

# FANNIN ELEMENTARY

## **Campus Improvement Plan**

2011/2012

*James W. Fannin Elementary: Where Knowledge is Treasured!*

Date Reviewed: 09/13/11

Date Approved: 09/27/11

# FANNIN ELEMENTARY

## **Mission**

*At James W. Fannin Elementary, we strive to build a positive community using differentiated instruction to ensure exemplary student achievement and to create lifelong learners.*

## **Vision**

*Fannin Elementary: Where Knowledge is Treasured!*

### Nondiscrimination Notice

FANNIN 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.

# James W. Fannin Elementary

Comprehensive Needs Assessment  
2011-2012

## Curriculum, Instruction and Assessment

Fannin will be using common assessments every six weeks to chart our growth to meet the grade level TEKS. Data will be kept at each grade level within the core subjects. A data notebook for each grade level will be used at grade level meetings.

## Demographics

Fannin's demographics are changing with an increase in Hispanic and Economically Disadvantaged students. In the last eight years, Fannin has gone from 16% Economically Disadvantaged to 42%. This will be the school's first year to be Title 1. The African American population in grades 3-6 was 28 students. It is predicted that it will be over 30 for the 2011-2012 school year. Homeless students are increasing as well as special education. The enrollment on the last day of school for 2011 was 607.

## Family and School Involvement

Fannin has a large number of parents who are involved with the Parent Teacher Association. Parents attend special events. The biggest challenge for the upcoming school year is including minority and at risk parent involvement. This year Fannin will make an effort to reach these parents by phone calls, letters home and emails.

## School Context and Organization

Fannin works to consistently and constantly provide information to parents. Parents can volunteer on campus. Parents can serve on C.E.I.C. and PTA board. Information about decisions being made are sent home.

## Staff Quality, Recruitment and Retention

All staff members are Highly Qualified. Teachers are aware of the expectations and work hard to fulfill the student success expectation. Teachers attend many hours of campus and district staff development to better enhance the instructional

delivery. New teachers are mentored by a peer, principal, assistant principal and counselor.

### Student Achievement

According to the 2010-2011 TAKS scores reported by TEA, Fannin is a Recognized Campus with 13 out of 15 areas rating Exemplary status. Fannin did not obtain Exemplary due to Commended Performance. The category of ALL and ECO DIS had to be 25% in Math and Reading. Reading was 24% and Math was 22%. The African American sub group was not 30 students. There were 28 students in this category with a passing rate of 82% in math and reading. This group will be targeted for the 2011-2012 school year. It is anticipated the African American sub group will be over 30 students. Commended performance in the Economically Disadvantaged category in all subject areas will also be targeted. It will be recommended staff receive Ruby Payne training due to the increasing number of Economically Disadvantaged students.

### Technology

We need to continue to provide technology for instructional use and delivery. Technology is being used in the areas of Math, ELA, and Science. All of the programs are assessed through data that is immediately available. All third grade-sixth grade classrooms have smart boards. Two out of four second grade classrooms have smart boards. Our goal for the 2011-2012 school years is to provide interactive boards for the remaining second grade classrooms and two for first grade.

### SCE Funds

SCE funds are used for tutorials in grades 3-6 during the second semester.

# FANNIN ELEMENTARY Site Base

Name	Position
Burrow, Tracie	Assistant Principal
Feeler, Pam	Teacher
Fletcher, Vicki	Campus-Based Staff
Green, Brittney	Parent
Hale, Brenda	Campus-Based Staff
Hodges, Keisha	Teacher
Ironside, Hyla	Teacher
Maurer, Bill	Central Office
Rhodes, Jan	Community Member
Robinson, Kathy	Principal
Thornton, Linda	Teacher
Villanueva, Sarah	Teacher
Ware, Melissa	Parent

# Resources

Resource	Source	Amount
IDEA Special Education	Federal	
Title I	Federal	
Local Funds	State	
State Compensatory	State	

# 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.

# FANNIN ELEMENTARY

**Goal 1.** Fannin will support high academic standards.

**Objective 1.** 100% of the students will reach high standards and demonstrate a performance at a commended level on state assessments in all core subjects.

**Objective 2.** 100% of the Fannin students will participate in a school environment that promotes high expectations, respect, recognizes student accomplishments and is safe, drug free, and conducive to learning while promoting a healthy lifestyle.

**Goal 2.** Fannin will uniformly use effective instructional strategies.

**Objective 1.** 100% of students working below grade level or at risk of working below grade level will receive interventions.

**Objective 2.** Campus administrators and teachers will work collaborately to provide smooth transitions from Pre-K to elementary campus and from elementary campus to junior high for 100% of students.

**Objective 3.** 100% of the LEP students will be identified in a timely manner and their individual needs will be addressed.

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

**Objective 1.** 100% of the teachers will be highly qualified applicants under the NCLB criteria.

**Objective 2.** Encourage and provide opportunities for teachers to enhance their knowledge and skills to directly impact instruction and student learning at 100% of staff, team, and grade level meetings.

**Objective 3.** Provide opportunities for 100% of teachers to enhance their knowledge and skills to directly impact instruction and student learning.

**Goal 4.** Fannin will prepare technologically advanced students.

**Objective 1.** 100% of the staff will exhibit continuous technological improvement as reported by the STAR chart survey.

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

**Objective 1.** Fannin will utilize the building and ground to 100% of its capabilities.

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

**Objective 1.** Fannin will provide continuous opportunities for 100% parents to be an active part of their child's education.

**Goal 7.** Fannin will exercise fiscal responsibility.

**Objective 1.** Throughout the 2011-2012 school year 100% of all budgets will be frequently reviewed and reconciled.

# FANNIN ELEMENTARY

**Goal 1.** Fannin will support high academic standards.

**Objective 1.** 100% of the students will reach high standards and demonstrate a performance at a commended level on state assessments in all core subjects.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All students will receive individualized and diagnostic instruction to ensure student success. (Target Group: All, H, W, AA, ECD) (NCLB: 1)	Academic coaches, Assistant Principal(s), Campus counselors, CEIC members, Core Subject Teachers, Principal, Special Ed Teachers, Teacher(s)	End of each six weeks, Data Day-8-15-11	(F)IDEA Special Education, (F)Title I, (L)C-Scope Resource Bank, (L)SchoolNet Data	Diagnostic evaluations from district adopted materials, district content area benchmarks, teacher observation, STAR, Fountas and Pinnell and STAAR.
2. Staff will analyze and disaggregate data to address students' individual strengths and weaknesses in order to drive instruction. (Target Group: All, H, W, AA, ECD, LEP, SPED, GT) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Campus counselors, Principal, Special Ed Teachers, Teacher(s)	End of each six weeks, Data Day-8-15-11	(F)Title I, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Designated Funds	District adopted assessments, state assessments, and student grades.
3. Students identified as Gifted/Talented will be served through Project THINK, Quest, and will receive enhanced instruction by our trained Gifted & Talented teacher. (Target Group: GT) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	August-May ongoing	(S)Local Funds, (S)State Compensatory	TAKS scores & Commended percentages, District benchmark assessments, and Schoolnet data.
4. All students will be exposed to a variety of high school opportunities and post secondary schools through discussions on campus, announcements, college awareness day each month, visits to area post secondary schools. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	First Monday of every month	(S)Local Funds	Teacher and staff observations, 6th grade enrollment in junior high Pre-AP classes and electives, high school drop out rates, and high school graduation rates, survey of parent involvement, student journals, observations and surveys.
5. Fannin will increase the percent commended to 50% or more in reading, math, science and writing in the 2011-2012 school year for all students. The target group is economically disadvantaged students. (Target Group: All)	Academic coaches, Assistant Principal(s), Core Subject Teachers, Instructional Focus Group, Principal, Teacher(s)	Daily	(L)C-Scope Resource Bank, (L)Instructional Services, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds	STAAR scores, staff development on Bloom's, Commended percentages on unit and six weeks tests, district benchmarks, assessment wall meetings.

# FANNIN ELEMENTARY

**Goal 1.** Fannin will support high academic standards.

**Objective 2.** 100% of the Fannin students will participate in a school environment that promotes high expectations, respect, recognizes student accomplishments and is safe, drug free, and conducive to learning while promoting a healthy lifestyle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will be able to identify "Go, Slow and Whoa" foods through the CATCH Program. Parent and student activities to promote awareness of food choices and healthy lifestyles. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Dir. of Child Nutrition Services, Principal, Teacher(s)	Ongoing during school year	(F)Title IV Safe and Drug Free, (L)Activity Funds, (S)Local Funds, (S)State Compensatory	Staff will observe students in physical activity that supports healthy food choices, Walk for Diabetes, Jump Rope for Heart
2. Provide a drug education program. (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	Each six weeks	(O)Classroom Teachers, (S)Local Funds, (S)State Compensatory	District safety school survey, staff and counselor lesson plans, counselor reports.
3. Establishment of a Texas Behavior Support Initiative (TBSI) Team to address appropriate behaviorial interventions. NCI and TBSI strategies will be implemented. (Target Group: SPED) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus counselors, Principal, Special Ed Teachers	Beginning of the year-2010	(L)Staff Development, (O)Classroom Teachers, (O)Principal, (S)Local Funds	Special Education records, staff development sheets and PEIMS reports.
4. Students K-6 are required to participate in moderately vigourous daily physical activity for at least 30 minutes a day throughout the school year. (Target Group: All) (NCLB: 4)	Teacher(s)	Each six weeks	(F)Title IV Safe and Drug Free, (O)Designated Funds	Campus Class Schedule, fitness gram data, attendance reports. Staff will observe students in physical activity that supports healthy life choices.
5. The students will follow the implemented "Fannin Student Expectations" in order to create a school wide environment that promotes respect and responsibility. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Campus counselors, Principal, Teacher(s)	Daily	(L)Activity Funds, (O)Classroom Teachers, (O)Principal	Parent survey, teacher feedback, discipline reports, administrative observation
6. Fannin teachers and administration will improve school attendance to 98%. Students with perfect attendance and zero tardies will be recognized each six weeks. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Special Ed Teachers, Teacher(s)	Every six weeks starting October 1, 2010.	(L)Activity Funds, (L)SchoolNet Data, (O)Principal	Attendance sheets. increased number of students recognized each six weeks

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**Objective 2.** 100% of the Fannin students will participate in a school environment that promotes high expectations, respect, recognizes student accomplishments and is safe, drug free, and conducive to learning while promoting a healthy lifestyle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Fannin will maintain a wellness team that will meet regularly to guide campus-wide implementation.	Assistant Principal(s), Campus counselors, Teacher(s)	Once every three weeks	(L)Activity Funds, (O)Designated Funds	Attendance reports, Nurse reports, involvement in wellness activities, attendance team reports, reduced number of attendance-related court cases



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**Goal 2.** Fannin will uniformly use effective instructional strategies.

**Objective 1.** 100% of students working below grade level or at risk of working below grade level will receive interventions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
3. Fannin will provide staff development geared toward teaching students who are economically dissadvantaged.	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal		(F)Title I - \$3,500	Information gathered at data meetings, student performance records, teacher assessments
4. Administrative staff will provide opportunities to enhance teacher knowledge and skills to impact instruction.	Academic coaches, Assistant Principal(s), Instructional Specialist, Teacher(s)		(F)Title I - \$1,300, (L)SchoolNet Data, (O)Classroom Teachers	IFV forms, Principal and Assistant Principal review, student data worksheets

# FANNIN ELEMENTARY

**Goal 2.** Fannin will uniformly use effective instructional strategies.

**Objective 2.** Campus administrators and teachers will work collaborately to provide smooth transitions from Pre-K to elementary campus and from elementary campus to junior high for 100% of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Incoming kindergarten students and parents will visit Fannin Elementary in the spring to become familiar with their new learning environment. Sixth grade students and parents will visit junior highs in spring to become familiar with new learning environment. Parent Night, Counselor visits and student visits. (Target Group: All, H, W, AA, ECD, LEP, SPED) (NCLB: 1,2,3,4,5)</p>	<p>Assistant Principal(s), Campus counselors, Principal, Teacher(s)</p>	<p>May 2012</p>	<p>(S)Local Funds, (S)State Compensatory</p>	<p>Students and parents will make a smooth transition to elementary school from preschool and from elementary to junior high. Parents will actively participate in the registration and transition process. There will be parent sign in sheets for evaluation of parent participation. Student and parents will complete six year plan.</p>
<p>2. The Fannin administration will provide the receiving junior high administration with information about the individual students including special programs, individual needs and counseling concerns in order to ensure that appropriate programs are available to the students. (Target Group: All, SPED) (NCLB: 4,5)</p>	<p>Assistant Principal(s), Campus counselors, Principal</p>	<p>May 2012</p>	<p>(L)SchoolNet Data, (O)Classroom Teachers, (O)Principal, (O)Special Education Teachers, (O)TEKScore data</p>	<p>Documentation form teachers, STAT, STAAR, counselors and diagnostians.</p>

# FANNIN ELEMENTARY

**Goal 2.** Fannin will uniformly use effective instructional strategies.

**Objective 3.** 100% of the LEP students will be identified in a timely manner and their individual needs will be addressed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Principal will meet with teachers in August, and every six weeks to look at home language surveys and address needs of English language learners. (Target Group: LEP) (NCLB:2) (Target Group: LEP) (NCLB: 2)	Principal, Teacher(s)	Every Six Weeks	(L)SchoolNet Data, (L)Staff Development	Six weeks grades of parent denial students, grade level meetings and assessment wall meetings to check progress and address individual needs.

# FANNIN ELEMENTARY

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

**Objective 1.** 100% of the teachers will be highly qualified applicants under the NCLB criteria.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Applicants will be interviewed for positions based upon certifications, experience and references. Human Resources will verify highly qualified status of applicants. (NCLB: 1,2,3,4,5)	Assistant Principal(s), Principal	June, July, August and as needed	(O) Designated Funds, (O) Local Districts	*Personnel criteria qualifications *Formal and informal appraisals *Supportive climate and culture within the classroom and on the campus
2. Staff-Health promotion for staff activities, Biggest Loser, CATCH activities.	Health Services Supervisor, Principal, Teacher(s)	monthly	(L) Activity Funds, (L) Staff Development	Monthly newsletter, nurse distribution of information
3. Teachers will be recognized during staff meetings for outstanding performance in specific areas of instruction	Assistant Principal(s), Principal, Teacher(s)			Increased productivity in instructional delivery and performance, informal and formal appraisal, instructional focus visits

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

**Objective 2.** Encourage and provide opportunities for teachers to enhance their knowledge and skills to directly impact instruction and student learning at 100% of staff, team, and grade level meetings.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Encourage and provide opportunities for teachers to enhance their knowledge and skills to directly impact instruction. (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Principal, Special Ed Teachers, Teaching & Learning Department	Every six weeks during school year	(F)IDEA Special Education, (L)Activity Funds, (L)Staff Development, (O)Designated Funds, (O)Local Budget Data	Classroom management Lesson Plans Formal and informal walk throughs PDAS Student Achievement Certificates Grade level plans feedback

# FANNIN ELEMENTARY

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

**Objective 3.** Provide opportunities for 100% of teachers to enhance their knowledge and skills to directly impact instruction and student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a series of team building activities during staff meetings and Professional development Book studies including, The Highly Engaged Classroom and Instructional Strategies that Work by Robert Marzano. Also the Daily Five for Gail Boushey and Joan Moser.	Assistant Principal(s), Campus counselors, CEIC members, Principal	Every six weeks, Every staff meeting	(L)Activity Funds, (O)Designated Funds, (O)Local Budget Data, (O)Local Districts	Grade level and vertical alignment planning feedback. Campus and climate committee survey. Staff meeting agendas, Data driven decisions There will be a climate survey of the school completed in May.
2. Students are recognized with shining apples provided in the office. During staff meetings, administration recognizes staff with "Kudos". Teachers recognize each other with "Rooster" or "B.O.B." cards located in the staff lounge. Teachers and Students receive gold coins for demonstrating kindness and caring. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Daily, weekly and monthly	(L)Activity Funds	Teacher retention, teacher feedback, parent and student feedback, observations

# FANNIN ELEMENTARY

**Goal 4.** Fannin will prepare technologically advanced students.

**Objective 1.** 100% of the staff will exhibit continuous technological improvement as reported by the STAR chart survey.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize and increase the amount of technology based instruction, equipment, software and staff development to meet SBEC technology standards. (Target Group: All, H, W, AA, ECD, LEP, SPED) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Instructional Technology Dept., Principal, Special Ed Teachers, Teacher(s)	Daily	(F)Title I - \$4,000, (L)Activity Funds, (L)Staff Development, (O)Classroom Teachers, (O)Designated Funds, (O)Local Budget Data, (S)Local Funds	STAR chart proficiencies, increased percentage of adequate technology in classrooms and computer lab. Computer lab schedule, monitoring of lab activities such as Study Island reports and other software reports
2. Students will have opportunities to interact technology including smartboards, computer labs and NEOs.	Assistant Principal(s), Instructional Technology Dept., Principal, Teacher(s)	Ongoing	(F)Title I - \$3,000, (O)District Trainers, (S)Local Funds	Computer lab schedule, NEO schedule, software reports.

# FANNIN ELEMENTARY

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

**Objective 1.** Fannin will utilize the building and ground to 100% of its capabilities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Opportunities provided will include implementing special programs including systems 44, read 180, computer lab, project think room, life skills suite and after school daycare.	Assistant Principal(s), Instructional Technology Dept., Principal, Special Ed Teachers, Teacher(s)	Ongoing	(O)Designated Funds, (S)Local Funds	Lab schedule, system 44 and read 180 schedules, and Daycare attendance.

# FANNIN ELEMENTARY

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

**Objective 1.** Fannin will provide continuous opportunities for 100% parents to be an active part of their child's education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
3. Opportunities provided will include: Grade level fine arts programs PTA meetings Parent conferences Math and Science Night Online access to grades Online access to web pages Online access to interactive math pages Volunteer Hours Outreach Activities  Meet the teacher night, student planners, kindergarten roundup (Target Group: All, H, W, AA, ECD, LEP, SPED) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Principal, Teacher(s)	Monthly	(F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Designated Funds, (O)Principal, (S)Local Funds	CEIC minutes and budget will be reviewed. Attendance sheets, conference logs, Home communication log, ARD, LPAC, 504 and STAT minutes.

# FANNIN ELEMENTARY

**Goal 7.** Fannin will exercise fiscal responsibility.

**Objective 1.** Throughout the 2011-2012 school year 100% of all budgets will be frequently reviewed and reconciled.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The CEIC will meet a minimum of six times to review various budgets, staff development costs and campus improvement plans. (Target Group: All, H, W) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Principal, Special Ed Teachers, Teacher(s)	CEIC Dates 9-13-11	(L)Activity Funds, (O)Designated Funds, (O)Local Budget Data, (S)Local Funds	CEIC minutes, budget accounts as reviewed on the iTTCS
2. The Fannin Principal and school secretary will meet regularly to review and reconcile various budget accounts. (Target Group: All)	Principal	Monthly	(L)Activity Funds, (O)Designated Funds, (O)Local Budget Data, (O)Principal, (O)Supplemental Materials	Audit of budget accounts and activity fund accounts.