

Jefferson Independent School District
Jefferson Elementary School
2017-2018 Campus Improvement Plan



Mission Statement

Provide high quality educational opportunities that will inspire all students to become productive citizens in a culturally diverse and technologically advanced world.

Vision

To provide an environment of excellence that inspires all stakeholders to value learning, respect others, and become responsible decision makers.

Value Statement

Core Beliefs/Values

Students First: Students are the first priority in all decisions.

High Expectations: Working to provide a safe, supportive, and secure environment which provides the strategies needed to create higher levels of achievement for student success.

Communication: Communication and collaboration are key in building trust and creating success.

Continuous Improvement: Creating a culture throughout the district of constantly seeking to improve—everyone is a learner.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The 2017-2018 Jefferson Elementary School's enrollment is 374 students. We are the only elementary school in Marion County serving a multiplicity of ethnic groups. The breakdown of the student population is as follows:

Total Enrollment: 374

African American: 137

Hispanic: 20

White: 187

Multi-Racial: 28

Asian: 2

American Indian: 0

Student Achievement

Student Achievement Summary

Although JES met all state mandated procedural safeguards, we feel a profound need to improve in all areas. Each subpopulation was able to show growth in some areas, however, we dropped a few points in 4th grade Mathematics and 4th grade Writing. We will continue to refine best practices to insure our quest in moving toward 95% mastery in all academic areas for all grade levels. Our 2016-2017 STAAR results is as follows:

3rd Grade Reading - 79%

3rd Grade Math - 74%

4th Grade Reading - 69%

4th Grade Math - 55%

4th Grade Writing - 67%

School Culture and Climate

School Culture and Climate Summary

The Jefferson Elementary community of students, staff, and parents share a common vision of educating the total child. It is vital that every student feels safe and secure in order to maximize learning for ongoing physical and mental growth.

School Culture and Climate Strengths

Parent Organizations

PTA and Site Based Decision Making Committee

Student Organizations and Groups

Student Council, Choir, UIL, Rotary Club, and Backpack Food Program through Blessings of Grace a multi-denominational food pantry

After School Groups

Boys and Girls Club, After School Educational Program, American Girl Book Club, Boy Scouts, and Girl Scouts

Annual Events and Activities

Scripp's National Spelling Bee, Oratorical Contest, Multiplication Fact Challenge, Grandparents Day, Science Fair, Field Day, Mardi Gras Night, Halloween Carnival, Career Day, Red Ribbon Week, Mobile Dairy, Annual Food Drive, Scholastic Book Fair, and Nursing home visit by Choir.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Maintained and increased parental participation in the educational process.

Problem Statement 2: More consistency in total school operation.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The six team members hired this school year has served as viable members of the team. Though three lack the experince in years, through mentoring and administrative support, they will serve students and parents in great capacity. I look forward to the continued development and service of these team members to the profession.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The goal of Jefferson Elementary School continues to be the achievement of 95% objective mastery for all subpopulations. With greater emphasis being placed on how each objective can be assessed, the team is addressing the depth and complexity of each learning objective. With vast support from our superintendent, director of curriculum and instruction, and other departments, we feel the major thrust we've imposed to master all objectives will be attainable.

Grade 3 Reading

Level II & III: Satisfactory 73%

Level I: Unsatisfactory 27%

Grade 3 Math

Level II & III: Satisfactory 76%

Level I: Unsatisfactory 24%

Grade 4 Math

Level II & III: Satisfactory 62%

Level I: Unsatisfactory 38%

Grade 4 Reading

Level II & III: Satisfactory 76%

Level I: Unsatisfactory 24%

Curriculum, Instruction, and Assessment Strengths

The team of educators here at JES have strong curriculum backgrounds. Our instructional teams share professional development information with the other TEAM members to enhance and extend learning for students. We have an established school climate that fosters learning and provides an avenue of critique of instructional practices across grade levels.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: As students new to JES learn "our" way they understand the effort it takes, the instructional rigor provided, and the expectations that must be met to be a successful student.

Problem Statement 2: Continued support from the district curriculum department.

Problem Statement 3: Purposeful lesson planning and use of data disaggregation to drive planning and instruction.

Problem Statement 4: 3 and 4 grade STAAR Math

Family and Community Involvement

Family and Community Involvement Summary

Many parents have expressed their overwhelming satisfaction and support for the well-rounded education their child receives here at the elementary school. The multiple programs that are afforded students place them in the forefront of their peers and foster the development of the total child. More and more parents are volunteering and becoming involved at the school. Through interventions and determination, we were able to form Jefferson ISD's first ever Parent Teacher Association (PTA). Our PTA has led the way for many successful student experiences and the installation of a new playground facility. Also, parents and the community show tremendous support for teachers and students by attending programs, contributing to school events, and donating numerous items to support school endeavors.

Problem Statements Identifying Family and Community Involvement Needs

Problem Statement 1: Plan and implement more and community involvement activities.

Problem Statement 2: Continue to effectively communicate to parents the importance of their involvement in the educational process.

School Context and Organization

School Context and Organization Summary

Jefferson Elementary School serves grades 1 through 4. We house approximately 374 students on a daily basis with room to grow in future years. As we address the needs of the total child, we seek to empower all students to dream big, discover infinitely, and develop their potential as lifelong learners and leaders. We instill the leadership in all students by showing them that each individual can have an enormous impact in the school and in the community.

School Context and Organization Strengths

Beginning our 6th year, we have many effective structures in place:

Leadership Team

Administrative Team

Campus Interventionist for Reading and Math

Curricular Vertical Teams (ELAR, Mth, Sci/SS)

Total team involvement with development of CIP

Shared decision-making

Use of data board to track student progress

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: The following data were used to verify the comprehension needs assessment analysis: Parent Surveys, Staff Surveys, STAAR Results, Common Based Assessment Results, I-Station, Think Through Math Initiation, Average Daily Attendance, Progress Reports, Student Report Cards, Student Cumulative Data.

Technology

Technology Summary

Technology supports the teaching and learning on a daily basis here at Jefferson Elementary School. Teachers utilize I-Pads to facilitate instruction for students. They are able to expand on learning that's occurring in the classroom with a touch of a few buttons. Students have access to this instructional tool to enhance their learning and utilize other computers in the classroom for learning ventures such as Accelerated Reading. Students also receive instruction in the school's technology lab and CEI lab as well. In addition, I-Station and Think through Math are utilized daily as an important tool in our instructional program. The classroom teacher and the lab teacher facilitate a multiplicity of learning activities which allows students to not only learn on a consistent basis, practice keyboarding skills, but become effective risk takers as well.

Problem Statements Identifying Technology Needs

Problem Statement 1: More updated classroom computers are needed for student use.

Problem Statement 2: More I-Pads are needed for individual student use.

Problem Statement 3: Monthly computer training for teachers.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Goals


Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 1: 100% of Jefferson Elementary Teachers will utilize data driven and small group instruction.

Evaluation Data Source(s) 1: Administrator and leadership team will monitor student progress on teacher assessments and state assessments.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Data will be utilized to track student progress and growth	1, 3, 8, 9	Administrators, Interventionist, Teachers	Progress/growth on benchmark data. Lesson plans will specifically address instructional need of under-performing students.				
2) Team members will express needs via open communication with administrator and/or grade level colleagues.	1, 2, 3, 9	Administrators and Teachers	Team members will participate in weekly cluster meetings designed for effective lesson planning. Teachers will participate in RTI meetings. Also, sub populations will be monitored and student progress will be the major focus.				
3) Team members will provide small group instruction in all core areas.	1, 2, 3, 9	Administration, Campus Interventionist	Students in 1st through 3rd grades will meet or exceed grade level expectations using Istation. Students in 1st - 4th grades will meet or exceed grade level expectations using Think Central and/or Think Through Math (3/4).				
4) Interventions will be utilized to challenge students and remediate other students.	1, 2, 3, 9	Administration and Classroom Teachers	Students in Grades 3 and 4 will meet or exceed STAAR passing standards. At least 10% of all students will be considered for TIER 1 or 2 according to the common based assessment data.				
5) All GT students will be provided accelerated instruction in the core area.	1, 2, 3, 9, 10	Select Classroom Teachers and Administration	All GT students will achieve 95% or greater on common based assessments.				
6) SPED students will be monitored to identify expected growth.	1, 2, 3, 9, 10	Classroom Teachers, SPED Teachers, and Administration	SPED students will meet IEP goals within one year. 95% is expected on STAAR Accommodated.				
7) Learning objectives will be posted and reviewed prior to learning.	1, 2, 3, 9	Classroom Teachers and Administrators	Administrator will observe objective learning posted during walk throughs and formal observations. Students will be able to verbalize the daily/weekly learning standards. Students will be able to use academic vocabulary when verbalizing to others.				


8) Students will receive medallions and/or trophies for academics and attendance.	1, 3, 8	Administrator, Counselor, and Teachers	Awards program, Special student acknowledgement, Recognition at programs				
9) Students will focus on editing and revising strategies to enhance the writing curriculum.	1, 2, 3, 8, 9	Teachers and Administrator	Formative and summative assessments that will be given throughout the school year.				
System Safeguard Strategy 10) Region 8 Math facilitator will work closely with team members in 1-4 grades for planning and implementation strategies	1, 2, 3, 8, 9	Teachers and Administrator	Formative and summative assessments that will be given throughout the school year.				
System Safeguard Strategy 11) Students will be given step by step directions and models to solve Math skills	1, 2, 3, 9	Teachers and Administrator	Formative and summative assessments given throughout the school year				
							

Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 2: Members of the community at large will be invited to speak with students about career objectives.

Evaluation Data Source(s) 2: Speakers will be asked to complete a survey indicating interest of a particular career.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Speakers from the community will be invited for Career Day.	6	Administrator, Counselor, and Classroom Teachers	Speakers will receive special recognition on behalf of principal and team members.				
							

Goal 1: Jefferson ISD will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post-secondary success.

Performance Objective 3: Incorporate writing and speaking into all subject areas using consistent process skills and vocabulary. Students are expected to use correct grammar and punctuation.

Evaluation Data Source(s) 3:

Summative Evaluation 3:


Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) JES will use writing across the curriculum in all subjects areas.	1, 8, 9, 10	Administrator and Teachers	Weekly assessments, CBA'S, and state test scores.				

Goal 2: Jefferson ISD will recruit, employ, retain, and develop a highly effective staff that proactively engages students for success.

Performance Objective 1: 100% of team members new to JISD will have team assistance.

Evaluation Data Source(s) 1: Administrator will show full support for all personnel new to JISD.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide staff development opportunities for professional growth.	1, 2, 4	Administrator	Certificates from session attended and notes from sessions.				
2) Supply instructional materials in a timely manner to address the needs of the students.	1, 2, 7, 8, 9	Administrator and Interventionist	On file textbook forms to ensure all teachers have instructional tools.				
3) Provide clinical supervision methods to offer support for instructional delivery.	1, 2, 5	Administrator and Interventionists	Walk-through documentation				
4) Assign a mentor teacher to assist with everyday procedures.	1, 5	Administrator and Teachers	Documentation provided to Curriculum Director, mentors, and those new to the campus				
							


Goal 3: All Jefferson ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 1: Will provide opportunities for 100% of staff and students to serve the Jefferson community.

Evaluation Data Source(s) 1: To have a positive reputation within the Jefferson community and beyond.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Jefferson Elementary School will have our annual Grandparent's Day in September, Veteran's Day celebration in November, and a Thanksgiving lunch in November.	6	Administration, Office Team, Teachers	Expected high number in attendance. Sign-in sheets				
2) Choir students will sing at various nursing homes.	6	Administrator, Music Instructor, Teachers	Positive relationships with families within the community.				
3) Students will have a variety of clubs/activities to participate in: Choir, Scouts, UIL, and Student Council.	1, 2	Administration, Counselor, and Team Sponsors	Student inclusion and participation in school events.				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue







Goal 3: All Jefferson ISD personnel will promote effective parental and community involvement through communication, participation, and partnerships in accomplishing the district's goals.

Performance Objective 2: Staff and students will ensure identification of all needy school children/parents 100% of the time.

Evaluation Data Source(s) 2: Positive feelings/feedback from the team of educators, parents, and the community.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Opportunities will be provided during the holidays to sponsor Jefferson Elementary School families who are in need.	6	Administration, Counselor	Families identified as needing assistance during the holiday. Students can learn about giving to those in need.				
2) We will conduct canned food drives.	6	Administration, Counselor, Teachers	Families identified will be given care packages during the holidays.				
3) Selected students will participate in the Back Pack Program.	1, 6	Administration, Counselor, Teachers	Students identified will receive a back pack filled with non-perishable items each Friday.				
4) Jefferson Elementary School PTA has immense visibility on campus.	1, 6	Administration, Counselor, Teachers	Jefferson Elementary School will host many events for staff, students, and the community.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue







Goal 4: Jefferson ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 1: 100% of Jefferson Elementary students, staff, and parents will feel safe at the school.

Evaluation Data Source(s) 1: Parent and staff surveys will show the majority of all stakeholders feel safe at Jefferson Elementary School.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Jefferson Elementary School Character Education plan will be implemented	1, 2, 9	Counselor, Classroom Teachers, and Administrator	Fewer office referrals.				
2) Principal and PEIMS coordinator will monitor attendance.	1, 2, 9	Administrator and Office Team	Average daily attendance will meet or exceed 95%.				
3) Jefferson Elementary School uses an Incident Report form in case of an accident. All reports are thoroughly investigated by administrator or counselor.	1, 2, 9	Administration, Nurse, and Counselor	Decrease in bully behavior throughout the year. Minimal office referrals due to bully behavior.				
4) Counselor will provide word of the week that will be announced daily.	1, 2, 9	Administration and Counselor	Morning announcements				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue







Goal 4: Jefferson ISD will provide a safe, healthy, secure, and orderly environment for students, staff, families and community.

Performance Objective 2: Staff and parents will receive timely communication 100% of the time.

Evaluation Data Source(s) 2: Parent surveys will indicate adequate communication from school.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Parents and team members will receive ongoing communication.	1, 2, 6, 9	Administrators, Office Staff, Counselor, Classroom Teachers	Satisfied parents and staff. Parent phone call communication documented on contact logs.				
2) Weekly campus newsletters.	1, 2, 9	Administrator	Satisfied and informed staff				
3) Enlightened positive comments from parents, students, other district personnel, and visitors.	1, 2, 6, 9	All staff	Positive school climate				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue







Goal 5: Jefferson ISD will maintain efficient and effective management of resources and operations to maximize learning for all students and staff.

Performance Objective 1: Jefferson Elementary School will adhere to the district's procedures for all expenditures.

Evaluation Data Source(s) 1: Reports given by Business Office

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Campus administration will make purchases as outlined by the business office.	10	Principal and Secretary	Paperwork identifying Meeting of deadlines and approved purchases.				
2) Campus administration will show evidence of prudent spending.	10	Principal and Secretary	Purchase orders documentation and balanced budget				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	10	Region 8 Math facilitator will work closely with team members in 1-4 grades for planning and implementation strategies
1	1	11	Students will be given step by step directions and models to solve Math skills

2017-2018 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Keith McGill	
Parent	Juan Diaz	
Classroom Teacher	Judy Bender	
Classroom Teacher	Neda Dickerson	
Non-classroom Professional	Linda Scott	
Community Representative	Brandy Williams	