PCI Reading levels 1 & 2. General and special education teachers will collaborate when meeting and reviewing grades and other assessments.
4. Scharbauer Elementary students working above grade level will receive enrichment activities to enhance their learning. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Core Subject Teachers, Principal, Teacher(s), Teaching & Learning Department	End of each six weeks	(L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Supplemental Materials, (S)Local Funds	Above proficiency after STAAR standards are established, district unit assessments, benchmark data, STAR Reading, STAR Math.
5. District math and science coaches will model lessons, co-plan, co-teach, observe, and provide constructive feedback. (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Teaching & Learning Department	Bi-weekly	(L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)District Staff	Conferencing, observations, lesson plans, district and campus assessments.

# SCHARBAUER ELEMENTARY

**Goal 1.** Scharbauer Elementary will support high academic standards.

**Objective 2.** Scharbauer Elementary will improve student fitness in K-6 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program (CSHP), such as the CATCH program by Flaghouse.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that Moderate to Vigorous Physical Activity is implemented in PE class as recommended in the PE Curriculum Guides and include CSHP with more rigorous Moderate to Vigorous Physical Activities (MVPA). (Target Group: All) (NCLB: 4)	Teacher(s)	January 2012	(L)Instructional Services	Fitnessgram Score Analysis, Curriculum Guide
2. Implement the Health Curriculum Guides to include collaboration, communication and critical thinking skills for student academic performance. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	January 2012	(L)Staff Development, (O)Classroom Teachers, (O)Local Budget Data, (O)Principal	Health grades
3. Participate in professional development based on State Law requirements (SB530, SB7) and student performance in the Fitnessgram test results for grades 3-6. (Target Group: All) (NCLB: 4)	Teacher(s)	Semester	(S)Local Funds	Fitnessgram
4. CATCH and TEA approved Coordinated School Health Instructional Program, as required by Senate Bill 530 emphasizing Moderate to Vigorous Physical Activity. (Target Group: All)	Teacher(s)	Fall & Spring	(O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds	CATCH participation
5. Provide intervention for students who need assistance in reaching the Healthy Fitness Zone concerning the Fitnessgram. (Target Group: All) (NCLB: 4)	Teacher(s)	Six Weeks	(L)Instructional Services, (O)Supplemental Materials	Fitnessgram
6. Provide intervention for students taking STAAR using interdisciplinary instruction in K-6 Physical Education/Health as collaborated with teachers to identify needs. (Target Group: All) (NCLB: 1,2,4)	Teacher(s)	Six weeks	(O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	Benchmark data, weekly assessment

# SCHARBAUER ELEMENTARY

**Goal 1.** Scharbauer Elementary will support high academic standards.

**Objective 2.** Scharbauer Elementary will improve student fitness in K-6 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program (CSHP), such as the CATCH program by Flaghouse.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Participate in the monitoring and analysis of the Fitnessgram, STAAR data, personal wellness journals, Fitnessgrams Mini-Assessment in the areas of weakness. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	Six Weeks	(O)Classroom Teachers, (O)Principal, (S)Local Funds	CATCH
8. Provide Fitnessgram data for parents, STAAR data, Personal Wellness journals, Fitnessgram Mini-Assessment in the areas of weakness. (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), Principal, Teacher(s)	Six Weeks	(O)Classroom Teachers, (O)Principal, (S)Local Funds	CATCH

# SCHARBAUER ELEMENTARY

**Goal 1.** Scharbauer Elementary will support high academic standards.

**Objective 3.** The daily attendance goal will be 97% for the upcoming year. Promote regular attendance to avoid missing daily instruction and the possibility of becoming an "At-Risk" student.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Scharbauer Elementary will implement the state compulsory attendance law. We will communicate with parents by informing them about the law via written notice, provide information on the webpage, and send notices when parents/students are in violation. Severe cases will be reported to the Truancy Officer. (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	Monthly	(L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers	Attendance reports, written notice, Court Affidavits, ADA, and AYP reports
2. Scharbauer Elementary will provide incentives to encourage students to achieve perfect attendance. (Target Group: All) (NCLB: 1,2,4,5)	Assistant Principal(s), Campus counselors, CEIC members, Principal, Special Ed Teachers, Teacher(s)	End of each six weeks	(O)Classroom Teachers, (O)Principal, (S)Local Funds	Attendance reports, daily attendance

# SCHARBAUER ELEMENTARY

**Goal 1.** Scharbauer Elementary will support high academic standards.

**Objective 4.** 100% of Bilingual Parent Denial or ESL students will demonstrate a minimum increase of one level of growth in all areas of the TELPAS exam.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Scharbauer Elementary teachers will identify LEP students who are parent denials and ESL students to ensure they are developing their social and academic language (TELPAS). (Target Group: LEP) (NCLB: 1,2,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	Daily monitoring	(L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials	TELPAS report, Woodcock Munoz data, state and district assessment, LPAC meetings, teacher observation
2. Scharbauer Elementary teachers with bilingual parent denial students and ESL students will receive appropriate TELPAS training and understand the importance for the student to perform at the highest levels on this assessment. (Target Group: ESL, LEP) (NCLB: 1,2,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	Daily monitoring	(L)SchoolNet Data, (O)Designated Funds	TELPAS report, Woodcock Munoz data, teacher certificate

# SCHARBAUER ELEMENTARY

**Goal 1.** Scharbauer Elementary will support high academic standards.

**Objective 5.** 100% of Scharbauer Elementary's economically disadvantaged students will reach a minimum of proficient on state and district reading assessments to meet AYP standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Scharbauer Elementary staff will collaborate through CIA &amp; Data meetings to analyze TEKS, plan lessons and disaggregate data. Economically disadvantaged Tier I, II, &amp; III students will be identify and monitored throughout the year. (Target Group: ECD) (NCLB: 1,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), Campus counselors, Principal, Special Ed Teachers, Teacher(s)</p>	<p>Monthly</p>	<p>(L)SchoolNet Data, (O)Classroom Teachers, (O)Principal</p>	<p>Ongoing assessments: district and campus assessments, F &amp; P levels, SE assessment, student work, teacher observation, STAR Reading &amp; Math.</p>

# SCHARBAUER ELEMENTARY

**Goal 2.** Scharbauer Elementary will uniformly use effective instructional strategies.

**Objective 1.** 100% of the Scharbauer Elementary students performing below grade level or at risk of performing below grade level will receive research based intervention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. All K-2 students identified as working below grade level will receive small group instruction using Fountas &amp; Pinnell Leveled Literacy Intervention (LLI kit). Students in grades 3-6 who are working below grade level will participate in Successful Readers (Book Club) and/or those who qualify will attend Read 180/System 44 classes. 100% of the students performing below grade level will receive diagnostic instruction based on individual need ensuring academic success through co-funded content mastery, Resource, Dyslexic Services, Read 180/System 44, Fast Math, Accelerated Math, Bookflix and other research based programs purchased by the district. (Target Group: All, H, AA, ECD, AtRisk) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Campus counselors, Core Subject Teachers, Principal, Special Ed Teachers, Teacher(s)</p>	<p>End of each six weeks</p>	<p>(L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds</p>	<p>SchoolNet reports, state/district/campus benchmarks, STAR Early Literacy, STAR Math, Accelerated Math reports, Fountas &amp; Pinnell, LLI data, SAM report, TELPAS, Woodcock Munoz data, lesson plans, running records.</p>
<p>2. The Scharbauer Elementary STAT team will address individual student needs and determine additional instructional and behavior support to provide appropriate interventions. There will be implementation developed through the RTI process. (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Campus counselors, Principal, Special Ed Teachers, Teacher(s)</p>	<p>Bi-weekly</p>	<p>(L)SchoolNet Data, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (S)Local Funds</p>	<p>STAT minutes and timelines, CIA meetings, data meetings, Fountas &amp; Pinnell, SchoolNet, monitor and review measurable interventions; student observation by support staff and district personnel.</p>
<p>3. The Scharbauer Elementary staff has an elected mentoring team that will assign a mentor for students who need additional support. Discipline reports and other district diagnostic tools will be used to determine student need. (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Campus counselors, Principal, Special Ed Teachers, Teacher(s)</p>	<p>Monthly</p>	<p>(L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds</p>	<p>Campus and district assessments, district benchmarks, teacher assessment, discipline referrals.</p>

# SCHARBAUER ELEMENTARY

**Goal 2.** Scharbauer Elementary will uniformly use effective instructional strategies.

**Objective 1.** 100% of the Scharbauer Elementary students performing below grade level or at risk of performing below grade level will receive research based intervention.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
4. Scharbauer Elementary students who are identified as working below grade level (based upon F & P levels, & district/campus assessments) will be provided targeted instruction through research based instruction. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Principal, Special Ed Teachers, Teacher(s)	End of each 6 weeks	(F)IDEA Special Education, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal	Campus and district assessment, Read 180/System 44 reports, Star Early Literacy, Star Math, Imagine Learning reports, teacher observation.

# SCHARBAUER ELEMENTARY

**Goal 2.** Scharbauer Elementary will uniformly use effective instructional strategies.

**Objective 2.** Scharbauer Elementary administrators, teachers and counselors will work collaboratively in order to provide a smooth transition for all Scharbauer students from grade level to grade level to maximize student performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Kindergarten Round UP will be conducted with spring visits to Scharbauer Elementary to help familiarize them with their future campus environment. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	May 2012	(O)Principal	Early enrollment documents, Pre-screening data, parent feedback, and teacher observation
2. Scharbauer Elementary sixth grade students and parents will be introduced to junior high curriculum opportunities and the six year graduation plan (i.e. junior high campus visits, parent night, counselor presentations, and early enrollment). (Target Group: All) (NCLB: 5)	Campus counselors, Dept. of Student Development, Principal	March 2012 & May 2012	(O)Principal, (O)Supplemental Materials, (S)Local Funds	Parent night presentation, parent sign-in sheet and early enrollment forms.

# SCHARBAUER ELEMENTARY

**Goal 2.** Scharbauer Elementary will uniformly use effective instructional strategies.

**Objective 3.** 100% of Scharbauer Elementary students will receive content based core instruction using TEKS planning and district provided scope and sequence, as well as various support resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Targeted instruction will be given by teachers during intervention times. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Principal, Special Ed Teachers, Teacher(s)	Weekly	(O)Classroom Teachers, (O)Local Districts, (O)Principal, (S)Local Funds	STAR Early Literacy, STAR Math, F & P, lesson plans, TELPAS, teacher observation.

# SCHARBAUER ELEMENTARY

**Goal 3.** Scharbauer Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

**Objective 1.** 100% of Scharbauer Elementary staff will meet the NCLB criteria of Highly Qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A campus team including grade level teachers, counselor, and administrator, will interview applicants for available positions. The appropriate applicant will be recommended based upon their qualifications, certification, and references. (Target Group: All) (NCLB: 1,2,3,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	August 2012	(F)IDEA Special Education, (O)Principal, (S)Local Funds	Formal and Informal observations, IFV's, PDAS, administrator observation, and district reports of highly qualified personnel.
2. Scharbauer Elementary teachers and staff will be supported through various opportunities to attend specialized staff development and present information as a team building activity. Grade level meetings, vertical alignment teaming, and various training will provide professional growth in order to impact student achievement. The Literacy Team will provide specialized, individual training to ensure implementation of reading strategies. (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s), Teaching & Learning Department	Weekly, Bi-weekly & Monthly Training	(O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds	Lesson plans, classroom management, formal & informal walk-throughs (IFV), PDAS, teacher feedback, student achievement, and professional development presentations.
3. All Scharbauer Elementary staff will participate in ongoing staff development concerning district curriculum and campus programs throughout the school year. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Core Subject Teachers, Principal, Teacher(s), Teaching & Learning Department	End of first semester	(L)Staff Development, (O)Classroom Teachers, (O)Principal	Professional Development records (Scholastic U courses), PDAS, IFV's, training evaluations.
4. Scharbauer Elementary teachers will be given opportunities to collaborate and share knowledge gained through staff during grade levels meetings, vertical alignment meetings and CIA meetings. (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Principal, Special Ed Teachers, Teacher(s), Teaching & Learning Department	Each 6 weeks	(L)Instructional Services, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal	Grade level, vertical alignment, & CIA meetings; Staff development documents, PDAS, IFV's.

# SCHARBAUER ELEMENTARY

**Goal 3.** Scharbauer Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

**Objective 2.** 100% of Scharbauer Elementary teachers will attend professional development that will allow them to effectively implement district curriculum and programs, as well as provide professional growth in order to impact student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Scharbauer Elementary staff will implement a weekly walking plan to help promote good health and improve daily attendance. (Target Group: All) (NCLB: 3,4)	CEIC members, Teacher(s)	Weekly	(O)Classroom Teachers, (O)Principal	Teacher attendance and Absences of Duty Forms.

# SCHARBAUER ELEMENTARY

**Goal 3.** Scharbauer Elementary will recruit, develop, and support highly motivated staff members who maximize student success.

**Objective 3.** Scharbauer Elementary administration will recognize teachers for leadership roles, hard work and their success in order to attain highly qualified teachers, and only 3 vacant positions per year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Scharbauer Elementary staff will be involved in collaborative teams designed to build understanding through various instructional techniques. Team building activities, random drawings, and "Oscar" awards will be given to help motivate them & reward their efforts. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, Principal	Weekly faculty meetings; Bi-weekly grade level mtg	(O)Classroom Teachers, (O)Principal	Staff sign-in sheets, team input, teacher feedback
2. All Scharbauer Elementary teachers will attend Professional Development/Inservice/Inquiry Meetings to meet campus and district goals and objectives. (Target Group: All) (NCLB: 1,2,3,5)	Academic coaches, Assistant Principal(s), CEIC members, Principal, Teacher(s)	Semester	(F)IDEA Special Education, (O)Principal, (O)Special Education Teachers, (S)Local Funds	Bi-weekly grade level meetings with teachers and administrator. Team meetings to include vertical alignment planning.
3. Scharbauer Elementary teachers will be supported through staff development based upon campus and individual needs. The Literacy Team will provide specialized, individual support to ensure implementation of reading strategies. (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Campus counselors, Instructional Facilitator, Principal, Teaching & Learning Department	Weekly, Bi-Weekly & Monthly	(O)Designated Funds, (S)Local Funds	Collaboration & walk throughs with the TS consultants, walk throughs by district and campus coaches, formal and informal observations by principal and assistant principal. Grade level planning & feedback; professional feedback; lesson plans.

# SCHARBAUER ELEMENTARY

**Goal 4.** Scharbauer Elementary will prepare technologically advanced students.

**Objective 1.** Scharbauer Elementary will exhibit continuous improvement in the areas of technology by reaching overall campus rating of developing technology in 100% of the four key areas as reported by the STAR chart survey.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Scharbauer Elementary will increase the amount of technology instruction, equipment (computers, LCD projectors, Smartboards, document cameras), software and staff development to meet SBEC standards. (Target Group: All) (NCLB: 1,2,3,5)	Instructional Technology Dept., Principal, Teacher(s)	End of 1st Semester	(S)Local Funds	STAR chart proficiencies, increase in adequate technology in classrooms and computer lab, updated web pages, PDAS and IFD's, lesson plans.
2. 100% of the Scharbauer teachers will meet the standard on the district technology assessment. (Target Group: All) (NCLB: 1,2,3,5)	Instructional Technology Dept., Principal, Teacher(s)	2011-2012 school year	(S)Local Funds	Assessment results

# SCHARBAUER ELEMENTARY

**Goal 5.** Scharbauer Elementary will provide facilities that support exemplary learning environments.

**Objective 1.** 100% of Scharbauer Elementary students will participate in learning environments to include high expectations that are safe, drug free and conducive to learning while promoting a healthy lifestyle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Scharbauer Elementary grade level teams will write and train the staff on a school wide management system (K-2 & 3-6). This plan will include campus wide expectations and rules with positive rewards and corrective components. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)	End of each 6 weeks	(O)Classroom Teachers, (O)Principal, (S)Local Funds	PEIMS discipline data, discipline referrals, teacher and administrator observation
2. Character Education Programs: Monthly featured character trait, monthly character cafe w/counselor, weekly "Super Star" awards, six week incentives (i.e. picnic on patio, sack lunch @ park). (Target Group: All) (NCLB: 4)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	Weekly, Monthly, End of each six weeks	(O)Classroom Teachers, (O)Principal, (S)Local Funds	Discipline report, counselor lesson plans & reports, staff lesson plans, parent/teacher feedback.
3. TBSI core team will implement the Texas Behavior Support Initiative (TBSI) to address appropriate behavior intervention. (Target Group: All) (NCLB: 3,4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Fall 2011	(L)Activity Funds, (O)Classroom Teachers, (O)Principal, (S)Local Funds	PEIMS reports, discipline referrals, Special Ed. records and Staff Development information.
4. Campus and district Crisis Management Plan implementation (Target Group: All) (NCLB: 4)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	End of each month	(O)Principal, (O)Supplemental Materials, (S)Local Funds	Crisis drill reports, PEIMS discipline reports, Safety reports, Fire Marshall inspection reports

# SCHARBAUER ELEMENTARY

**Goal 6.** Scharbauer Elementary will fully develop positive partnerships with Midland's community and business organizations.

**Objective 1.** Scharbauer Elementary will provide continuous opportunities to communicate with staff, parents and community by having a minimum of 6 evening activities. Scharbauer will increase forms of communication to encourage 100% of parents to be active participants in daily school activities in areas of student achievement and school performances.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Scharbauer Elementary parental and community involvement opportunities include: Meet the Teacher Night, Boo Hoo/Yee Haw Kinder Day, Family Curriculum/CATCH Night, PTA Meetings, Field Day, Pastries with Pops, CATCH activities, PTA, CEIC, VIPs, ParentLink, MISD-Scharbauer webpage, Scharbauer Newsletter, Student Planners & "Boot Binders," Conferences, Kindergarten Round Up. (Target Group: All) (NCLB: 1,2,4,5)	Academic coaches, Assistant Principal(s), Campus counselors, CEIC members, Family & Community Partnership Coordinator, Parent Volunteers, Principal, Teacher(s)	Monthly	(L)Activity Funds, (O)Classroom Teachers, (O)Local Budget Data, (O)Principal, (S)Local Funds	PTA membership, attendance sheets, school planner, communication logs, parent participation, CEIC feedback.
2. Scharbauer Elementary will encourage increased participation in Scharbauer PTA and volunteers through membership drives and classroom incentives. (Target Group: All)	Assistant Principal(s), Counselor(s), Parent Volunteers, Principal, Teacher(s)	Fall 2011; Spring 2012	(L)Activity Funds, (O)Classroom Teachers, (O)Principal	PTA reports, volunteer sign-in sheet, PTA board minutes
3. Use a daily "Boot Binder" or student planner to communicate with parents. Binders and planners will include folders with homework assignments, behavior reports, reading logs, teachers notes, and school announcements. (Target Group: All) (NCLB: 1,2,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Daily	(O)Classroom Teachers, (O)Principal	Parent signature, communication between parent, teacher, administrators, student progress, discipline reports.
4. Scharbauer Elementary will provide opportunities for parent meetings before school, after school, during conferences or after work hours to help accommodate parents/guardian and inform them of classroom goals, expectations, and any additional information which applies to the specific grade level. (Target Group: All) (NCLB: 1,2,4,5)	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Teacher(s)	Weekly	(L)Activity Funds, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal	Parent conferences, communication logs, student progress, parent/teacher feedback

# SCHARBAUER ELEMENTARY

**Goal 6.** Scharbauer Elementary will fully develop positive partnerships with Midland's community and business organizations.

**Objective 1.** Scharbauer Elementary will provide continuous opportunities to communicate with staff, parents and community by having a minimum of 6 evening activities. Scharbauer will increase forms of communication to encourage 100% of parents to be active participants in daily school activities in areas of student achievement and school performances.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Scharbauer Elementary will provide an updated webpage with easy access to information available for parents to view. Various links will be included: District Calendar, teacher schedules, upcoming school events and announcements. (Target Group: All) (NCLB: 1,2,4,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Daily 2011-2012 school year	(O)Classroom Teachers, (O)Principal	Parent/community feedback, Communication logs, weekly monitoring & updates on calendar.

# SCHARBAUER ELEMENTARY

**Goal 7.** Scharbauer Elementary will exercise fiscal responsibility.

**Objective 1.** Scharbauer Elementary administrators will solicit input from stakeholder groups concerning school needs by holding a minimum of six CEIC meetings that include representation from teachers, parents and community members.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Scharbauer Elementary CEIC will meet a minimum of six times to review budget items, new programs, campus improvement plan and determine teacher and campus needs. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, CEIC members, Instructional Facilitator, Principal, Teacher(s), Teaching & Learning Department	Sept/Nov/Dec 2011; Jan/Mar/May 2012	(L)Activity Funds, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (S)Local Funds	CEIC minutes, budget account information, audits and student achievement.

## Scharbauer Elementary

### Comprehensive Needs Assessment 2011-2012

June 2011

#### Curriculum, Instruction and Assessment

Scharbauer teachers will collaborate in CIA (curriculum, instruction and assessment) meetings to vertically align instruction based upon the TEKS. We will be using common assessments every 3-9 weeks to chart our growth to meet the grade level TEKS. Data will be utilized at each grade level to determine instruction within the core subjects.

#### Demographics

Scharbauer Elementary's demographics continue to change with an increase in the Economically Disadvantaged population. We have a larger number of students from the children's foster home. Our ESL population varies in grades K-6. Scharbauer Elementary continues to address the needs of several students with other languages. At-risk, migrant, homeless, and special education areas are maintaining the numbers. The overall enrollment has increased over the past three years.

#### Family and Community Involvement

Scharbauer Elementary has a very actively involved family and community population. Parents continually volunteer to plan, organize and provide assistance with various activities and events. They attend special programs and help with daily activities. This year Scharbauer Elementary is planning to incorporate a parent informational night. We will have presentations in several classrooms to inform parents about different programs to access through the internet. PTA is also planning a fall festival for an additional fundraiser.

#### School Context and Organization

Scharbauer Elementary works very closely within the organization to keep parents informed of decisions that are being made; however, we will utilize ParentLink more often this year to help with continual communication.

#### School Culture and Climate

The vision statement for Scharbauer Elementary states we are committed to provide the highest quality of instruction which will take each individual student to elevated levels of success. We will continue to use strategies from the Balanced Literacy Collaborative to develop relationships and create Professional Learning Communities.

#### Staff Quality, Recruitment, and Retention

Scharbauer Elementary has established a standard of high expectations. Administration and staff continue to utilize collaborative strategies to help build capacity and support continuous improvement. The teachers attend campus and district staff development to better enhance the instructional delivery.

### Student Achievement

Scores from spring, 2011 indicate a decrease in all most all areas except Hispanic in writing; however, the commended percentages improved in all areas, all subgroups with the exception of AA in reading. Scores indicate a Recognized status for Reading, Math, Writing and Science but we will have to take an exception for reading economically disadvantaged. Our academically fragile (AF) areas continue to be Hispanic and Eco. Dis. These students will be charted throughout the year along with all students. The growth of our AF area is critical for continued success at Scharbauer Elementary.

### Technology

We need to continue to provide technology for instructional use and delivery. The students are having more opportunities to participate using a variety of technological systems. Technology is being used in the areas of Math, ELA, and Science. All of the programs are assessed throughout with data immediately available. The staff will continue to grow in the area of technology by working toward 100% teacher proficiency at the campus level on the technology test. Teachers will also learn to integrate technology with more student usage of the Smart Boards.

*Scharbauer Elementary*  
*Comprehensive Needs Assessment 2011-2012*

**Data Sources**

- **AEIS Report**
- ***TAKS Data--disaggregated***
- ***Federal Accountability Data for AYP***
- **Benchmark Testing Data**
- ***Star Early Literacy/Star Math***
- **Fountas & Pinnell Data**
- **SchoolNet Reports**
- **PEIMS**
- **Attendance Reports**
- **Discipline Referral Data**
- **Instructional Focus Documents**
- ***Campus events Sign-In Pages***
- **Safe Schools Survey**

# Summary of Findings

Scharbauer Elementary is a campus that serves students Kindergarten through Sixth grade. Scharbauer Elementary believes every child should have the opportunity to experience a rich and rigorous curriculum. The Scharbauer Elementary staff will create a Professional Learning Community through collaboration, commitment and data driven-focus with a goal of moving students to high academic success. Scharbauer Elementary is committed to moving students toward secondary and post-secondary achievement and closing the achievement gap within all subgroups.

TAKS	Math % Met Standard		Reading % Met Standard		Science % Met Standard		Writing % Met Standard	
	2010	2011	2010	2011	2010	2011	2010	2011
All Students	93%	91%	95%	91%	91%	87%	88%	84%
White	94%	94%	96%	93%	92%	92%	93%	81%
Hispanic	90%	84%	91%	87%	*	*	*	*
Economically Disadvantaged	88%	87%	91%	79%	*	*	*	*

**Area highlighted in blue resulted in Scharbauer Elementary being rated Recognized.**

Scharbauer Elementary staff believes that our students' success is directly reflective of the commitment of staff members in identifying and targeting academic, emotional and social achievement. We believe by disaggregating formal and informal student data, we are able to develop an educational plan for each student, so they have the opportunity to reach their academic potential.

Scharbauer Elementary will continue to analyze TEKS/STAAR to build high rigorous and relevant lessons. We will work together to disaggregate data and create learning plans for student success. Scharbauer Elementary will focus on instructional planning and ensure students are receiving the highest quality of instruction in Tier 1, Tier 2 and Tier 3. The TEKS will be the focus for instructional planning and purpose. There will be a campus leadership team: Principal, Assistant Principal, and the Literacy Team. The campus will also have several committees to promote campus culture and student recognition.

*At Scharbauer Elementary we value highly qualified staff, encourage academic and classroom management skills through research based staff development, and take opportunities to recognize their achievement.*

## Areas of Concern

Area of Concern	Data Source	Goal
<b>Reading:</b> Economically Disadvantaged; Hispanic	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>
<b>Math:</b> Economically Disadvantaged; Hispanic	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>
<b>Writing:</b> All Students; White; Economically Disadvantaged (23 students)	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>
<b>Science:</b> All Students; Hispanic (28 students)	State Accountability (AEIS)	To obtain the next level in the accountability system which would be <b>Exemplary</b>

The Scharbauer Elementary campus will address the above areas of concern by focusing on the following items:

- *Curriculum and Assessment – All decisions will be based on data. Scharbauer Elementary teachers and the leadership team will meet for CIA , grade level meetings and vertical alignment meetings to discuss curriculum effectiveness and intervention strategies. We will review campus and district assignments to determine appropriate intervention needs.*
- *Instruction – Scharbauer Elementary teachers will implement researched based approaches and strategies to target specific student needs. Tier 1, 2 & 3 students will receive the appropriate support to ensure student success. The campus will collaborate and implement cooperative learning strategies to encourage student engagement.*
- *Student Support – At Risk students will be identified and mentored to help develop a good rapport. Students will have the opportunity to earn rewards for various activities.*