

Pewitt Elementary

Campus Improvement Plan

2018/2019

Learning Today, Leading Tomorrow



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Pewitt Elementary

Mission

The Mission of the Pewitt Consolidated Independent School District, in partnership with our school community, is to inspire and prepare our students to become confident, innovative problem solvers who demonstrate outstanding character and take full advantage of their individual academic potential so that they are able to thrive in our complex and ever-changing world.

Vision

Exemplify Excellence.

Everyone.

Everywhere.

Every day.

Nondiscrimination Notice

Pewitt 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.

Beliefs

Learning begins with rigorous and relevant learning opportunities that reflect differentiation, high expectations, and student interests.

Diversity of individuals should be valued and appreciated.

Character development is a continual process that supports integrity, mutual respect, and positive attitudes.

Technology is a critical component for success in our global society and modern workforce.

Development of leadership throughout the organization is essential to our success.

Teamwork and collaboration among school stakeholders promotes a common understanding, establishes positive atmosphere of trust, and reinforces school and community pride.

Educational excellence is achievable and is the responsibility of everyone, everywhere, every day.

Change is necessary for continuous growth and improvement.

Pewitt Elementary Site Based Committee

Name	Position
Abston, Belinda	Teacher
Barron, Amy	Principal
Duke, Stephanie	Assistant Principal
Foster, Jennifer	Teacher
Fry, Karen	Teacher
Gibson, Courtney	Teacher
Green, Larissa	Parent
Hearn, Christina	Teacher
Hill, Kristina	Parent
Holbrook, Colinda	Teacher
Inman, Natalie	Counselor
Mccoy, Amanda	Paraprofessional
Mcleckie, Jason	Business Representative
Munn, Laura	Community Member
Pritchett, Connie	Teacher
Stevens, Tonya	Parent
Williams, Kristie	Teacher

Pewitt Elementary Campus Improvement Plan

Purpose:

The Paul Pewitt CISD has made a commitment to plan as a system with all stakeholders involved. The planning process seeks the involvement of staff members, community members, and district staff. One of the most important responsibilities of the district is the continuing professional development of the adults in the field of education. The free educational opportunity for all is integral to the American way of life. The success or failure of this responsibility will not only impact the lives of students, but communities, our state and our country.

The purpose of the Paul Pewitt CISD is to strengthen the partnership with the Texas Education Agency, Legislators, and community to ensure all students are provided the opportunity to become productive citizens.

A comprehensive needs assessment was conducted, and the results were utilized in the development of this plan. The comprehensive needs assessment consisted of the analysis of data in each of the following areas: student achievement data, curriculum & instruction, parent involvement, organizational structures and processes, technology, demographics and fiscal issues. The data were gathered through a variety of means including: staff and district surveys, student achievement results, statewide technology surveys, TAPR data and staff self-evaluation instruments.

Comprehensive Needs Assessment Narratives:

School Profile

Pewitt Elementary is a rural school that serves Naples, Omaha, and several surrounding communities. It has students primarily from Morris County; however, the district also encompasses parts of Cass and Titus counties. Pewitt Elementary has a current enrollment 435 students (15 of those students are being served in Head Start). It is a Title I Campus.

Student Achievement

Student Achievement Summary

The following is a list of needs assessment tools used by the Elementary to determine performance needs of Pewitt Elementary students. Data from the various tools are analyzed for the purpose of creating strategies to be outlined in the Pewitt Elementary Campus Improvement Plan to meet the needs of all students in the areas in which we are weak.(Accountability Summary, PBMAS, STAAR, TELPAS, three weeks progress reports, six weeks progress reports, semester and year end grades, TPRI, DRA, Benchmark Tests, Renaissance Learning) . Areas in need of improvement are our African American population in all subjects in 4th grade, Special Education population in all subject areas as well as Economically Disadvantaged in 4th grade writing and math. Strategies to address this problem are recorded in this plan. In addition, we will continue to strive to make gains in all other areas.

School Culture and Climate

Culture

In an effort to give the elementary a common campus culture, the Character Counts program has been implemented. Ms. Inman goes into classrooms to work with students on better developing the character traits outlined in the Character Counts program (Responsibility, Caring, Fairness, Trustworthiness, Citizenship, and Respect). Ms. Inman also provides individualized or small group counseling with students that need more in-depth assistance on dealing with grief, social issues, and bullying. Mrs. Bennett oversees the Calves Cash program which is used to promote a more positive environment for our students. Students are rewarded with Calves Cash when they make the effort to do things to better the school environment. Spirit Sticks have been given to students in an effort to promote positive behaviors, celebrate accomplishments, and to reward those students that are striving to do their best. We have also began recognizing students that are part of a CHAMPS classroom. These students exhibit qualities that follow along side our Character Counts initiative. We have developed a campus wide discipline plan in an effort to be consistent from PK-5th grades. We have a campus discipline committee that meets once a six weeks to review our plan and determine if changes are needed. It is our goal to develop well-rounded students at Paul Pewitt Elementary.

Climate

Conversations with students, parents, and teachers indicate that most believe the climate of the school is positive and welcoming. Efforts to improve student morale have had positive effects. In addition, the Dream Team has worked to better staff morale. They are working to keep all staff members made aware of upcoming events throughout the months and planning activities both on and off campus. A few examples are: Apple Bar, Chocolate Day, Christmas Party, and Campus Socials. The PTO on our campus has worked extremely hard to promote a positive climate that bridges our parents and staff together. Their diligent effort over the year has created an effective partnership that is evident throughout the school. Positive Behavior Support has improved student behavior as more teachers are utilizing it in their classrooms. Our implementation of the STAR Student and CHAMP's incentive has helped to showcase those students that are going above and beyond in areas such as behavior and attendance. We are using Spirit Sticks to promote birthdays, Boxtop winners, character traits, etc. This has been a very well received by our students.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Summary

After reviewing our STAAR data and both formative/summative data, we were able to see the need for our special education students to be included far more in the general education setting as appropriate. As a result of low performance, we began collecting work samples on all special populations to be sure modifications/accommodations were taking place. We have our general education teachers and special education teachers meeting weekly to discuss the needs of the students they share. We also reviewed IEP's and held ARD meetings to make the necessary changes in an effort to do what is in the best interest of our students.

Vertical data meetings across grade levels and content areas and collaborative conversations about how we can improve instruction and differentiate for all students will continue to be a focus on our campus. We will continue to build on this throughout the remainder of the school year.

Furthermore, it is evident that a structured plan for meaningful, specific, and data-based conversations is necessary to help identify students in need of intervention/enrichment so that we meet the needs of all our varied learners.

Family and Community Involvement

Parent Involvement

Increased parent involvement is evident with our PTO and Pewitt Reads Program. Parent volunteers have assisted with various work projects, fundraisers, and other entities as needed to support Pewitt Elementary. Sign in sheets and observations of attendance at "Meet the Teacher Night," musical performances, Field Day, and dances, etc. indicate strong parental involvement in the school. We will continue hosting parent nights that have an academic focus in an effort to help better educate our parents on how to support their child. Ms. Inman and Mrs. Barron participated in the Raise Your Hand Texas initiative that allowed them to attend a week long training at Harvard University. The focus for the training was family engagement and how parents play a vital role in their child's learning. We will be implementing strategies learned through the initiative throughout the year. We have also implemented the Ready Rosie tool for PK parents to view parenting videos with their children.

Technology

Technology Summary

Based on conversations with staff members and technology director, it was determined that we are in need of additional devices for our students. We have lost several devices due to age, breakage, etc. and have not had a replacement plan in place. A committee has been created to begin the process of planning for the future needs of the district concerning technology. We will continue to focus on training staff on integrating technology into their daily practice and utilizing our computer lab assistant to support the teacher.

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2018/2019 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.

Pewitt Elementary

Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 1. STAAR Percent at Approaches Grade Level or Above will increase by 5%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Training provided to new teachers on using the TEKS Resource System, YAG, and IFD's and monitor for consistency in implementation. (Title I SW: 1,2,4,8,9,10) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 1,7)	Director of Curriculum, Teacher(s)	Aug	(O)Staff Time	Summative - Teacher discussions Sign-in sheets Lesson Plans Walk-Through data
2. Increase the number of interventionists on campus to provide the intense instruction for the struggling learners. (Title I SW: 2,3) (Target Group: All, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,4)	Campus Principal(s), Superintendent	June	(F)Title I, (L)Other, (O)Staff Time	Formative - STAAR testing data Renaissance testing data TPRI data DRA data Teacher input
3. Student attendance will be closely monitored and plans in place to work with parents to improve the attendance issue. (Title I SW: 1,2,6,9,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 4,5)	Assistant Principal(s), Campus Principal(s), Counselor(s), Teacher(s)	Aug-June	(O)Staff Time	Summative - Call logs Weekly attendance logs Weekly truancy letters
4. Grade level team meetings at all grade levels to discuss data and determine instructional needs for students. (Title I SW: 1,2,4,8,9,10) (Target Group: All)	Campus Principal(s), Teacher(s)	Aug-June	(O)Staff Time	Formative - STAAR data TPRI data Renaissance data Grade level meeting sign-in sheets Discussions Lesson Plans
5. Consistent grading policy developed district wide in an attempt to have a more realistic view of student achievement. (Title I SW: 1,2) (Target Group: All)	Campus Principal(s), Counselor(s), Director of Curriculum, Superintendent, Teacher(s)	Jan-June	(O)Staff Time	Formative - Board policies Sign-Ins sheets Discussion notes
6. Instruction monitored using the T-TESS evaluation system. Teachers will be self-assessing, goal-setting, having pre-conferences, walk-throughs, and one formal evaluation prior to the end of the school year. (Title I SW: 1,2,4,9,10) (Target Group: All)	Assistant Principal(s), Campus Principal(s)	Aug-May	(O)Staff Time	Formative - Teacher discussions Sign-In Sheets T-TESS reports Self-Assessment Goal Setting Walk-Through Information Evaluation

Pewitt Elementary

Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 1. STAAR Percent at Approaches Grade Level or Above will increase by 5%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. All 3-5 teachers will utilize DMAC to align assessment questions to the rigor of the TEKS, disaggregate data, and make informed decisions on best instructional practices. (Title I SW: 1,8,9) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), ELAR Interventionist, Math Interventionist, Teacher(s)	Aug-June	(O)Staff Time, (S)State Compensatory	Formative - Sign in sheets from curriculum meetings DMAC log in information Lesson plans
8. ELPS training provided to all general education teachers. (Title I SW: 1,2,4,9,10) (Target Group: ESL, LEP)	Assistant Principal(s), Director of Curriculum, Region 8 ESC	Aug-June	(O)Staff Time	Formative - Sign-In Sheets Completion Certificates Agenda
9. Increase teacher use of academic vocabulary in all content areas. (Title I SW: 1,2,4) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Teacher(s)	Aug-June	(O)Staff Time	Lead4ward T-TESS walkthrough data Lesson plans
10. TEKS Resource Conference opportunity provided for teachers in all content areas. (Title I SW: 2,4,9) (Target Group: All)	Campus Principal(s), Director of Curriculum, Teacher(s)	Aug-June	(F)Title I	Formative - Completion Certificates
11. Educational resources such as BrainPop, Reading A-Z, and Renaissance will be purchased in an effort to assist classroom teachers with ideas and strategies to use with students in the classroom. (Title I SW: 2,9) (Target Group: All)	Campus Principal(s), Director of Curriculum, ELAR Interventionist, Math Interventionist, Special Programs Teachers, Teacher(s)	Aug-June	(F)Title I	Formative - Teacher Input Student Achievement Data
12. Dyslexia intervention will be provided to those students that qualify through the DIPS program by our Reading Interventionist. (Title I SW: 1,2,9,10) (Target Group: Dys)	ELAR Interventionist	Aug-May	(O)Staff Time	Dyslexia screening data
13. Three week/six week checkpoints in math and reading implemented in all grade levels to check for student understanding of readiness standards. (Title I SW: 1,8,9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2)	Campus Principal(s), ELAR Interventionist, Math Interventionist, Teacher(s)	Sept-May	(O)Staff Time	Formative - Assessment Data Data Wall

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Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 1. STAAR Percent at Approaches Grade Level or Above will increase by 5%

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. Differentiate instruction and provide timely, targeted interventions for the at-risk as well as GT students. (Title I TA: 1,3,5,6) (Target Group: AA, ESL, GT, AtRisk, Dys, 1st, 2nd, 3rd, 4th, 5th) (Title I SW: 2,9) (Strategic Priorities: 2,4) (CSFs: 1,4)	Director of Curriculum, ELAR Interventionist, Math Interventionist, Response to Intervention (RTI) Team, Special Programs Teachers, Teacher(s)			Summative - Common Assessments STAAR Summative RTI
15. All K-1 teachers will utilize the Fountas and Pinnell Phonics System in an attempt to increase reading accuracy and fluency (Title I SW: 2,9) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1)	Campus Principal(s), Director of Curriculum, ELAR Interventionist, Teacher(s)	August- May	(F)Title I, (O)Staff Time	Formative - Fluency Passages (Dibels) Renaissance Accelerated Reader TPRI DRA
16. Teachers that have been trained in balanced literacy will lead staff training on campus in order to teach all grade levels how best to implement balanced literacy in all classrooms. (Title I SW: 4,10) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1)	Campus Principal(s), ELAR Interventionist, Teacher(s)	November	(O)Staff Time	Formative -
17. Implement Imagine Math in RTI groups to help close the gap. (Title I SW: 9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1)	Assistant Principal(s), Campus Principal(s), Director of Curriculum, ELAR Interventionist, Response to Intervention (RTI) Team, Teacher(s)	November-May	(O)Staff Time	Formative - Renaissance Local Checkpoint Teacher Observations

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Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 2. Increase African American and Special Ed STAAR performance to at least Approaches Grade Level in all tested areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Evaluate placement of paraprofessionals to classes and students based on academic need. (Title I SW: 1,2,9,10) (Target Group: AA, SPED)	Assistant Principal(s), Campus Principal(s), Counselor(s), Staff, Teacher(s)	Aug-June	(F)Title I, (O)Staff Time, (S)State Compensatory	Formative - Progress monitoring data DMAC reports Schedules
2. Special education supports increased for students in the general education classroom through professional development opportunities specifically related to assisting special needs students. (Title I SW: 1,2,4,8,9,10) (Target Group: SPED)	Assistant Principal(s), Counselor(s), Diagnostician(s), Region 8 ESC, Special Programs Teachers	Aug-June	(F)IDEA Special Education, (O)Staff Time	Formative - Certificates Progress Monitoring T-TESS data
3. Provide inclusion support for students based on progress monitoring data. (Title I SW: 1,2,9,10) (Target Group: SPED)	Assistant Principal(s), Campus Principal(s), Counselor(s), Special Programs Teachers, Teacher(s)	Aug-June	(O)Staff Time	Formative - Progress Monitoring Data Schedules
4. Professional development opportunities provided for teachers in all content areas. (Title I SW: 2,4,9) (Target Group: All)	Campus Principal(s), Director of Curriculum, Teacher(s)	Aug-June	(F)IDEA Special Education	Formative - Completion certificates Agendas
5. Autism training provided for staff members that will enhance instruction for special needs students. (Title I SW: 2,4,9) (Target Group: SPED)	Campus Principal(s), Special Programs Teachers, Teacher(s)	Aug-June	(F)IDEA Special Education	Formative - Completion Certificates
6. Professional development opportunity provided through Texas Council of Administrators of Special Education (TCASE) for campus principal. (Title I SW: 2,4,10) (Target Group: SPED)	Campus Principal(s)	October	(F)IDEA Special Education	Formative - Certificate of Completion
7. Implementation of the Unique Curriculum with the Special Education students to help better increase their level of success. (Title I SW: 1,2,9,10) (Target Group: SPED)	Campus Principal(s), Director of Curriculum, Instructional Assistant(s), Teacher(s)	Aug-May	(L)Other, (O)Staff Time	Formative - Unique Report Data Teacher Observations
8. Staff training on writing special education goals, PLAAFS, and accommodations/modifications provided. (Title I SW: 2,4,9) (Target Group: SPED) (CSFs: 1)	Assistant Principal(s), Campus Principal(s), Teacher(s)	Oct	(O)Staff Time	Formative - IEP Goals

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Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 3. Ensure policies and programs are in place to meet system safeguards in 4th grade writing for all students, and for white and economically disadvantaged subgroups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional development opportunities for writing teachers. (Title I SW: 2,4,9) (Target Group: All)	Campus Principal(s), Region 8 ESC, Teacher(s)	Aug-June	(O)Staff Time	Certificates of completion Lesson plans
2. Continue monthly writing meetings to review student, writing samples. (Title I SW: 1,2) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Teacher(s)	Aug-June	(O)Staff Time	Agenda Sign-In Sheets
3. Administer writing checkpoints twice a year, and facilitate a calibration process to analyze student work. (Title I SW: 1,2,4,8,9) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Region 8 ESC, Teacher(s)	Aug-June	(O)Staff Time	Calibration results
4. Seek out other school districts with a student ratio similar to Paul Pewitt in an effort to find strategies for success. (Title I SW: 1,2,9) (Target Group: All)	Campus Principal(s), Director of Curriculum, ELAR Interventionist, Teacher(s)	Aug-June	(O)Staff Time	Formative - STAAR data Benchmark data Classroom writings

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Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 4. Masters Grade Level performance will increase by 10% for all students in all STAAR tested areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue the development of the Challenge Lab to reach our high achieving learners. (Title I SW: 2,10) (Target Group: All, GT)	Assistant Principal(s), Campus Principal(s), Director of Curriculum, Special Programs Teachers, Teacher(s)	Aug-June	(O)Staff Time	GT assessment Teacher input Testing Data
2. 30 hours of GT training for all staff (Title I SW: 1,2,3,4,10) (Target Group: All, GT)	Assistant Principal(s), Campus Principal(s), Counselor(s), Region 8 ESC, Teacher(s)	Oct-July 2018	(O)Staff Time	Formative - Completion Certificates
3. Provide professional development for teachers on higher level questioning and open ended questions and activities to increase critical thinking for all students. (Title I SW: 1,2,4,8,9,10) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Teacher(s)	Jan-July	(F)Title IIA Principal and Teacher Improvement	Formative - Walk-through data Completion certificates Discussion

Pewitt Elementary

Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 5. Compensatory Funds will be utilized in an effort to increase student performance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Compensatory funds will be used to provide additional staffing needs on campus. (Title I SW: 1,2,10) (Target Group: All)	Business Manager, Campus Principal(s), Staff, Teacher(s)	Aug-June	(S)State Compensatory	Formative - Ongoing

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Goal 1. Ensure all students receive exceptional learning opportunities that prepare them for graduation and post-secondary success.

Objective 6. Compensatory Funds will be utilized to support Pre-Kindergarten requirements in aiding in student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Additional staffing needs for Pre-Kindergarten will be made possible through Compensatory Education funds. (Title I SW: 2,10) (Target Group: PRE K)	Business Manager, Campus Principal(s), Teacher(s)	Aug-June	(S)State Compensatory	Formative - Ongoing
2. Istation and CLI Engage will serve as progress monitoring tools for our Pre-Kindergarten students throughout the year. (Title I SW: 1,2,8,9,10) (Target Group: PRE K)	Campus Principal(s), Director of Curriculum, Teacher(s)	Aug-May	(S)High Quality PreK Grant	Formative - Istation data MClass data
3. The students attending the Naples Headstart facility will be given the opportunity to tour our Pre-Kindergarten classrooms prior to enrolling on the Pewitt Campus. (Title I SW: 2,7) (Target Group: PRE K)	Campus Principal(s), Teacher(s)	April-May	(O)Staff Time	Formative - Student Roster showing students in attendance

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Goal 2. Recruit, retain, and develop highly motivated staff members who maximize student success.

Objective 1. Recruit highly qualified teachers in all academic areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Participate in job fairs throughout Region 8 in an effort to recruit highly qualified teachers. (Title I SW: 3) (Target Group: All)	Assistant Principal(s), Campus Principal(s)	Aug-May	(O)Staff Time	Job Fair Registration
2. Work with local colleges through their teacher prep programs to recruit highly qualified teachers. (Title I SW: 3,5) (Target Group: All)	Assistant Principal(s), Campus Principal(s)	Aug-July	(O)Staff Time	Applicant pool Discussion documentation
3. Use coaching opportunities within the framework of T-TESS, and small and large group meetings to promote professional development opportunities. (Title I SW: 5) (Target Group: All) (Title I SW: 3,5) (Strategic Priorities: 1,4) (CSFs: 1,3,6,7)	Campus Principal(s)	Aug-May		Summative - Survey staff for feedback on professional development.
4. Staff will choose from a wide variety of workshops and staff development courses to assist them with their individual instructional needs and content areas. These may include: Math, Science, ELAR, GT, SPED Ed, Technology (Title I SW: 1,3) (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,7)	Campus Principal(s), Teacher(s)	Aug-May		Summative - Training certificates Online staff development
5. Provide a trusting and safe environment for staff-administrator discourse and feedback. (Title I SW: 1,5,8,9) (Target Group: All) (Strategic Priorities: 1) (CSFs: 6,7)	Assistant Principal(s), Campus Principal(s), Counselor(s), Staff, Teacher(s)	Aug-May		Summative - Survey staff retention

Pewitt Elementary

Goal 2. Recruit, retain, and develop highly motivated staff members who maximize student success.

Objective 2. Retain highly qualified staff to minimize turnover.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide new teachers with mentors to guide them throughout the year by visiting each others classroom, sharing ideas, and offering support. (Title I SW: 4,5) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Teacher(s)	Aug-June	(O)Staff Time	Agenda from meetings Summary of meetings
2. Stipends provided for lead teachers in each grade level. (Title I SW: 5) (Target Group: All)	Business Manager, Campus Principal(s)	Aug-June	(L)Other	Stipend Documentation (TEXES)
3. Staff recognition throughout the year to promote a positive school environment. (Title I SW: 5) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Staff, Teacher(s)	Aug-June	(O)Staff Time	Various awards Awards celebration Certificates

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Goal 2. Recruit, retain, and develop highly motivated staff members who maximize student success.

Objective 3. Staff development opportunities that target specific learning objectives will be provided for teachers and paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Allow at least one teacher to attend TCEA, CAMT, and CAST to stay abreast of instructional strategies that will be important for student success. (Title I SW: 4) (Target Group: All)	Campus Principal(s), Teacher(s)	Aug-June	(F)Title IIA Principal and Teacher Improvement	Certificates Training materials Staff Presentations
2. Through Region 8, make workshop opportunities available to both teachers and paraprofessionals that are specific to their content area. (Title I SW: 4,5) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Region 8 ESC, Staff, Teacher(s)	Aug-June	(F)Title IIA Principal and Teacher Improvement, (O)Staff Time, (S)State Compensatory	Formative - Certificates Calendar of Events
3. Allow teachers to visit other school districts that are making gains in specific areas, have programs that highly effective, and overall success. (Title I SW: 4,5) (Target Group: All)	Campus Principal(s), Staff, Teacher(s)	Aug-June	(O)Staff Time	Formative - Agenda Notes and materials from visit Presentation materials
4. Provide professional development for all new campus employees. (Title I SW: 1,3) (Target Group: All) (CSFs: 1,7)	Campus Principal(s), Director of Curriculum, Teacher(s)	Aug		Summative - T-TESS

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Goal 3. Provide facilities that support positive learning environments.

Objective 1. Utilizing the current facilities, we will work to maximize the best learning opportunities for our students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work with all departments to provide our staff with the necessary supplies, materials, technology needs to support student learning. (Target Group: All)	Assistant Principal(s), Campus Principal(s), Director of Maintenance, Director of Technology, Teacher(s)	Aug-June	(O)Staff Time	Technology Tickets Maintenance Tickets
2. Continue to make improvements to existing areas such as hallways, entryway, library, and office. (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Director of Maintenance, Staff, Superintendent	Aug-June	(O)Staff Time	Completed projects

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Goal 4. Promote and fully develop positive partnerships with parents, community members, and business organizations.

Objective 1. Provide opportunities for increased parent and community involvement at Pewitt Elementary.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Fall and spring open house development with a focus on academic progress. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Staff	Aug-June	(O)Staff Time	Sign-In Sheets
2. Offer parent training nights throughout the year to increase parent understanding of the state assessment process. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Teacher(s)	Jan-April	(F)Title I, (O)Staff Time	Formative - Agenda Sign-In Sheet Presentation
3. Partner with community members and businesses to bring information to our students regarding career choices. (Title I SW: 1,6) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s)	Jan-June	(O)Staff Time	Calendar of events Agendas Sign-In Sheets
4. Recruit parent volunteers to be a part of our PTO on campus. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Campus Principal(s)	Aug-June	(O)Staff Time	Formative - Agenda Sign-In Sheets
5. Continue to recruit community members, parents, and other faculty to be a part of our Pewitt Reads program. (Title I SW: 1,2,6,9) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Staff, Teacher(s)	Aug-May	(O)Staff Time	Formative - Sign-In Sheets for volunteers

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Goal 5. Support a process that promotes open and timely communication with staff, students, parents, and community members.

Objective 1. Increase avenues of communication between the campus and staff, parents, and community members to support success of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Distribute newsletter to communicate with parents regarding what is taking place on the campus. (Title I SW: 1,6) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s)	Aug-June	(O)Staff Time	Newsletter
2. Maintain the Pewitt Elementary website page to provide timely communication regarding school happenings. (Title I SW: 1,6) (Target Group: All)	Campus Principal(s), Teacher(s), Webmaster	Aug-June	(O)Staff Time	Parent Input Surveys
3. Promote school events and honors through the local newspaper and community partners. (Title I SW: 1,6) (Target Group: All)	Campus Principal(s), Teacher(s)	Aug-June	(O)Staff Time	Survey results Parent discussion
4. Maintain a Pewitt Elementary Twitter page as a means of communication with parents. (Title I SW: 1,6) (Target Group: All)	Campus Principal(s), Webmaster	Aug-June	(O)Staff Time	Formative - Survey results Parent input

Pewitt Elementary

Goal 6. Exercise fiscal responsibility through efficient management of resources and operations to maximize student achievement.

Objective 1. Ensure appropriate allocation of state and federal monies and alignment to district and campus goals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Budget allocations will be provided to teachers and expectations for spending will be addressed. (Target Group: All)	Campus Principal(s)	Aug-June	(L)Other	Formative - Evaluation vs. student success
2. Instructional goals will be attached to the requisition for expenditure of funds. (Target Group: All)	Assistant Principal(s), Campus Principal(s), Staff, Teacher(s)	Aug-June	(O)Staff Time	Formative - Evaluation of spending vs. student success

Pewitt Elementary

Goal 7. Encourage 21st century learning through the use of technology in the teaching and learning process.

Objective 1. Increase utilization of current campus instructional technology resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training to teachers on currently available instructional technology. (Title I SW: 1,4) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Director of Technology, Staff	Aug-June	(O)Staff Time	Agendas Sign-In Sheets
2. At least one teacher will attend the TCEA conference to bring back instructional strategies to the staff. (Title I SW: 1,4) (Target Group: All)	Campus Principal(s), Teacher(s)	Aug-June	(L)Other, (O)Staff Time	Formative - Certificates Sign-In Sheets Agenda

Pewitt Elementary

Goal 7. Encourage 21st century learning through the use of technology in the teaching and learning process.

Objective 2. Provide professional development to teachers on integration of technology TEKS in all content areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize Learning.com in the computer lab to instruct our student on the required technology TEKS. (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Instructional Assistant(s), Staff	Aug-June	(O)Staff Time	Formative - Learning.com Reports

Pewitt Elementary

Goal 8. Emphasize integrity, strong character, and community pride throughout the district.

Objective 1. Various strategies will be used in an effort to develop integrity, character, and pride among all students at Pewitt Elementary.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continuation of a district wide character education program. (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Director of Curriculum, Staff	Aug-June	(O)Staff Time	Formative - Newsletters Morning messages Character Spirit Sticks
2. Recognize and reward students meeting behavioral and character education expectations through our STAR student program. (Title I SW: 1,2,10) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Teacher(s)	Aug-June	(O)Staff Time	STAR certificates STAR student applications
3. Teachers will utilize Calves Cash within the classroom to promote positive behavior. (Title I SW: 1,2,9) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Staff, Teacher(s)	Aug-June	(L)Other, (O)Staff Time	Discipline data
4. Spirit Monkey Spirit Sticks will be given to students on a regular basis for achieving attendance goals, AR goals, character demonstration, and various other positive traits. (Title I SW: 1,2) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Staff, Teacher(s)	Aug-May	(L)Other, (O)Staff Time	Formative - STAR Student Data Attendance Reports Discipline Reports AR Data
5. CHAMPS behavior board will reflect classes that have demonstrated Character Counts behavior throughout the school. (Title I SW: 2) (Target Group: All) (CSFs: 6)	Assistant Principal(s), Campus Principal(s), Teacher(s)	Sept.- May	(L)Other, (O)Staff Time	Formative - Discipline Referrals

Pewitt Elementary

Goal 9. Provide a safe and drug-free learning environment.

Objective 1. Implement strategies that will ensure staff and students work in a safe environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue the use of the Raptor system in an effort to keep unwanted visitors off campus for student safety. (Title I SW: 2) (Target Group: All)	Assistant Principal(s), Campus Principal(s), Director of Technology, SRO Officer, Staff	Aug-June	(L)Other, (O)Staff Time	Formative - Reports
2. Restructuring of the tornado evacuation plan in an effort to provide safer placement for the students at Pewitt Elementary. (Target Group: All)	Assistant Principal(s), Campus Principal(s), Staff, Teacher(s)	Aug-June	(O)Staff Time	Formative - Documentation of drills will be recorded.
3. Educate students on the dangers of illegal drug use through our Red Ribbon Week campaign. (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Staff, Teacher(s)	October	(L)Other, (O)Staff Time	Formative - Red Ribbon materials
4. Staff will be trained on topics such as suicide prevention, bullying, bloodborne pathogens, epi pen, food allergies, and child abuse prevention in an effort to maintain a safe learning environment for our students. (Target Group: All)	Campus Principal(s), Director of Curriculum, Staff, Teacher(s)	Oct-April	(O)Staff Time	Certificates of completion
5. Campus wide discipline plan from Pk-5 implemented in an effort to gain consistency at all levels. (Target Group: All)	Assistant Principal(s), Campus Principal(s), Counselor(s), Response to Intervention (RTI) Team, Staff, Teacher(s)	Aug-June	(O)Staff Time	Formative - Discipline referrals Think Sheets STAR student numbers per six weeks
6. District wide safety meetings with the various emergency personnel to plan for emergency evacuations, tornado safety, intruder on campus, fire safety and any other safety need that may arise. (Title I SW: 2,10) (Target Group: All)	Campus Principal(s), Director of Maintenance, Director of Transportation, SRO Officer, Superintendent	Aug-May	(O)Staff Time	Formative - Meeting minutes Meeting agendas

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Sources

Absentee Reports
ARD Minutes
Data disaggregation
DMAC Data Reports
DRA Data
iStation Reports
Lesson Plans
Meeting times, dates, sign-in sheets and agendas
PBMAS Reports
PEIMS Data
Program Evaluations
STAAR Data
Staff Development Records
STAR Reading Data
Study Island Reports
TAPR Reports
Teacher Survey
TELPAS Reports
TPRI Data
TxEIS Grade Reports
Workshop Certificates

Resources

Resource	Source	Amount
IDEA Special Education	Federal	
Title I	Federal	
Title IIA Principal and Teacher Improvement	Federal	
Title III Bilingual / ESL	Federal	
Other	Local	
FTE--State Compensatory	State	2.2664 FTE
State Compensatory	State	\$115,010
State GT	State	
State Special Education	State	
Teacher Training and Recruitment	State	