

HOUSTON ELEMENTARY

Campus Improvement Plan

2011/2012

College Bound Cowboys

Date Reviewed: 09/27/11

Date Approved: 09/29/11

HOUSTON ELEMENTARY

Mission

As our central mission, we affirm that every child has a right to a quality education, high standards be set, and every child can and will succeed in ways that reflect his or her own aptitudes and interests.

Vision

The staff at Sam Houston Elementary shares a common vision--Excellence for All.

Nondiscrimination Notice

HOUSTON 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.

HOUSTON ELEMENTARY Site Base

Name	Position
Buchanan, Amy	5th Grade Teacher
Butler, Sharla	Principal
Chavez, Axel	Counselor
Childers, Tammy	1st Grade Teacher
Fentem, Jeff	Special Areas
Hall, Valerie	6th Grade Teacher
Harris, Rita	Kindergarten Teacher
Hyde, Jennifer	4th Grade Teacher
Ingram, Michelle	Parent Representative
Jimenez, Cinia	Parent Representative ELL
Lodge, Dawn	2nd Grade Teacher
McClure, Stephanie	Community Representative
Quine, Amanda	Special Education
Zavala, Rebecca	3rd Grade Teacher

Resources

Resource	Source	Amount
Title I	Federal	\$52,853.00
Local Funds	State	\$80,264.00

	2010	2011	Change	Rating	Commended
Reading					
All Students	80%	82%	+2	REC	27%
African Amer.	77%*	89%*	+12	*	22%
Hispanic	75%	77%	+2	AA	18%
White	90%	89%	-1	REC	46%
Econ. Dis.	74%	73%	-1	AA	16%
ELL	47%	53%	+6	*	10%
Special Ed	89%	70%	-19		11%
Writing					
All	75%	76%	+1	AA	7%
AA	**	100%	**	EX	17%
His	73%	69%	-4	AU	4%
White	82%	83%	+1	REC	10%
Econ. Dis.	63%	66%	+3	AU	6%
ELL	43%	70%	+27	*	0%
Special Ed	*	40%			0%
Math					
All	74%	82%	0	AA	28%
AA	50%*	67%*	+17	*	11%
Hispanic	68%	81%	+13	AA	25%
White	87%	88%	+1	REC	38%
Econ. Dis.	66%	75%	+9	AA	20%
ELL	32%	60%	+28	*	7%
Special Ed	83%	63%	-20%		7%

Science					
All	82%	85%	+3	REC	33%
AA	67%*	67%*	0*	*	0%
Hispanic	79%	82%	-8	AA	24%
White	91%*	96%*	-1	*	54%
Econ. Dis.	74%	76%	-8	AA	22%
ELL	**	40%	**	*	0%
Special Ed	*	60%			20%

Comprehensive Needs Assessment 2011-2012

A Comprehensive Needs Assessment was conducted with the Sam Houston CEIC in May, 2011.

Data Sources examined:

AEIS Report
Federal Accountability Data for AYP
TAKS data-disaggregated
TELPAS / AMAO Reports
Report Cards
Student Work
Attendance Reports
Discipline Referral Data
Tejas Lee Data
STAR Early Literacy Reports

- Imagine Learning Reports
- Benchmark Testing Data
- Campus Events Sign In Sheets
- Safe Schools Survey
- F&P/EDL Data
- Technology Inventory
- PDAS
- PRC's (student permanent files)
- SchoolNet
 - At-Risk
 - Enrollment
 - Gender
 - Ethnicity
 - Special Programs
- IEP/STAT Data
- PEIMS
- Read 180/System 44 Reports
- Accelerated Math/Accelerated Reading Reports

According to the 2010 AEIS report, the ethnic distribution of Houston students is as follows:

African American	4.6%
Hispanic	60.4%
White	34.5%
Asian/Pacific Islander	0.2%
American Indian/Alaskan Native	0.3%

According to the 2010 AEIS report, the sub-population breakdown is as follows:

Economically Disadvantaged	60.8%
At-Risk	40.7%
Mobility	18%
LEP	11.9%

Prioritized Areas of Concern:

Economically Disadvantaged subpopulation: Reading, Math, Science, Writing

African American subpopulation: Math and Science

English Language Learner subpopulation: Reading, Math, Science, Writing

Special Education subpopulation: Reading, Math, Science, Writing

Hispanic subpopulation: Reading and Writing

The staff at Sam Houston will address the above area of concerns by focusing energy and resources on the following:

Demographics – We will continue to focus on our fragile subpopulations: Economically Disadvantaged and English Language Learners. As a staff, we will use Eric Jensen’s *Teaching with Poverty in Mind* as a basis for improving instructional practices. We will also revisit the SIOP instructional methods. Both will be addressed during after school professional development sessions. Our counselor will work closely with families providing parenting classes focusing on the need for family stability in an effort to decrease mobility.

Student Achievement - We will ensure that instruction is aligned with TEKS and use common assessments every other third week and district benchmarks every six weeks to identify problem areas. Students will receive intervention based on specific needs in a timely manner. Vertical curricular team planning, that meets once a month, will help teachers identify curricular overlaps and gaps so that as a campus, we tighten instructional focuses. Teachers will continue to meet for CIA meetings (Curriculum,

Instruction, and Assessment) once per six weeks, and weekly data meetings will provide teachers time to disaggregate data in a timely manner to determine specific areas for instructional focus.

School Culture and Climate – The committee felt the need for additional opportunities for the students in an effort to improve attendance and build stronger school/home relations. Some of the extra-curricular activity ideas are listed under School Context and Organization. A school-wide behavior plan is an important need for the campus. We will look at Conscious Discipline during our pre-service days and begin implementing it during the 2011-2012 school year. Student recognition opportunities also need to be increased.

Staff Quality, Recruitment, and Retention – Interview committees were formed from faculty in an effort to increase participation as we search for the best candidates for the campus. Teachers indicated the need for a stronger mentoring program at the campus level. The leadership team will meet with new teachers/staff at least once each six weeks. Teachers also communicated the need for timely feedback through the walk through process. The district is determining a consistent walk through form, so this will provide the feedback the teachers are expressing the need for.

Curriculum, Instruction, and Assessment - Teachers' planning periods will continue to be extended ten minutes each day to allow for an additional meeting time each week. We will use this time to disaggregate progress based monitoring data, review STAT information, and collaborate on best practices so that data drives instructional practices. With the introduction of the new state assessment, it will be imperative for teachers to have a common understanding of the levels of rigor needed for student success. Flipcharts were ordered for teachers (using SCE monies) to use that delineate Readiness standards and Supporting standards. We also need to increase the level of student engagement. In order to do this, we first need to establish common vocabulary and understanding of exactly what the levels of engagement are using Schlechty's *Working on the Work*. The committee also indicated the need to use some sort of school wide approach to vocabulary. Teams of teachers will

explore different models for improving vocabulary and implementing strategies to increase academic vocabulary.

Family and Community Involvement - The PTA at Sam Houston is active and an integral part of the school's positive climate. The money they raise will continue to supplement technological needs for classroom teachers. The VIPS program on campus also supports teachers. Grandparent mentors from First Baptist Church will also be used in the lower grades. Monthly PTA programs, put on by the students at each grade level, Parent Orientations, Family Reading and Family Math Nights, and Fall Festival are just a few of the activities involving faculty, students, and parents. The committee feels that there is a real need to communicate with parents for positive reasons, not just when students are experiencing difficulties.

School Context and Organization – The leadership team that is in place is a campus strength, but this committee felt we need a stronger mentor program for the teachers. They also expressed the need to increase the extra-curricular choices for students. In conjunction with PTA, we will develop additional opportunities for the students: Green Group, (recycling, beautification); Library Assistants; Self-Managers; Science Club; and an Art Club.

Technology – The speed of the network was a major concern for the members of this committee. This is evident so often as teachers attempt to take attendance in a timely manner. However, this is not a campus specific issue. We do however need to increase the amount of technology available to every classroom. PTA fundraisers will be dedicated to improving classroom technology. Teachers also need additional opportunities to collaborate with colleagues to improve their knowledge and skills with certain technological tools, such as SmartBoards, iPads, and Neoboards. We will dedicate one after school meeting per six weeks to increasing our knowledge and skills using the technology we have on campus.

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
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

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.

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Goal 1. Sam Houston Elementary will support high academic standards.

Objective 1. 100% of all students will participate in learning environments that are drug-free and conducive to learning.

Objective 2. 100% of all students will pass the state assessment in reading, math, writing, and science.

Objective 3. Sam Houston Elementary will improve the campus nutrition environment, ensure our students are physically active, and encourage our parents and staff to be positive role models.

Objective 4. Student attendance will increase to a minimum of 97%.

Objective 5. Sam Houston Elementary will promote post secondary education.

Objective 6. Staff members will collaborate to ensure a smooth transition from grade level to grade level to maximize student success.

Goal 2. Sam Houston Elementary will uniformly use effective instructional strategies.

Objective 1. 100% of all students working below grade level in core subject areas will receive interventions.

Objective 2. All students will be prepared for the STAAR. All sub-populations will achieve at 85% or better on all objectives on the writing portion of the state assessment.

Objective 3. All students will be prepared for the STAAR. The Hispanic, Economically Disadvantaged, and African American sub-population groups will increase to a minimum of 85% and maintain the sub-populations already performing at this level in each of the math and reading objectives of the state assessment.

Objective 4. All students will be prepared for the STAAR. Commended levels on the math, reading, writing, and science state assessments will be increased to a minimum of 30%.

Objective 5. 100% of Houston's English Language Learners (ELL) will show one level of growth according to TELPAS.

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

Objective 1. 100% of Sam Houston teachers will be highly qualified under the NCLB criteria.

Objective 2. 100% of the staff will be provided the opportunities to enhance their knowledge and skills which will impact student achievement.

Objective 3. Professional growth opportunities will be provided to teachers to ensure that students are prepared for the rigors of the new state assessment.

Goal 4. Sam Houston Elementary will prepare technologically advanced students.

Objective 1. Sam Houston will continually show technological improvements throughout the school year.

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Objective 2. Students will have access to technological equipment that will support instruction as well as prepare them for the 21st century.

Goal 5. Sam Houston Elementary will provide facilities that support exemplary learning environments.

Objective 1. Sam Houston Elementary will provide students with a learning environment that promotes student success.

Objective 2. Students and staff at Houston Elementary will maintain the facilities.

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

Objective 1. Sam Houston Elementary will provide at least twelve opportunities for parental involvement.

Goal 7. Sam Houston Elementary will exercise fiscal responsibility.

Objective 1. 100% of all budget accounts for the 2011-2012 school year will be frequently reviewed and reconciled.

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Goal 1. Sam Houston Elementary will support high academic standards.

Objective 1. 100% of all students will participate in learning environments that are drug-free and conducive to learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2. The campus will implement the district and campus level crisis management plan. (Title I SW: 1,2,4,9,10) (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	August 2011 - June 2012	(S)Local Funds	District and school safety school survey, drill records, discipline data
3. The campus will provide students with a drug education program with activities such as Red Ribbon Week. (Title I SW: 1,2,5,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	August 2011 - June 2012	(S)Local Funds	Counselor reports, lesson plans, district safety school survey data
4. The campus will maintain a Texas Behavior Support Initiative (TBSI) team to address appropriate behavioral interventions. NCI strategies will be implemented. (Title I SW: 1,2,3,4,5,6,9,10) (Target Group: All) (NCLB: 1,3,4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	August 2011 - June 2012	(O)Special Education Teachers, (S)Local Funds	Special education records, staff development records, PEIMS data, teacher documentation
5. Students in fourth through sixth grade will be provided planners to promote strong organizational and study skills. (Title I SW: 1) (Target Group: All) (NCLB: 2,4,5)	Parent Volunteers, Teacher(s)	August 2011 - June 2012		Completed student planners, report cards, benchmark assessments, unit assessments, STAAR test
6. Conscious Discipline will be introduced and utilized to support positive campus climate and respect. (Title I SW: 1,4) (Target Group: All) (NCLB: 1,2,4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	August 2011 - June 2012	(S)Local Funds	Discipline referrals, student, parent and teacher surveys,
7. Teachers will meet once a week with the Literacy Coach to assess benchmark data, collaborate on instructional practices, and to ensure that state standards are being addressed at the level of rigor needed for students to be successful on the summative assessment. (\$52,180) (Title I SW: 1,2,3,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Weekly	(F)Title I, (S)Local Funds	LockerRoom agendas, lesson plans, walk throughs, grade reports, benchmark data, STAAR, TELPAS

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Goal 1. Sam Houston Elementary will support high academic standards.

Objective 2. 100% of all students will pass the state assessment in reading, math, writing, and science.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The students will receive differentiated instruction to ensure student achievement. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	On going, assessed at least each three weeks	(F)Bilingual Education , (F)Title I, (L)Activity Funds, (L)C-Scope Resource Bank, (L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)Supplemental Materials, (S)Local Funds	District assessments, teacher observations, STAR Early Literacy or Tejas Lee, Fountas & Pinnell, EDL2, STAAR, and report card grades
2. Sam Houston staff will disaggregate and analyze data to address student areas of weakness and areas of strength in order to direct instruction in Rtl tiers I, II, and III. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	Six weeks	(F)Title I, (L)Instructional Services, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (S)Local Funds	District assessments, STAR Early Literacy or Tejas Lee, Fountas & Pinnell, TELPAS, STAAR, Accelerated Reader program
5. Teachers will utilize research based best practices in teaching strategies. In an effort to increase student engagement, Kagen Cooperative Learning strategies will be incorporated into daily lessons. (Title I SW: 1,2,3,4,8,10) (Target Group: All) (NCLB: 1,2,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	On-going	(S)Local Funds	Instructional Focus visits

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Goal 1. Sam Houston Elementary will support high academic standards.

Objective 3. Sam Houston Elementary will improve the campus nutrition environment, ensure our students are physically active, and encourage our parents and staff to be positive role models.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will participate in the Coordinated School Health Program. (Title I SW: 1,2,3,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,4,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Monthly	(S)Local Funds	Lesson plans, teacher observations, increase in academic performance, decrease in behavioral referrals
2. Action Based Learning Strategies will be used to increase student awareness of importance and need for physical activity and implement physical activity for use of kinesthetic learning in academic core areas. (\$2,000) (Title I SW: 1,2,4) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Principal, Teacher(s)	August 2011 - June 2012		Benchmarks, report cards, parent and teacher surveys, STAAR test

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Goal 1. Sam Houston Elementary will support high academic standards.

Objective 4. Student attendance will increase to a minimum of 97%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Students with perfect attendance will be recognized during semester award assemblies. Classes with weekly perfect attendance will be recognized during Morning Assembly each Monday. Students will be provided a variety of classroom and campus attendance incentives. (Title I SW: 1,2,6) (Target Group: All) (NCLB: 1,2,5)</p>	<p>Assistant Principal(s), Counselor(s), Parent Volunteers, Principal, Teacher(s)</p>	<p>Weekly, semester, annually</p>	<p>(L)Activity Funds, (S)Local Funds</p>	<p>Attendance reports, parent surveys</p>
<p>2. Parent contacts (phone calls, letters, conferences, home visits) will be made to stress importance of attendance for those students who are struggling with attendance. (Title I SW: 1,6,9) (Target Group: All) (NCLB: 1,2,4,5)</p>	<p>Assistant Principal(s), Counselor(s), Family Service Worker, Principal, Teacher(s)</p>	<p>August 2011 - June 2012</p>	<p>(S)Local Funds</p>	<p>Attendance reports, parent surveys, Parentlink letters, Raptor reports</p>

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Goal 1. Sam Houston Elementary will support high academic standards.

Objective 5. Sam Houston Elementary will promote post secondary education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Planned campus activities will promote post secondary activities for students. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Monthly	(L)Activity Funds, (O)Principal, (S)Local Funds	Staff bulletins, emails, displays, observations
2. Fourth, fifth, and sixth grade students will visit college campuses. (Title I SW: 2,6,10) (Target Group: All) (NCLB: 1,2,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	By the end of the year	(L)Activity Funds, (S)Local Funds	Student journal entries and feedback, parental feedback from survey results

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Goal 1. Sam Houston Elementary will support high academic standards.

Objective 6. Staff members will collaborate to ensure a smooth transition from grade level to grade level to maximize student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will participate in vertical alignment meetings to facilitate seamless transitions between the grade levels. (Title I SW: 1,2,7,10) (Target Group: All) (NCLB: 1,2,4,5)	Academic coaches, Assistant Principal(s), Counselor(s), Principal, Special Ed Teachers, Teacher(s)	At least twice a year	(F)Title I, (S)Local Funds	Parent surveys, formative and summative assessments
2. Sixth grade teachers will meet with counselors from junior highs during student academic planning enrollment. Administrators will meet with junior high administrators to better align expectations for smoother transitions between the campuses. (Title I SW: 2,10) (Target Group: All) (NCLB: 1,2,4,5)	Assistant Principal(s), Campus counselors, Counselor(s), Principal, Special Ed Teachers, Teacher(s)	Two times a year	(S)Local Funds	Communication with junior high guidance counselors and administrators

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Goal 2. Sam Houston Elementary will uniformly use effective instructional strategies.

Objective 1. 100% of all students working below grade level in core subject areas will receive interventions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All students will receive differentiated instruction to ensure student achievement. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Core Subject Teachers, Counselor(s), Instructional Specialist, Principal, Teacher(s), Teaching & Learning Department	Daily	(F)Title I, (S)Local Funds	District assessments, campus assessments, teacher observations, STAR Early Literacy and Tejas Lee, TELPAS, Fountas & Pinnell, EDL2, and STAAR
2. Sam Houston staff will disaggregate and analyze data to address student areas of weakness and areas of strength in order to direct instruction, specifically for Tier II and Tier III instruction. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Counselor(s), Principal, Special Ed Teachers, Teacher(s)	At the end each six weeks; every two weeks	(F)Title I, (S)Local Funds	District assessments, campus assessments, STAR Early Literacy and Tejas Lee, TELPAS, Fountas & Pinnell, EDL 2, and STAAR
3. Special education students will receive interventions in class as well as small group interventions, both through inclusion and/or resource time as per each student's ARD decisions. These students will utilize the new math program--Do the Math. (Title I SW: 1,2,3,4,5,7,8,9,10) (Target Group: SPED) (NCLB: 1,2,5)	Academic coaches, Assistant Principal(s), Counselor(s), Director of Special Education, Instructional Specialist, Principal, Special Ed Teachers, Teacher(s), Teaching & Learning Department	On-going	(L)SchoolNet Data, (S)Local Funds	District benchmarks, state assessments, report card grades, IEP documentation, new math program data
4. Teachers will discuss and review students in additional need of assistance (STAT students) during Data Meetings and meet at least once during the year, if not more often, to ensure that the prescribed interventions are effective. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Each six weeks, annually	(F)Title I, (S)Local Funds	STAT documentation, teacher observation, grade reports, formal and informal assessments
5. Students reading below grade level, as identified by Fountas and Pinnell or EDL2 testing, will receive targeted instruction, Tier II intense researched based instruction. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	On-going	(F)Title I, (S)Local Funds	Fountas and Pinnell testing reports, running records, teacher observations, Star Early Literacy reports, district assessments

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Goal 2. Sam Houston Elementary will uniformly use effective instructional strategies.

Objective 1. 100% of all students working below grade level in core subject areas will receive interventions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Students in grades 4-6 who are performing below grade, as identified by SRI/SPI testing, will receive research based interventions through the Read 180 or System 44 program. (Title I SW: 1,2,3,4,8,9,10) (Target Group: AtRisk) (NCLB: 1,2,5)	Assistant Principal(s), Principal, Teacher(s)	On-going	(S)Local Funds	Scholastic reports from SAM

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Goal 2. Sam Houston Elementary will uniformly use effective instructional strategies.

Objective 2. All students will be prepared for the STAAR. All sub-populations will achieve at 85% or better on all objectives on the writing portion of the state assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students on all grade levels will write on a daily basis, for a specific purpose, following the district's scope and sequence. (Title I SW: 1,2,3,4,5,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,5)	Assistant Principal(s), Principal, Teacher(s)	Daily	(S)Local Funds	Student journals, district benchmarks, report card grades, STAR Early Literacy and TejasLee tests, STAAR
2. Sam Houston staff and students will increase writing opportunities and provide motivational techniques through a variety of activities such as using the 6 + 1 Traits writing program, highlighting an Author of the Week during Morning Assembly, and showcasing each child's writing products in a class notebook on display in the main hallway. Every student at Sam Houston will produce a book as their final writing product, and the campus will host a Young Author Celebration for parents and community. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,5)	Academic coaches, Assistant Principal(s), Counselor(s), Principal, Teacher(s)	On going	(L)Activity Funds, (S)Local Funds	Writing samples, student journals, completed Young Author books, parent sign-in sheets, STAAR
3. Students in grades K-6 will participate in the Reel Thanks Program, a program for wounded active duty soldiers, integrating both community service and writing. (Title I SW: 1,3,10) (Target Group: All) (NCLB: 1,2)	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Teacher(s)	March, 2012	(S)Local Funds	Completed letters to soldiers

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Goal 2. Sam Houston Elementary will uniformly use effective instructional strategies.

Objective 3. All students will be prepared for the STAAR. The Hispanic, Economically Disadvantaged, and African American sub-population groups will increase to a minimum of 85% and maintain the sub-populations already performing at this level in each of the math and reading objectives of the state assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will use a variety of research based, highly prescriptive instructional tools, such as Accelerated Math, FASTT Math, NEO boards, Star Math tests, and Every Day Math program diagnostic components, to increase each child's math performance. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,5)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers	On-going, every three weeks progress based monitor	(L)SchoolNet Data, (S)Local Funds	District assessments, report card grades, Star math tests, SchoolNet data, STAAR,
2. Teachers will use a variety of research based, highly prescriptive instructional tools, such as Accelerated Reader and Star Reading test for grades 2-6, Star Early Literacy, Fountas and Pinnell, LLI kits, and Imagine Learning to increase each child's reading performance. (Title I SW: 1,2,3,4,7,8,9,10) (Target Group: All) (NCLB: 1,2,4,5)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Teacher(s)	on going, every three weeks progress based monitor	(F)Title I, (O)DMAC data, (S)Local Funds	District assessments, report card grades, Star Early Literacy and Tejas Lee reports, Imagine Learning reports, Star Reading test reports, Accelerated Reader reports, SchoolNet data, STAAR
3. Teachers will meet with the Literacy Coach to address the two subpopulations that did not meet Adequate Yearly Progress for reading (Hispanic and Economically Disadvantaged)during Data Meetings to closely monitor progress, disaggregate six weeks' assessments, and develop targeted instruction for the next instructional cycle. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: AtRisk) (NCLB: 1,2,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	On-going, six weeks	(F)Title I, (S)Local Funds	Six weeks' assessment data

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Goal 2. Sam Houston Elementary will uniformly use effective instructional strategies.

Objective 4. All students will be prepared for the STAAR. Commended levels on the math, reading, writing, and science state assessments will be increased to a minimum of 30%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will receive differentiated instruction, specifically in the four content areas. (Title I SW: 3,4) (Target Group: All) (NCLB: 1,2,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	On-going	(F)Title I, (S)Local Funds	Lesson plans, grade reports, commended levels on STAAR test, parent surveys
2. Students will create assessment folders to chart progress and record goals. (Title I SW: 1,2,9,10) (Target Group: All) (NCLB: 1,2)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Six weeks and on-going	(F)Title I, (S)Local Funds	Monitoring of assessment folders, STAAR results, six weeks assessments, progress reports, Fountas & Pinnell, EDL2

HOUSTON ELEMENTARY

Goal 2. Sam Houston Elementary will uniformly use effective instructional strategies.

Objective 5. 100% of Houston's English Language Learners (ELL) will show one level of growth according to TELPAS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. ELL (English Language Learners) students will receive interventions through in-class assistance as well as small group, highly prescriptive, interventions through English in a Flash, Read Now Power Up, and Reach programs. Each student will progress at least one level on the TELPAS state assessment. Students whose parents have denied the bilingual program will be closely monitored each six weeks. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: H, LEP) (NCLB: 1,2,5)</p>	<p>Academic coaches, Assistant Principal(s), Counselor(s), Principal, Teacher(s)</p>	<p>Each three weeks, every six weeks</p>	<p>(F)Title I, (S)Local Funds</p>	<p>Data from English in a Flash/Read Now Power Up and Reach programs, district benchmarks, report card grades, STAAR, TELPAS</p>
<p>2. Students in bilingual classes, grades K-2, will utilized the Imagine Learning program to build a strong vocabulary and phonetic foundation. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: H, LEP) (NCLB: 1,2)</p>	<p>Assistant Principal(s), Counselor(s), Principal, Teacher(s)</p>	<p>Daily</p>	<p>(F)Title I, (S)Local Funds</p>	<p>Imagine Learning reports, TELPAS, STAAR, EDL2</p>
<p>3. Beginning of the year, middle of the year, and end of the year LPAC meetings will be conducted by teachers and administrators to discuss each English Language Learner's placement, progress, and appropriate testing. Students who have exited the Bilingual program as well as those students whose parents denied the program will be closely monitored each six weeks. (Title I SW: 1,2,4,5,8,9,10) (Target Group: LEP) (NCLB: 1,2,3,5)</p>	<p>Assistant Principal(s), Counselor(s), Principal, Teacher(s)</p>	<p>On-going, six weeks, BOY, MOY, EOY</p>	<p>(S)Local Funds</p>	<p>LPAC minutes, LPAC rosters, LPAC monitoring record sheets</p>

HOUSTON ELEMENTARY

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

Objective 1. 100% of Sam Houston teachers will be highly qualified under the NCLB criteria.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Applicants will be interviewed for positions based on certifications, experiences, and references. (Title I SW: 3,5) (Target Group: All) (NCLB: 3)	Assistant Principal(s), CEIC members, Counselor(s), Principal	As needed	(S)Local Funds	Personnel qualifications, references, interview documents

HOUSTON ELEMENTARY

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

Objective 2. 100% of the staff will be provided the opportunities to enhance their knowledge and skills which will impact student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. New teachers will be assigned a mentor teacher who will provide additional support. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3)	Academic coaches, Assistant Principal(s), CEIC members, Principal, Teacher(s)	On going	(F)Title I, (L)Staff Development, (S)Local Funds	Mentor notes, lesson plans, walk throughs, PDAS
2. Teachers meet weekly as grade level teams, using CScope as well as the district's scope and sequence as an instructional guide, to plan lessons targeting specific state standards and to evaluate evidence of learning. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Weekly	(F)Title I, (S)Local Funds	Lesson plans, walk throughs, assessment data--both formative and summative
3. Second grade teachers will attend the district's Reading Initiative. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Director of English Language Arts, Teacher(s), Teaching & Learning Department	Each six weeks	(F)Title I, (O)District Trainers, (S)Local Funds	Lesson plans, walk throughs, benchmark data, Fountas and Pinnell results, EDL2 results, Star Early Literacy data
4. Each teacher will participate in Professional Learning Communities. The campus will focus on the Economically Disadvantaged students using Eric Jensen's Teaching with Poverty in Mind. Additional PLC opportunities will be provided, and teachers will choose a topic that best serves the needs of their students. (\$4,000) (Title I SW: 1,2,3,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), CEIC members, Counselor(s), Principal, Teacher(s)	August 2011 - May 2012	(F)Title I, (S)Local Funds	PLC agendas and notes, formative and summative assessment data, lesson plans, walk throughs, parent surveys, teacher surveys

HOUSTON ELEMENTARY

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

Objective 3. Professional growth opportunities will be provided to teachers to ensure that students are prepared for the rigors of the new state assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide opportunities for team building activities through collaborative team meetings, CIA meetings, and professional development. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (NCLB: 1,2,3,5)	Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)	Weekly meetings/on going PD	(F)Title I, (S)Local Funds	Planning opportunities and feedback, professional learning feedback, lesson plans
2. Teachers will utilize the Kagen Cooperative Learning strategies to increase student engagement. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Weekly	(F)Title I, (S)Local Funds	Walk throughs
3. Region 18 CSS team will work with teachers to provide additional instructional support. (\$3,200) (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Twice during the year	(F)Title I, (O)ESC 18 Trainers, (S)Local Funds	Walk throughs, formative and summative data
4. Teachers in the Balanced Literacy Collaborative will continue to be trained in the components of Balanced Literacy and will be supported by the campus Literacy Coach. (\$5,600) (Title I SW: 1,2,3,4,9,10) (NCLB: 1,3,4,5)	Academic coaches, Teacher(s)	On-going	(F)Title I, (S)Local Funds	Lesson plans, walk throughs, formative and summative assessments, teacher surveys, parent surveys

HOUSTON ELEMENTARY

Goal 4. Sam Houston Elementary will prepare technologically advanced students.

Objective 1. Sam Houston will continually show technological improvements throughout the school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase the amount of technology based instruction, equipment and staff development. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Exec Dir of Technology, Instructional Technology Dept., Principal, Teacher(s)	August 2011 - June 2012	(S)Local Funds	Star Chart data, increase in technology in classroom and computer lab, staff development records, Comprehensive Needs Assessment for 2012

HOUSTON ELEMENTARY

Goal 4. Sam Houston Elementary will prepare technologically advanced students.

Objective 2. Students will have access to technological equipment that will support instruction as well as prepare them for the 21st century.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each classroom will have a teacher computer, at least one student computer, a document camera, and a projector. Five projectors, 11 document cameras, two laptops, a new computer for the nurse, and two SmartBoards were added to the inventory to be used in the classrooms to support and enhance instruction. (\$15,000.00) (Title I SW: 1,3,6) (Target Group: All) (NCLB: 1,2,3,4)	CEIC members, Parent Volunteers, Principal	Once a year	(S)Local Funds	Technology inventory
2. Staff and students will utilize computer programs and/or internet websites designed to enhance or accelerate student learning (e.g. Read 180/System 44, Inside, Read Now Power Up, English in a Flash, listening centers, Imagine Learning, Every Day Math games). (Title I SW: 1,2,3,4,8,9,10)	Assistant Principal(s), Principal, Special Ed Teachers, Teacher(s)	August 2011 - June 2012	(S)Local Funds	Specific program data reports
3. Teachers will utilize the computer lab to administer the Star Early Literacy test, Star Math, and Star Reading test. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	BOY, MOY, EOY, and as needed	(S)Local Funds	Computer generated data, progress based monitoring reports

HOUSTON ELEMENTARY

Goal 5. Sam Houston Elementary will provide facilities that support exemplary learning environments.

Objective 1. Sam Houston Elementary will provide students with a learning environment that promotes student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Sam Houston was the recipient of a grant and received new lighting throughout the hallways and classrooms. (Title I SW: 2) (Target Group: All) (NCLB: 4)	Director of Auxillary Services/Construction	August, 2011	(O)Grant funds	Janitorial/maintenance reports

HOUSTON ELEMENTARY

Goal 5. Sam Houston Elementary will provide facilities that support exemplary learning environments.

Objective 2. Students and staff at Houston Elementary will maintain the facilities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The students will have the opportunity to participate in a variety of service oriented projects--one of which will directly tie to the upkeep and beautification of the building and surrounding facilities. (Title I SW: 1) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Once per six weeks	(S)Local Funds	Student surveys, observation, janitorial staff/maintenance requests

HOUSTON ELEMENTARY

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

Objective 1. Sam Houston Elementary will provide at least twelve opportunities for parental involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Opportunities will be provided which will ensure parental involvement such as PTA meetings, programs, instructional learning nights, parent conferences, online access to grades and online access to campus web pages. (Title I SW: 6) (Target Group: All) (NCLB: 1,4,5)	Academic coaches, Assistant Principal(s), CEIC members, Counselor(s), Parent Volunteers, Principal, Special Ed Teachers, Teacher(s)	Throughout the year	(S)Local Funds	Program or activities sign in sheets, parental input

HOUSTON ELEMENTARY

Goal 7. Sam Houston Elementary will exercise fiscal responsibility.

Objective 1. 100% of all budget accounts for the 2011-2012 school year will be frequently reviewed and reconciled.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The CEIC will meet to review the budgets, new programs, and campus improvement plans. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), CEIC members, Principal	Monthly or as needed	(O)Principal	CEIC agendas, minutes, and sign-in sheets, budget account information
2. The campus leadership team will meet frequently to review and reconcile various budgets. (Title I SW: 1,2,3,4,5,6,8,9,10) (Target Group: All) (NCLB: 1,2,4,5)	Academic coaches, Assistant Principal(s), Counselor(s), Principal	Weekly or as needed	(L)Activity Funds, (O)Supplemental Materials, (S)Local Funds	District audit of budget accounts