



**Campus Improvement Plan
School Year: 2020-2021**

RSKE - R&S KILLAM ELEMENTARY

Principal: Agapito Palizo Jr.

Assistant Principals: Diana Escamilla-Flores

Mission: Our mission is to prepare our students in a safe, positive and secure learning environment as they develop into productive and responsible citizens.

Vision: We envision all of our students coming to school to learn and try to become better every day.

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Campus Improvement Plan

School Year: 2020-2021

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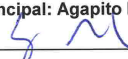
Campus Improvement Plan School Year: 2020-2021







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Committee Signatures

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Campus CNA Committee Signature Page
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Principal: Agapito Palizo Jr.


	Roles/Titles need to be identified	Member's Signature
<u>Elected SBDM Members:</u>		
1.- Valerie Martinez	_____	
2.- Pedro A. Martinez	_____	
3.- Melissa Lopez	_____	
 <u>LEA Representative:</u>		Member's Signature
 <u>Community Members:</u>		Member's Signature
1.- Veronica Ortega	_____	
 <u>Parents:</u>		Member's Signature
1.- Blanca Saito	_____	
 <u>Para-Professionals:</u>		Member's Signature
 <u>Business Representative:</u>		Member's Signature
1.- Arturo Ortega	_____	



NCLB Comprehensive Needs Assessment 2020-2021 Summary of Priority Needs

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Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan.

Demographics

Needs :

- *The campus needs more instructional support for special education population.
- *The campus needs more instructional support for EL students.

Strategies :

- *More anchor chart/visuals in all classrooms for all subjects.
- *Super Saturdays to improve EL performance in TELPAS & STAAR.

Data Sources :

DMAC Reports, EL Failure Report



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Staff Quality, Recruitment, and Retention

Needs :

*Provide updated school procedures and guidelines for all school personnel.

Strategies :

*Administration will update the campus handbook to reflect new updates regarding Covid 19.

Data Sources :

Campus Handbook



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School Culture and Climate

Needs :

***Increase staff recognition for individual perfect attendance.**

Strategies :

***Reward staff perfect attendance with 3 days of extended lunch or early dismissal at 3:15 pm.**

Data Sources :

CNA Meeting



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Curriculum, Instruction and Assessment

Needs :

- *Improve student performance in reading comprehension, social studies and science.
- *Improve ELAR transition.
- *Improve math performance.

Strategies :

- *Stem question posters readily available to help with reading comprehension questions.
- *Align reading instruction from Kinder - 5th grade.
- *Have 3rd-5th grade teachers observe English I teachers.
- *Increase campus math bee competitions for K-5th grade.
- *Create new stream challenges for K-5th grade.
- *Extend campus vocabulary bee competitions to begin in Kinder.

Data Sources :

DMAC Checkpoint Reports



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School Context and Organization

Needs :

*School-wide conference calendar.

Strategies :

*Utilize Google to create and share calendar.

Data Sources :

Master Schedule



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Student Achievement

Needs :

- *Recognize A and A/B Honor Roll students.
- *Showcase a student of the week based on criteria.

Strategies :

- *Students will be recognized during P.E. time for A and A/B Honor Roll. They will be given a ribbon and take a group picture to display.
- *The student of the week will be announced every Monday by the homeroom teacher using Class Dojo.

Data Sources :

Tyler Grade Report



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Family and Community Involvement

Needs :

- *To increase family and community involvement at our campus.
- *Improve family support.

Strategies :

- *Organize more virtual career days.
- *Organize virtual family events.

Data Sources :

Parental Involvement Sign-in Sheets



NCLB Comprehensive Needs Assessment 2020-2021

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Technology

Needs :

***Increase number of IFPs so that lower grades can utilize them.**

Strategies :

***Purchase 3 mobile IFPs so that lower grades can check them out from the library to improve At-Risk and EL student performance.**

Data Sources :

Computer Program Usage Report



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%. 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction	Questioning Strategies to Guide Instruction	Academic Performance	Reading / ELA Science Social Studies	Campus: Have stem question posters readily available to help with comprehension questions.	1 CNA	08/10/2020 PROJECTED COMP. DT 05/28/2021	Walkthroughs, Checkpoints	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Administration, Teachers	Administration, Teachers	Progress Reports, Report Cards	State Assessment, Local Assessments		

TIA COMPONENTS - SCHOOLWIDE PROGRAM			
1 CNA	Comprehensive Needs Assessment	6 SIPI	Strategies to Incr. Parental Inv.
2 RS	Reform Strategies	7 TRAN	Transition
3 IHQT	Instruction by HQ Teachers	8 TDMRA	Teacher Decision-Making Reg. Assmt
4 HQPD	HQ Professional Development	9 ETAS	Eff & Timely Assistance to Students
5 SAHQ T	Strategies to Attract HQ Teachers	10 CI	Coordination and Integration

TIA COMPONENTS - TARGETED AREA			
1 PR	Use Pgm Resources to meet St stdrs	5 IHQT	Prov Instr by HQ Teachers
2 SIP	Incorp into School Impr Plan	6 HQPD	HQ Professional Develp
3 EMIS	Use Effec Methods & Instr Stra	7 SIPI	Stra to Incr Parental Invol
4 REP	Coord with & supp Reg Edu Pgm	8 FSLP	Coord & Int Fed St & Loc srv & Pgms



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2	State Assessment	Instruction	Collaborative Planning	Academic Performance	Reading / ELA	Campus: Align reading instruction from Kinder - 5th grade.	1 CNA	07/31/2020	Agendas, Sign-in sheets	
								PROJECTED COMP. DT 12/31/2020		

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3	State Assessment	Instruction	Collaborative Planning	Academic Performance	Reading / ELA	Campus: Have 3rd-5th grade teachers observe English I teachers.	1 CNA	08/10/2020	Agendas, Sign-in sheets	
								PROJECTED COMP. DT 12/31/2020		

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3	ALL = All Students	Administration, 3rd-5th Grade Teachers	Administration, 3rd-5th Grade Teachers	Progress Reports, Report Cards	State Assessment, Local Assessment	



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4	State Assessment	Curriculum Assessment Instruction	Technology Integration	Academic Performance	Reading / ELA	Campus: Purchase mobile IFPs to improve At-Risk and EL student performance in the lower grades.	1 CNA	08/10/2020 PROJECTED COMP. DT 09/30/2020	Walkthroughs, Checkpoints	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	AR = At Risk Bil = Bilingual	Administration, Librarian, K-2nd Grade Teachers	IFPs \$21,914 (Title) \$5,000 (State Bilingual)	Progress Reports, Report Cards	State Assessments, Local Assessment		



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5	Completion	Curriculum Assessment	Targeted Professional Development (PD) with Support	Academic Performance Teacher Quality	Reading / ELA Math Science Social Studies	District: Virtual training to better service during COVID shelter-in-place on Google platform, virtual lesson planning and delivery, and online programs as they tie into the scope for teachers and parents.	1 CNA 2 CIP	06/01/2020 PROJECTED COMP. DT 05/28/2021	Sign-ins	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
5	ALL = All Students	Elementary Executive Director, Director, Coordinators, Principals	Elementary Executive Director, Director, Coordinators, Principals	Teacher Survey feedback, Parent Survey feedback	End of year progress monitoring of implementation	



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6	Completion	Curriculum Assessment	Targeted Professional Development (PD) with Support	Academic Performance Teacher Quality	Reading / ELA Math Science Social Studies	District: Weekly virtual PLCs on scope and sequence support for teachers in the event of school closures.	2 CIP	08/03/2020	Sign-ins	
								PROJECTED COMP. DT		
								05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	ALL = All Students	Elementary Executive Director, Director, Coordinators	Elementary Department	Survey feedback		Scope submissions	



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7	Completion	Curriculum Assessment	Monitoring, Student Progress Rigor and Relevance	Academic Performance Learning Time Teacher Quality	Reading / ELA	District: Reading academies preparation and support infusing writing using a virtual platform in the event of school closures.	1 CNA 2 CIP	08/10/2020 PROJECTED COMP. DT 05/28/2021	Sign-ins, Teacher RA registrations	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
7	ALL = All Students	Elementary Executive Director, Director, Coordinators	Elementary Department Region 1	Monthly progress monitoring of teacher participation	Completion of reading academies	



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8	Special Education	Curriculum Assessment	Targeted Professional Development (PD) with Support	Academic Performance	Reading / ELA	District: Professional development for special education teachers on Reading Horizons program in Elementary to address struggling readers/students identified with dyslexia and establish a system to monitor the implementation.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	ERO Sign ins, Class Rosters, Walkthroughs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
8	Kinder-3rd Students in Special Education	Executive Director/Directors of Special Education, Executive/Director of Elementary Education, Campus Administration, Special Education Coordinators, Teachers	Dyslexia Grant/Special Education Department	Six Weeks Text Levels, CBA, Benchmark Data	EOY Text Levels, STAAR Reading Results (3rd)	



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9	Special Education	Curriculum Assessment	Targeted Professional Development (PD) with Support	Academic Performance	Reading / ELA	District: Follow-up professional development on the LETRS (Language Essentials for Teachers of Reading and Spelling) for elementary special education teachers.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	ERO Sign-ins, Walkthroughs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
9	Kinder-3rd Students in Special Education	Executive Director/Directors of Special Education, Executive/Director of Elementary, Campus Administration, Special Education Coordinators, Teachers	Dyslexia Grant/Special Education Department	Six Weeks Text Levels, CBA, Benchmark Data, BOY Teacher Survey	EOY Text Levels, STAAR Reading Results (3rd), EOY Teacher Survey	



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10	Completion	Curriculum Assessment Instruction Student Support	Daily Monitoring of Student Progress	Academic Performance	Reading / ELA	District: Implement and train PK-2nd grade teachers with the NEW L.A. P. form (Literacy & Academic Performance) to track students.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	ERO, Sign in sheets, IRIS LAP file report	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
10	PK-2nd grade students	Director for Bilingual Education, Bilingual Compliance Coordinators, LAPICS, Executive Director for Instructional Accountability	Bilingual Education Department	District local assessments	Literacy Level results, LAS Links results, TELPAS assessment results	



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11	Completion	Curriculum Assessment	Daily Monitoring of Student Progress	Academic Performance	Reading / ELA	District: Purchase the LEXIA program and provide 100 site licenses for each Elementary school to provide Reading intervention for identified at-risk students.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	Purchase order, Program reports	

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11	PK-2nd grade at-risk students	Director of Bilingual Education, LAPICS, Elementary Principals	Federal Programs Dept.-Title IV	District local assessments	State assessments		



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12	Special Education	Curriculum Assessment, Virtual/Remote Learning	Student Learning Targeted Professional Development	Academic Performance	Special Education	District: Professional development for Elementary, Middle and High School Special Education teachers on virtual implementation of accommodations in the event of school closure.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	ERO Sign-ins, Walk throughs	

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12	EC-12th Students in Special Education	Executive Director/Directors of Special Education, Executive/Director of Elementary/Middle/High School Education, Campus Administration, Special Education Coordinators, Teachers	Special Education Department	BOY Teacher Survey	EOY Teacher Survey		



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13	Special Education	Curriculum Assessment, Virtual/Remote Learning	Collaborative Planning, Family and Community Engagement, Student Learning	Academic Performance, Family and Community Engagement	Special Education	District: Review, revise and update the UISD Special Education Department Action Plan Guide for School Closures to ensure community, implementation of IEPs and effective delivery of services for students in special education in the event of school closure.	1 CNA	08/03/2020		
								PROJECTED COMP. DT 05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
13	EC-12th Students in Special Education	Executive Director/Directors of Special Education, Executive/Director of Elementary/Middle/High School Education, Campus Administration, Special Education Coordinators, Special Education Staff	Special Education Department	Teacher/Special Ed. Staff/Parent Survey Feedback	Updates to the UISD Special Education Department Action Plan Guide for School Closures	



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Campus Improvement Plan 2020-2021

RSKE - R&S KILLAM ELEMENTARY

Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
14	State Assessment	Instruction	Active Learning	Academic Performance	Reading / ELA	Campus: Extend campus vocabulary bee competitions to begin in Kinder.	1 CNA	08/10/2020	Vocabulary Bee Winners	
								PROJECTED COMP. DT 05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
14	ALL = All Students	Vocabulary Bee Committee, Librarian, Administration	Vocabulary Bee Committee, Librarian, Administration	Progress Reports, Report Cards	Local Assessment, State Assessment		



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.

Data Analyzed To Determine Need TAPR,PBMAS

Long Range Goal By the Year 2022, 90% of the students will reach state standards.

Annual Performance Objective
Reading/ELA Annual Performance Objective:

Student Achievement Domain: To increase the percentage of **all students** meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of **dyslexia students** from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of **504 students**

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
15	State Assessment	Curriculum Assessment Instruction	Rigorous and Relevant	Academic Performance	Reading / ELA	Campus: Renew Accelerated Reader Program to improve reading skills.	2 CIP	09/01/2020	A.R. Reports	
								PROJECTED COMP. DT		
								09/30/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
15	ALL = All Students	Principal, Librarian, Teachers	Renaissance Learning \$6,237.00 (Title I)	Progress Reports, Report Cards	Local Assessment, State Assessment	



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Campus Improvement Plan 2020-2021

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Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
16	State Assessment	Curriculum Assessment Instruction	Rigorous and Relevant	Academic Performance	Reading / ELA Math	Campus: Utilize additional STAAR workbooks to reinforce the curriculum.	2 CIP	09/01/2020	Benchmark Reports	
								PROJECTED COMP. DT 12/31/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
16	AR = At Risk	Administration, Teachers	Workbooks \$4,876.00 (SCE)	Progress Reports, Report Cards	Local Assessment, State Assessment		



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
17	Student Achievement	Instruction Student Support	Rigorous and Relevant	Academic Performance	All Content Areas	Campus: Utilize Teacher Assistants to support students in small group instruction.	2 CIP	08/10/2020 PROJECTED COMP. DT 05/28/2021	Text Level Reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
17	AR = At Risk	Administration, Teachers	(4 FTEs) \$66,016.99	Progress Reports, Report Cards	Local Assessments, State Assessments	



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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.

Data Analyzed To Determine Need TAPR,PBMAS

Long Range Goal By the Year 2022, 90% of the students will reach state standards.

Annual Performance Objective

Reading/ELA Annual Performance Objective:

Student Achievement Domain: To increase the percentage of **all students** meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of **dyslexia students** from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of **504 students**

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
18	State Assessment	Instruction Data Systems	Monitoring Process	Academic Performance	Reading / ELA	District: Purchase MAP Growth.	2 CIP	09/01/2020 PROJECTED COMP. DT 05/31/2021	MAP data reports.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
18	ALL = All Students AR = At Risk	Principal, Reading Interventionist, Teachers	MAP \$7,829 (Title I)	Text Level Reports	Progress Reports, Report Cards	No Progress



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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
19	State Assessment	Instruction	Active Learning	Academic Performance	Reading / ELA	Campus: Provide tutorials for students that need extra support.	2 CIP	09/28/2020	Tutorial Schedule	
								PROJECTED COMP. DT 04/02/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
19	ALL = All Students AR = At Risk	Administration, Reading Interventionist, Teachers	Tutorials \$18,000 (RTI)	Progress Reports, Report Cards	Local Assessment, State Assessment		



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
20	State Assessment	Instruction	Active Learning	Academic Performance	All Subjects	Campus: The teacher will display Anchor Charts/Visuals in the classroom to help students make connections.	1 CNA	08/24/2020	Walkthroughs	
								PROJECTED COMP. DT		
								05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
20	Bil = Bilingual SE = Special Education	Teachers, Administration	Teachers, Administration	Progress Reports, Report Cards	Local Assessment, State Assessment		



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
21	State Assessment	Instruction	Active Learning	Learning Time	All Subjects	Campus: Utilize Google Calendar to maximize instructional time.	1 CNA	08/24/2020	Google Calendar Invite	
								PROJECTED COMP. DT		
								05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
21	ALL = All Students	Teachers, Administration	Teachers, Administration	Progress Reports, Report Cards	Local Assessments, State Assessments	



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Campus Improvement Plan 2020-2021

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Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
22	State Assessment	Instruction	Motivation	Academic Performance	All Subjects	Campus: Students that earn A/AB Honor Roll will be recognized during P.E. class.	1 CNA	09/01/2020 PROJECTED COMP. DT 05/28/2021	Student Pictures	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
22	ALL = All Students	Coaches, Counselor, Administration, Teachers	Coaches, Counselor, Administration, Teachers	Progress Reports, Report Cards	Local Assessment, State Assessment	



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 1 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR,PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Reading/ELA Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 75% to 78%, 38% to 41% and 18% to 21%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 29% to 32%, 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
23	State Assessment	Instruction	Motivation	Academic Performance	All Subjects	Campus: A Student of the Week will be selected based on criteria. Teachers will share on Class Dojo.	1 CNA	09/01/2020 PROJECTED COMP. DT 05/28/2021	Class Dojo Feed	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
23	ALL = All Students	Teachers, Administration	Teachers, Administration	Progress Reports, Report Cards	Local Assessments, State Assessments		



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Campus Improvement Plan 2020-2021

RSKE - R&S KILLAM ELEMENTARY

Goal 1Ad - 2 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Math Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 87% to 90%, 53% to 56% and 29% to 32%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 71% to 74%, 14% to 17% and 0% to 3%. To increase the percentage of 504

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction	Active Learning	Learning Time	Math	Campus: Increase the number of campus math bees for K-5th grade students.	1 CNA	08/10/2020	Math Bee Winners	
								PROJECTED COMP. DT 05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
1	ALL = All Students	Math Bee Committee, Librarian, Principal	Math Bee Committee, Librarian, Principal	Progress Report, Report Cards	Local Assessments, State Assessments	



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 2 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Math Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 87% to 90%, 53% to 56% and 29% to 32%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 71% to 74%, 14% to 17% and 0% to 3%. To increase the percentage of 504

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Curriculum Assessment Instruction Student Support	Use of Technology, Technology Integration	Academic Performance	All Grade Levels	District: Provide training to all teachers in using Google Classroom and other cloud based technologies for delivering online instruction	1 CNA	07/01/2020 PROJECTED COMP. DT 05/28/2021	Training Program and ERO	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
2	All Teachers	Executive Director of IT Director of Instructional Technology Director of Staff Development	CIT Staff Time	Teacher usage of Google Classroom and other cloud based technologies	End of Year Reports-Title I Survey	



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Campus Improvement Plan 2020-2021

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Goal 1Ad - 2 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Math Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 87% to 90%, 53% to 56% and 29% to 32%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 71% to 74%. 14% to 17% and 0% to 3%. To increase the percentage of 504

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	Curriculum Assessment Instruction Student Support	Use of Technology, Technology Integration	Academic Performance	All Grade-Levels	District: Provide Internet access to low income students to narrow the digital divide using mobile hot-spots or connectivity technologies	1 CNA	07/01/2020 PROJECTED COMP. DT 05/28/2021	MI-FI purchases and Distribution Plan	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	ECO Students	Executive Director of IT Director of IT Director of Curriculum Instructional Technology	4500,000 IT/CIT Staff Time	Student access reports	Student access reports		



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Campus Improvement Plan 2020-2021

RSKE - R&S KILLAM ELEMENTARY

Goal 1 - 3 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Writing Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 73% to 76%, 40% to 43% and 10% to 13%. To increase the percentage of dyslexia students from Approaches, Meets, and Masters levels from 0% to 3%. 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Curriculum Assessment Instruction	Differentiation to meet needs, Targeted Professional Development	Academic Performance	Writing	District: Implement and train teachers of ELs from 1st-12th with Phase I of Writing Strategies to enhance the EL students Writing.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	ERO, Sign in sheets, IRIS form	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	1st-12th grade students	Director of Bilingual Education, LAPICS	Bilingual Education Department	District local assessments	State assessment results		



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Campus Improvement Plan 2020-2021

RSKE - R&S KILLAM ELEMENTARY

Goal 1 - 4 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Science Annual Performance Objective: Student Achievement Domain: To increase the percentage of all students meeting Approaches, Meets, and Masters levels from 88% to 91%, 59% to 62% and 33% to 36%. To increase the percentage of dvslexia students from Approaches, Meets, and Masters levels from 50% to 53%. 0% to 3% and 0% to 3%. To increase the percentage of 504 students

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Curriculum Assessment	Project-Based / Constructivist Curriculum	Academic Performance	Science	Campus: Create new STREAM challenges by grade-level.	1 CNA	08/10/2020	STREAM Winners	
								PROJECTED COMP. DT 05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	STREAM Committee, Teachers, Administration	STREAM Committee, Teachers, Administration	Progress Reports, Report Cards	District Assessments, State Assessments		



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Campus Improvement Plan 2020-2021

RSKE - R&S KILLAM ELEMENTARY

Goal 1 - 5 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective EL Telpas/Telpas Alt: To increase the percentage of EL Students meeting Telpas/Telpas Alt. attainment and progress from 45% to 48%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction	Active Learning	Academic Performance	Reading / ELA ELL	Campus: Provide Super Saturday instruction to improve TELPAS & STAAR performance.	2 CIP	01/11/2021 PROJECTED COMP. DT 02/26/2021	Student sign-in sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	Bil = Bilingual	Teachers, Principal, Assistant Principal	Super Saturdays \$4,798.00 (State Bil.)	Progress Reports, Report Cards	Local Assessment, State Assessment		



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Campus Improvement Plan 2020-2021

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Goal 1 - 5 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective EL Telpas/Telpas Alt: To increase the percentage of EL Students meeting Telpas/Telpas Alt. attainment and progress from 45% to 48%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Curriculum Assessment Instruction Student Support	Daily Monitoring of Student Progress	Academic Performance	ELL	District: Update, and place on IRIS the EL Plan for Success form and review the effectiveness off initiatives, strategies, and programs available for student success.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	ERO, Sign in sheets, IRIS form	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	PK-12th grade Bilingual students	Director of Bilingual Education, Bilingual Compliance Coordinators, Executive Director for Instructional Accountability	Bilingual Education Department	District local assessments	State assessment results		



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Campus Improvement Plan 2020-2021

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Goal 1 - 5 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective EL Telpas/Telpas Alt: To increase the percentage of EL Students meeting Telpas/Telpas Alt. attainment and progress from 45% to 48%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	Data Systems	Alignment	Quality Data	ELL	District: Implement the NEW LPAC Oaths (LPAC Administrator, LPAC Clerk, LPAC Committee, and Campus Principal) to align with requirements of TAC Chapt.89	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	BOY LPAC meeting, ERO, Sign in sheets, District Bilingual Handbook	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	PK-12th grade Bilingual Students	Director of Bilingual Education, Bil. Compliance Coordinators, Executive Director of Instructional Accountability	Bilingual Education Department	BOY LPAC Minutes	EOY LPAC Minutes		



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Campus Improvement Plan 2020-2021

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Goal 1 - 5 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR, PBMAS
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective EL Telpas/Telpas Alt: To increase the percentage of EL Students meeting Telpas/Telpas Alt. attainment and progress from 45% to 48%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	Curriculum Assessment Instruction Student Support	Alignment	Academic Performance	ELL	District: Monitor, review, and provide campus support with the District's Bilingual Programs (Early Exit Transition, DUAL, and ESL Pull Out).	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	Bilingual Dept. walkthroughs, PD training, Sign in sheets, Review of LPAC Minutes, Audits of Bilingual folders	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	PK-12th grade Bilingual Students	Director of Bilingual Education, Bil. Compliance Coordinators, LAPICS, LPAC Campus Administrator	Bilingual Education Department	BOY LAS Links Assessment	EOY LAS Links assessments, TELPAS assessments results		



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Campus Improvement Plan 2020-2021

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Goal 1 - 6 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need Transition - Federal Guidelines
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Transition: To Increase the percentage of Pre Kinder and 5th gr. students participating in Pre-K and 5th grade transitional activities from 86% to 96%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction Culture / Climate Parents / Community	Academic Focus	Learning Time	Parent Involvement	Campus: Promote Kinder registration in the second semester through Class Dojo.	2 CIP	03/01/2021 PROJECTED COMP. DT 05/28/2021	Copy of message	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	Kinder Students	Principal, Registrar	Principal, Registrar	Progress Report, Report Cards	Local Assessment, State Assessment		



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Campus Improvement Plan 2020-2021

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Goal 1 - 6 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.

Data Analyzed To Determine Need Transition - Federal Guidelines

Long Range Goal By the Year 2022, 90% of the students will reach state standards.

Annual Performance Objective
 Transition: To Increase the percentage of Pre Kinder and 5th gr. students participating in Pre-K and 5th grade transitional activities from 86% to 96%.

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2	State Assessment	Instruction Culture / Climate Parents / Community	Academic Focus	Learning Time	Parent Involvement	Campus: Promote Middle School extracurricular by inviting them to talk to 5th graders in the second semester.	2 CIP	03/01/2021	Sign in sheets	
								PROJECTED COMP. DT		
								05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	5th Grade Students	Principal, Counselor	Principal, Counselor	Progress Report, Report Cards	Local Assessment, State Assessment		



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Campus Improvement Plan 2020-2021

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Goal 1 - 7 Student Achievement - Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need FITNESSGRAM Results
Long Range Goal By the Year 2022, 90% of the students will reach state standards.
Annual Performance Objective Fitness Gram: To Increase the percentage of students passing all 6 components of the FITNESSGRAM from 63% to 83%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction	Integrated / Interdisciplinary	Academic Performance	Physical Education	Campus: Create Athletic award for E.O.Y. campus award ceremony. The top 5 boys and girls from each grade-level will be selected based on criteria.	2 CIP	08/10/2020 PROJECTED COMP. DT 05/28/2021	Fitnessgram Report	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	P.E. Coaches, Assistant Coaches, Principal	P.E. Coaches, Assistant Coaches, Principal	Six Weeks Physical Education Grades	FITNESSGRAM Assessment		



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Campus Improvement Plan 2020-2021

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Goal 2 - Safe and Nurturing Environment - Provide a safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2022, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population
Annual Performance Objective To reduce the number of in school suspensions by 4%, from 3 to 2. To reduce the number of out of school suspensions by 4%, from 12 to 11. To increase attendance rate from 95.75% to 96.5%

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1	Completion	Culture / Climate	Student / Staff Attendance	School Climate	Safe Schools	Campus: Reward staff perfect attendance with 3 days of extended lunch or early dismissal at 3:15 pm.	1 CNA	08/10/2020	Perfect Attendance Report	
								PROJECTED COMP. DT 05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	Faculty & Staff	Principal, Assistant Principal	Principal, Assistant Principal	Progress Reports, Report Cards	Safety Reports		



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2	Completion	Culture / Climate Parents / Community	Collaborative Planning	School Climate, Student Support & Family/Community Support	Curriculum & Instruction	District: Create Public Service Announcements or prerecorded sessions on Suicide prevention (S.O.S. =Signs of Suicide) and Attendance laws; b. Increase PK parent commitment & daily attendance for PK programs (i.e. contract, etc.)*Strategy can be provided during a school closure	1 CNA	07/01/2020 PROJECTED COMP. DT 05/28/2021	PSA, Attendance Rate; Student Case Files	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	All Students & Parents	Admissions Director; Guidance & Counseling Director	Counseling Dept.	Parent Survey	Log of how many students were referred to outside agencies.		



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3	Completion	Culture / Climate Parents / Community	Collaborative Planning	School Climate, Student Support & Family/Community Support	Student Safety & Support	District: Provide tele-counseling and prerecorded sessions for students in need of counseling (anxiety, eating disorders, mild depression, suicide, mental health, etc.) *Strategy can be provided during a school closure	1 CNA	07/01/2020 PROJECTED COMP. DT 05/28/2021	End of Year Statistis	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	Students In Need of Assistance	Guidance & Counseling Director	Counseling Dept.	Call Log	Log of how many students were serviced through tele-counseling		No Progress



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4	Completion	Culture / Climate	Collaborative Planning	School Climate, Student Support & Family/Community Support	Social Emotional Learning	District: Professional development training-via prerecorded videos for staff to identify at-risk students as well as support and educate students on gangs/bullying/suicide/mental health, behavioral threat assessments, navigate/safety audits, Tyler Intervention Support Module, etc. *Strategy can be provided during a social closure	2 CIP	07/01/2020 PROJECTED COMP. DT 05/28/2021	ERO Log Sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
4	ALL = All Students	Guidance & Counseling Director; Discipline MGMT Director; Health Services Director & Professional Development Director	Counseling Dept.	ERO Log Sheets	Counselors provided Staff Development and Training to all teachers and administrators on Trauma-Informed Practices, Mental Health First Aid, and Human Trafficking	



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5	Completion	Culture / Climate	Collaborative Planning	School Climate, Student Support & Family/Community Support	Social Emotional Learning	District: Purchase books/workbooks/materials for counselors *Strategy can be provided during a school closure	1 CNA	07/01/2020	Counselor Outreach Log	
								PROJECTED COMP. DT 05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	All Counselors/Students	Guidance & Counseling Director	Guidance & Counseling Director	Purchase Orders	Counselor Feedback		



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6	Completion	Culture / Climate Parents / Community	Collaborative Planning	School Climate, Student Support & Family/Community Support	Social Emotional Learning	District: Utilize Parent Portal (link to prerecorded video) to inform/educate parents on suicide awareness and mental health or on topics of interest or benefit to parents available on the website. *Strategy can be provided during a school closure.	1 CNA	07/01/2020 PROJECTED COMP. DT 05/28/2021	Parent Portal Log-in	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	All Parents	Guidance & Counseling Director	Counseling Dept.	Parent Feedback			Review Parent Portal to determine yearly usage.



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7	Health	Student, Staff & Parental Support - Health	Collaborative Planning	Student, Staff & Family/Community Support	Health Wellness	District: Health Services-training/services for students, staff and parents to educate on prevention tips to address containing the spread of infectious diseases. *Strategy can be provided during a school closure	1 CNA	07/01/2020	Log	
								PROJECTED COMP. DT 05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
7	Parents, Staff & Students	Health Services-Director	Health Services Director	Monthly feedback	End of Year feedback		



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8	Completion	Data Systems	Data System	Quality Data for Informed Decision Making	Counseling	District: Evaluate the amount of time a counselor spends on the areas of the Texas Model for Comprehensive School Counseling Programs as well as other duties. Provide training for the counselors on the use of the Counselor Activity Database an how to provide reports for their activities in a given time frame.	1 CNA	07/01/2020 PROJECTED COMP. DT 05/28/2021	Counselor Activities DB Deployment	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
8	Counselors	Special Projects Data Developer	Staff Time	Users Feedback	Implementation	



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9	Completion	School Organization	Collaborative Planning	Safety	All Schools	District: Enhance training for Behavior Threat Assessment (BTA) Teams at each campus. District administrator will be scheduled to serve on a campus team. Campus teams will meet periodically. District administrator will have access to review their designated campus threats and follow up on interventions. UISD police or outside agencies will be advised as needed.	1 CNA	08/10/2020	Navigate System Tracker	
								<div style="border: 1px solid black; padding: 2px; display: inline-block;"> PROJECTED COMP. DT 05/28/2021 </div>		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
9	All Schools	Campus Principal, District Admn.	Campus and District Personnel	Periodic feedback		Review yearly progress feedback	



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Goal	2 - Safe and Nurturing Environment - Provide a safe, nurturing, positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need	Tyler Discipline Report of campus referrals
Long Range Goal	By the year 2022, alternative placement and expulsion discipline referrals will be reduced to 1% of the student population
Annual Performance Objective	<p>To reduce the number of in school suspensions by 4%, from 3 to 2.</p> <p>To reduce the number of out of school suspensions by 4%, from 12 to 11.</p> <p>To increase attendance rate from 95.75% to 96.5%</p>

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10										PROJECTED COMP. DT

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
10							



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Campus Improvement Plan 2020-2021

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Goal 3 - Parental Involvement - Promote community partnership and parent involvement.
Data Analyzed To Determine Need Campus based parental activities participation rates
Long Range Goal By the year 2022, 90% of all students will be represented at parent activities
Annual Performance Objective To increase the percentage of parents represented at campus based parental activities from 71% to 89%.

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1	Completion	Parents / Community	Parent Involvement	Family / Community Support	Parent Involvement	Campus: Create virtual family events.	1 CNA	08/10/2020	Sign in Sheets			
										<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding: 2px;">PROJECTED COMP. DT</td> </tr> <tr> <td style="padding: 2px;">05/28/2021</td> </tr> </table>	PROJECTED COMP. DT	05/28/2021
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INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Principal, Counselor, Teachers	Principal, Counselor, Teachers	Progress Reports, Report Cards	Local Assessments, State Assessments		



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2	Completion	Family and Community Representations	Family and Community Engagement/Specific/Timely Feedback	Family and Community Engagement Support	All Content Areas	District: Parenting Partners Seminars-Parent Engagement Modules offered at the campus level on a monthly basis to create parent capacity to improve student achievement.	3 FPE	08/10/2020 PROJECTED COMP. DT 05/28/2021	Flyers, Agendas, Sign-in Sheets Parent Surveys	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	All	Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Principals, Campus Parenting Partners Team	Title I, Part A Funds Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Principals	Evaluation	Parent Surveys	STAAR Results, Title I Survey	



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3	Completion	Virtual/Online Family and Community Representation	Virtual/Online Family and Community Engagement/Specific/Timely Feedback	Family and Community Engagement Technology Support	All Content Areas	District: Virtual/Online Parenting Partners Seminars-Parent Engagement Modules offered at the campus level on a monthly basis to create parent capacity to improve student achievement	3 FPE	08/10/2020 PROJECTED COMP. DT 05/28/2021	Social Media/Messenger/Online/Virtual Flyers, Agendas, Sign in Sheets Parent Surveys	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	All	Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Principals, Campus Parenting Partners Team, Technology Department	Title I, Part A Funds Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Principals, Technology Department	Online/Virtual Surveys		Online/Virtual Surveys	



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4	Completion	Family Resource Center	Family and Community Support Engagement	Family and Community Resource Center-To nurture school and home partnership	All	District: To provide tools and resources for parents to help students with school initiatives such as projects, homework, to provide classes to parents on literacy, wellness, health etc.	3 FPE	07/06/2020 PROJECTED COMP. DT 05/28/2021	Flyers, Agendas, Sign-In Sheets parent/teacher Surveys	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	All	Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Coordinator Drop Out Recovery-Family Literacy, Principals	Title I, Part A Funds Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Coordinator-Drop Out Recovery-Family Literacy, Principals	Evaluation Parent and Teacher Surveys	STAAR Results, Title I Survey		



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5	Completion	UISD Parent Volunteer Signs	Family Engagement	Parent Engagement and Involvement	All	District: Parent's who accumulate a set number of school volunteer hours will get a yard sign to acknowledge their dedication and commitment to their child's school.	3 FPE	08/03/2020 PROJECTED COMP. DT 05/28/2021	Volunteer Sign In sheets at school Online record of hours volunteering and for what purpose	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	All	Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Coordinator-Drop Out Recovery-Family Literacy, Principals	Title I, Part A Funds Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Coordinator-Drop Out Recovery-Family literacy, Principals	Online platform, sign in sheets, Evaluation Surveys	STAAR Results, Title I Survey		



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6	Completion	Administrators /Parent Engagement	Instructional Leadership, Supervision and Monitoring of the Parent Engagement Statute 116	Parent Engagement	All	Online subscription will be used to allow administrators to maintain Title I Parent Engagement documentation compliance.	3 FPE	08/03/2020 PROJECTED COMP. DT 05/28/2021	Web Based Document management monitoring Federal Programs Data	

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6	All	Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Principals	Title I, Part A Funds Federal & State Programs Executive Director, Federal Programs Coordinator, Parent Engagement Facilitator, Principals	Electronic documentation Title I	Crate	STAAR Results, Title I Survey	



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7	Completion	Parents / Community	Parent / Community Support	Family / Community Support	Community Support	Campus: Organize a Virtual Career Day to help with community involvement.	1 CNA	11/02/2020	Sign-in Sheets	
								PROJECTED COMP. DT 12/25/2020		

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Campus Improvement Plan 2020-2021

RSKE - R&S KILLAM ELEMENTARY

Goal 4I - Highly Qualified Teachers - To ensure employee recruitment, development, support and retain effective teachers, principals and other instructional staff.
Data Analyzed To Determine Need Certification
Long Range Goal By the year 2022, all students will be taught by highly qualified teachers
Annual Performance Objective To maintain the percentage of highly qualified teachers at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Human Resources	Instructional Leadership, Supervision and Monitoring	Teacher Quality	Qualified Employee	District: Provide/Schedule Review Sessions for Bil. /ESL Supp. CRT Utilizing virtual modes.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	Federal Programs data	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	All Teachers and Staff	Associate Superintendent for Human Resources/HR Administrators	Associate Superintendent for Human Resources/HR Administrators	Attendee Feedback	EOY Feedback		



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2	Completion	Human Resources	Instructional Leadership, Supervision and Monitoring	Substitutes	Qualified Employees	District: Utilizing new COVID-19 safety measures, train all approved Teacher Substitutes through CPI every year to attend to student needs when assigned to Special Education classrooms during an instructional day; all classroom challenges when student actions are in need of intervention, and to address reducing incidences of injuries with proper use of techniques and other interventions.	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	Human Resources- Recruitment efforts	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	Teacher Substitutes	Associate Superintendent for Human Resources/HR Administrators	Associate Superintendent for Human Resources/HR Administrators Title I Crate (\$500) Title I	Principal Feedback as required	EOY Principal Feedback		



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3	Completion	Human Resources	Instructional Leadership, Supervision and Monitoring	Para-Professionals	Qualified Employees	District: Improve interactions of all Para-Professional Employees of the district with students, coworkers and parents through the use of media, Admn. orientation, District policy and Staff Development	1 CNA	08/03/2020 PROJECTED COMP. DT 05/28/2021	Human Resources- Recruitment efforts	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	Paraprofessional Employees	Associate Superintendent for Human Resources/ HR Administrators	Associate Superintendent for Human Resources/HR Administrators	Principal Feedback as required	EOY Principal Feedback		



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4	Completion	Culture / Climate	Organization and Procedures	School Climate	Qualified Employees	Campus: Administration will update the campus handbook to reflect new updates regarding COVID 19.	1 CNA	07/13/2020 PROJECTED COMP. DT 07/30/2020	Campus Handbook	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
4	All Faculty & Staff	Principal	Principal	Teacher Feedback	Teacher Feedback	



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5	Student Achievement	Instruction	Data Driven Instructional Decisions	Learning Time	Reading / ELA	Campus: Utilize intervention teacher to address the needs of students struggling in Reading.	2 CIP	08/24/2020 PROJECTED COMP. DT 05/31/2021	Reading Intervention Schedule	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	AR = At Risk	Principal, Reading Intervention Teacher, Teachers	Reading Intervention Teacher \$74,411 (Title I)	Progress Monitoring, Running Records, Report Cards	State Assessment	Text Levels	



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6	State Assessment	Instruction	Active Learning	Learning Time	All Content Areas	Campus: Utilize CSR Teacher to provide more effective instruction with smaller student/teacher ratio.	2 CIP	08/24/2020	Walkthroughs	
								PROJECTED COMP. DT		
								05/28/2021		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	ALL = All Students	Principal, CSR Teacher	CSR Teacher \$69,481.34 (Title II)	Progress Reports, Report Cards	Local Assessments, State Assessments		